

Frequently asked questions on Alpha Assessment

- ❖ **I've taken the assessment. Now what?**

Review your alpha report, which interprets your results, identifies your specific alpha strengths and risks, and provides suggestions on how to develop your strengths and reduce your risks. Afterwards, if you have questions or are interested in speaking with a professional coach, please contact our office.
- ❖ **What are good scores for the assessment results?**

Scores are presented as percentile scores on the Alpha Assessment, which indicate the percentage of people in this population who fall above and below you on each category (e.g., a percentile score of 30 indicates that 30% of this population scores below you while the remaining 70% scores above you). Therefore, a high score on a strength scale is better than a low score (indicating you have more strengths than a certain percentage of people). However, a low score on a risk scale is better than a high score (indicating that you have fewer risks than a certain percentage of people).
- ❖ **Is one alpha type better than another?**

No. Each type has its own set of strengths and weaknesses.
- ❖ **My alpha results do not seem to fit my self-concept. What could cause the discrepancy between my results and my view of self?**

There may be numerous reasons for this discrepancy. Risks can become habitual patterns of dealing with stress and often operate out of awareness. Another reason may be explained by the observation that people tend to behave differently in various contexts. While a person may be dominant and driven to achieve results in one setting, he or she may be rather passive in another. For various reasons, we adjust and modify our behaviors to fit the context in which we are in. Furthermore, the view we have of ourselves is sometimes quite different than the behaviors we exhibit to others. If your alpha results don't fit your view of self, it is possible that your results may reflect your behaviors, emotions, and thoughts in areas of your life where you are not being your true self, such as the workplace.
- ❖ **Is it better to be a high alpha than a low alpha? If not, then what is the value in making the distinction?**

It is not necessarily better to be a high alpha than a low alpha. The purpose of making the distinction between the two is not to determine value between individuals. Rather, the distinction results from describing a natural phenomenon: some individuals are more prone than others to achieve success through domination, aggression and competition. This is an important and valuable observation to make since many businesses and organizations are led by these individuals, whose alpha traits can be as destructive as they are valuable.
- ❖ **My results show that I do not have many alpha traits (or none at all). Can I still be an effective leader?**

Yes. Scoring low on the alpha scale has no bearing on your ability to be a successful leader. You simply operate with a different value system and with a different set of

strengths and challenges. You likely go about your business with more sensitivity to “people issues” and emotional intelligence than alphas usually do.

- ❖ **In what ways can a low alpha be a more effective leader than a high alpha?**
As a low alpha, you probably possess more sensitivity to “people issues” and emotional intelligence than alphas usually do. Thus, you are more likely to reach your professional goals by inspiring others, developing strong allegiances, and reading the emotions of your coworkers and business partners. Low alphas are just as capable of achieving success, and perhaps even more likely to enjoy love, health, fun and other intangibles that add up to a fulfilling life.
- ❖ **My results indicate that I have several alpha risks, but I don’t have any trouble reaching my goals at work. Why should I take the time to address these risks?**
It is not unusual to be unaware of one’s own risks. It is human nature to view problems in our organization as “out there,” as someone else’s problem. It is difficult to see how our own style may accentuate the problems in the organization, and the solution is to gain insight into our own work style. Alpha risks suggest that you may not be reaching your fullest potential. Although you may be very successful in achieving your goals, it is possible that your work style has a negative impact on others, which can lead to sludge and inefficiency. By identifying your alpha risks and making changes, you can enjoy even more success than you do now. Understanding your risks and committing to improve will have an effect on your entire organization.
- ❖ **Will my alpha results change over time?**
Yes. Your results on the Alpha Assessment will reflect any behavioral, emotional, and cognitive changes you make in the workplace. Take the Alpha Assessment periodically to monitor your progress
- ❖ **How often can I take the Alpha Assessment?**
The Alpha Assessment can be taken as often as you like. We recommend taking the assessment no more than once every 3 months.
- ❖ **How can I more effectively work with other high alphas at my place of business?**
You can work more effectively by utilizing two skills often dormant in alphas - transparency and vulnerability. Information is power, and therefore it is the alpha’s natural tendency to sometimes withhold information pertinent to the business and especially his or her own thoughts, beliefs, and opinions. Sharing this type of information is generally avoided because it can make you vulnerable to the criticism and negative feedback of others. However, a willingness to be vulnerable draws people closer to you, and makes them more willing to trust you and models the values of self-awareness and continual improvement. Here’s the bottom line: If you want to establish a learning organization in which everyone, including your alpha peers and managers, is committed to exploring new and better ways of doing things, the first and most important step is to model those priorities yourself.
- ❖ **Do you recommend I show my alpha results to my boss or coworkers?**
By enlisting the help of others you increase your chances of improving upon your strengths and reducing your weaknesses. Since your coworkers will be more aware of your strengths and weaknesses, they will then be able to offer specific feedback on your performance as it relates to your alpha results. Taking the initiative in

showing your results will give others the courage to provide you with valuable and well-intended feedback.

❖ **I recognize many alpha liabilities in my boss and coworkers. What can I do to improve our work together?**

The first question to ask yourself is whether you have any risks yourself. Although it is difficult to see how our own style may add to the problems we see in our employers, the solution is to gain insight into how we respond to different situations at work. Rather than focusing on what needs to be different about your boss, you need to focus on the results you want to achieve and what you must do to obtain those results.

❖ **Where can I learn more about improving my strengths and minimizing my risks?**

Contact us! We are available to assist you directly, using your alpha results as a guide.

❖ **What is SARGIA Partners?**

We motivate our clients to make significant behavior changes using compelling data, including rich personal interviews with managers, peers, direct reports and business partners. Personalized action plans successfully motivate key leaders to focus on the developmental areas that have the quickest impact on their business performance. .

❖ **What does SARGIA Partners do that helps people change?**

People are more motivated to make significant changes to their work style when they have a clear understanding that change is needed. Therefore, our first step is to accumulate the indisputable evidence for the need for change. This is completed during the Assessment phase, during which significant members of our client's organization are interviewed and your strengths and areas of development are identified. Then, once the coaching phase begins, we address differences between one's true commitment for change and what is merely the noble intention to change. We look for patterns of behavior that seem to maintain the gap between where you are now and where you would like to be.