



Consulting, Training, Coaching

# INNERMETRIX (IMX)

## Overview

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# The Art of Knowing Yourself and Others – INNERMETRIX



Consulting, Training, Coaching



*"Knowing others is intelligence; knowing yourself is true wisdom.  
Mastering others is strength, mastering yourself is true power."*

**—Lao Tzu**

# Questions for INNERMETRIX Performance Profiles



Consulting, Training, Coaching

- **How does an individual behave?**
- **What really motivates him/her?**
- **What are his /her true strengths and talents?**
- **Under which circumstances does an individual thrive?**
- **How does a person gain energy instead of leaking energy?**
- **What does a team need to develop their full efficacy?**

# Introduction – Annette Freund



Please find more information  
on our website

[www.inspiredmove.ch](http://www.inspiredmove.ch)

*“My personality is a **“Bridge-Builder”** as I mediate and connect between different ways of thinking.”*

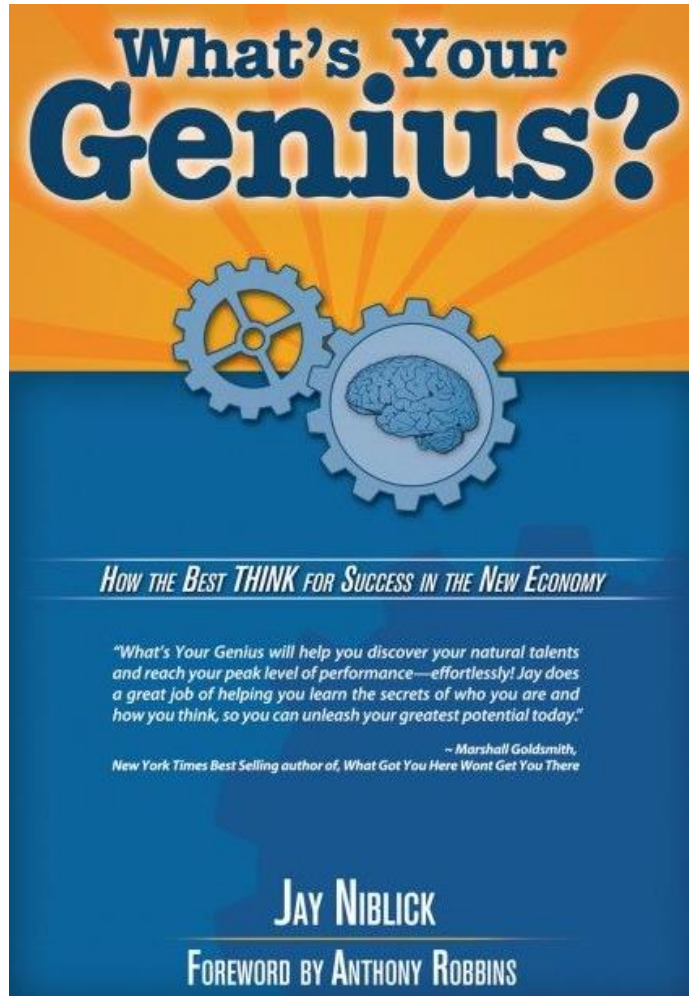
- **3-fold background:** Pharmacist, MBA, Systemic Business Coach
- **20 years** experience in the **Health Care Sector**
- **15 years** in **Marketing** and **Competitive Intelligence** in the Pharma/Biotech Industry
- In addition: **10 years** of **coaching** expertise

## From Inspiration to Implementation!

- **Inspiration:**
  1. To work in addition to the logical-analytical solutions with creative-intuitive solutions
  2. Light up the inner fire
- **Implementation:** Put your insights into practice!

- The Art of Knowing Yourself and Others
- Questions for INNERMETRIX Performance Profiles
- Who is FREUND INSPIRED MOVE? - Introduction
- What's your Genius Study?
- What does the ADVanced INNERMETRIX Performance Profile evaluate?
- When people perform their best...
- Scientific Background and What is Assessed?
- INNERMETRIX Assessment: Who and When? – Key Take-Aways
- Our Offer – From Inspiration to Implementation!
- Extras: Examples and Usages of DISC Profile, Value Index and Attribute Index

# What's Your Genius Study – What Leads to High Performance?



## Study

- Extensive 7 years study
- 75 doctors and 900 consultants
- Almost 200,000 people
- 25 countries

## Outcomes

- Self-Awareness
- &
- Authenticity

<http://www.whatsyourgenius.com/>



# What does the IMX ADVanced Insights Profile evaluate?

**visible**



**invisible**

## **How?**

- **DISC (advanced version)**
- **Behavior**

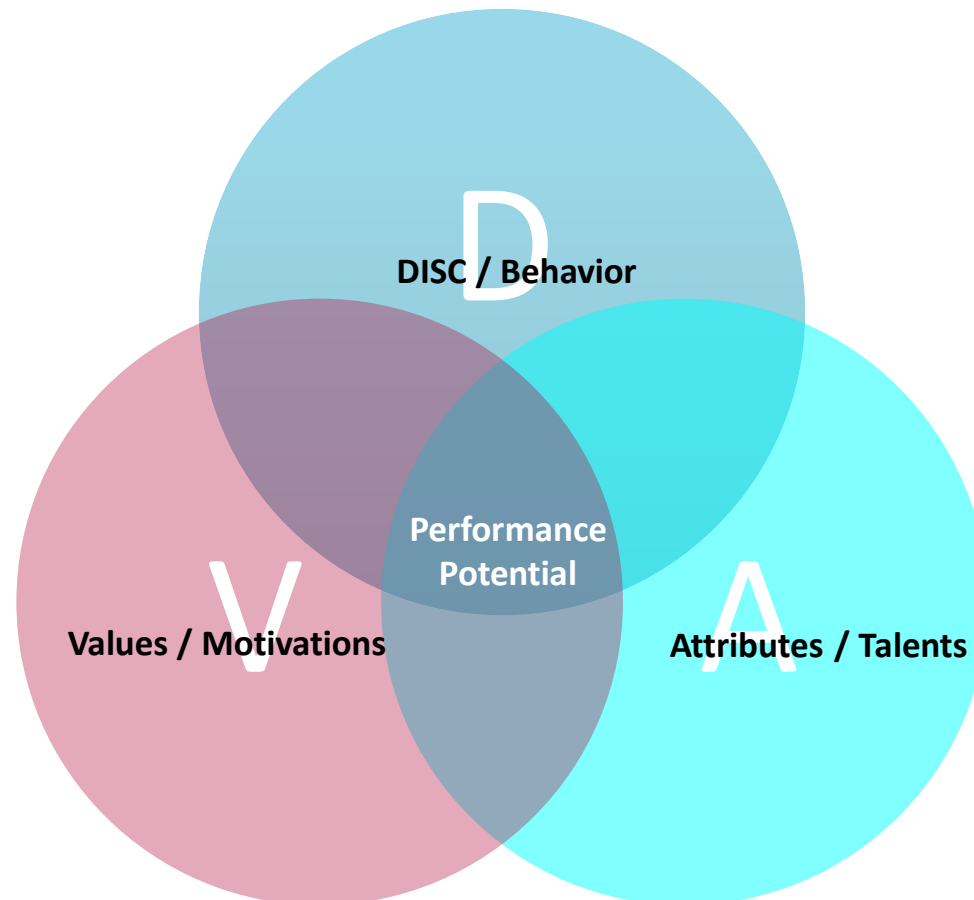
## **Why?**

- **Values Index**
- **Motivation Factors**

## **What?**

- **Attribute Index**
- **Talents/Strengths**

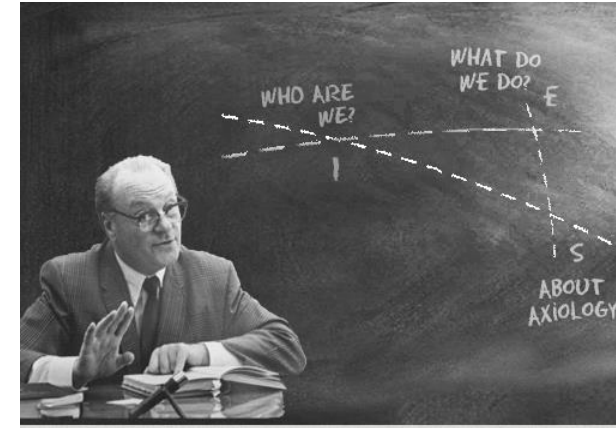
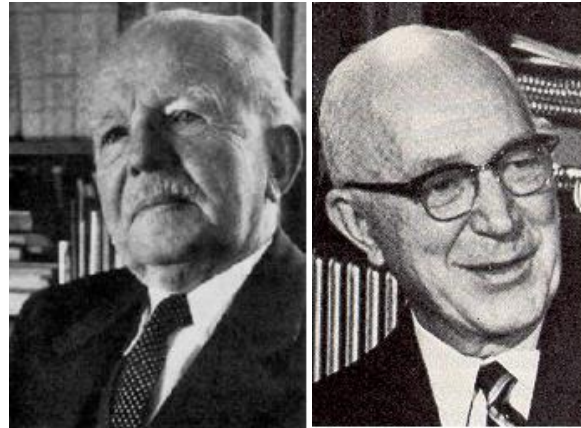
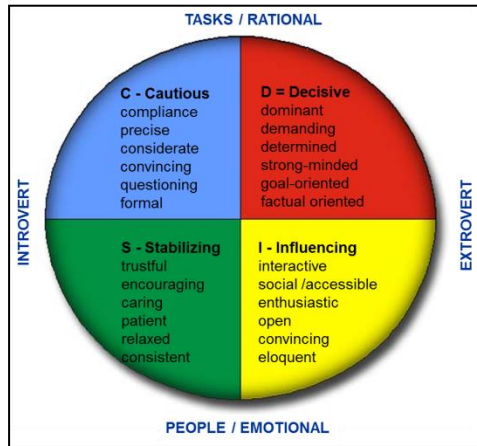
# When people perform at their best...



**When your talents, motivations and behavior overlap you are in the zone of your maximum performance potential and minimum energy loss!**



# Scientific Background of INNERMETRIX Profiles and What they Assess?



## DISC - How?

- Advanced version of Dr. Marston's and Prof. Dr. Geier's behavioral science and assessment
- Natural and adaptive style
- 4 dimensions: **D**ecisive, **I**nfluencing, **S**tabilizing, **C**autious
- 48 behavioral patterns

## Value Index - Why?

- The latest interpretation of the work of Drs. Eduard Spranger and Gordon Allport and their study of human value, motivation and drive.
- 7 dimensions: aesthetic, altruistic, economic, individualistic, political, regulatory, theoretical
- 36 motivational factors

## Attribute Index - What?

- Based on Prof. Dr. Hartmann's work about axiology: the assessment of your cognitive style and your way of decision making
- Empathic, practical, systemic about your external world and yourself (internal world)
- 78 business related attributes

# INNERMETRIX Assessment

## Who and When? – Key take-aways

**The INNERMETRIX-Tests are market wide the most holistic series of scientific established and validated instruments for organizational and personality assessment. They are available in plenty languages.**

**The tests serve excellent for the following topics:**

- Performance Management: Recognition and authentic usage of your own full performance potential
- Leadership-Style and -Development
- Vital Working: Find the Flow-Zone instead of leaking energy
- Team-Dynamics: Improving the communication and performance of teams
- Communication: Resolution of conflicts and strengthening private and professional relationships
- Clarifying your next professional steps and your own professional calling
- Job selection, Talent Development, Successor Planning, Change Management

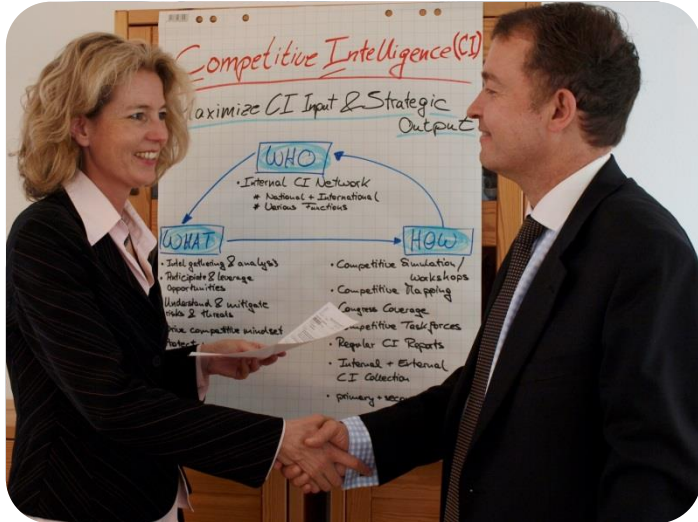
**FREUND INSPIRED MOVE guides you to reconnect with your authentic best performance:**

- IMX Advanced Insights Profile plus 2 hours coaching
- Follow up Coachings in order to really use your full potential
- Individually shaped Team-Development



**INNERMETRIX is one of the Leading Personality Assessments**

# Our Offer: From Inspiration to Implementation!



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## Have you ever asked yourself:

How can we come to new solutions?

How can we really put them into practice?

## From Inspiration to Implementation!

FREUND INSPIRED MOVE guides you through the process. For example:

- **Consulting:** Marketing and Competitive Intelligence – Strategy, Process and Workshop Design
- **Training:** Inspirational Leadership, Team Development and Professional Calling
- **Business Coaching:** Career Decisions, Inspirational Leadership and Health-Vitality

Please find more information on our website

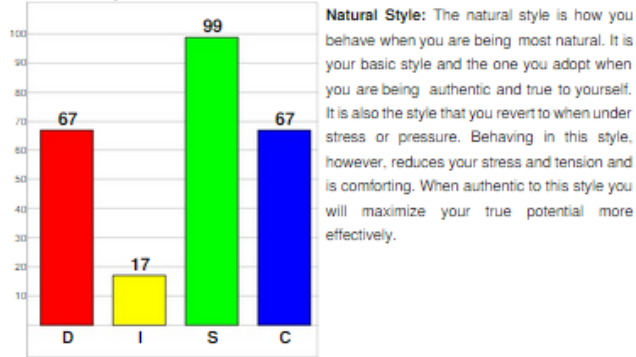
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# Extras - Examples Reports and Usage: DISC Profile - How?

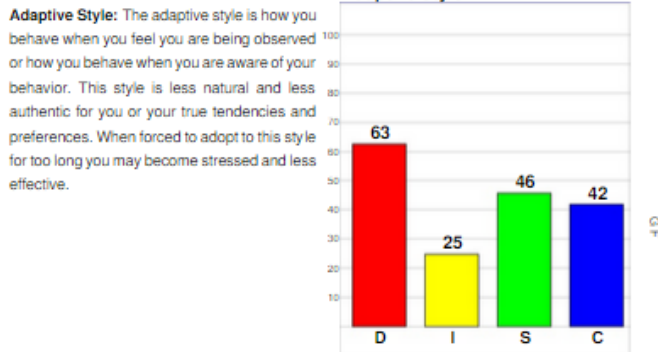
## IMX Executive Summary

### Natural and Adaptive Styles Comparison

#### Natural Style



#### Adaptive Style



## Uses of the DISC Profile

- Inter- and intrapersonal communication
- Goal achievement
- Role building and definition
- Job selection
- Performance Management
- Natural vital energy flow
- Team-Dynamics
- Solving conflicts
- Reduction of pre-judgements

ADvanced Insights Profile: 71 pages

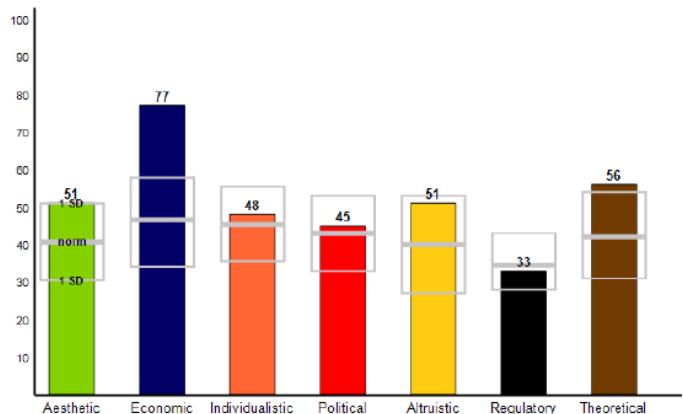
DISC Profile: 26 pages

Available as complete package or separately

# Extras - Example Reports and Usage: Values Index - Why?

## Executive Summary of Sample's Motivation

<b>High Aesthetic</b>	You very much prefer form, harmony and balance. You are likely a strong advocate for green initiatives and protecting personal time and space.
<b>Very High Economic</b>	You are very competitive and bottom-line oriented.
<b>Average Individualistic</b>	You are not an extremist and able to balance the needs of both others and self.
<b>Average Political</b>	You are flexible, able to take or leave the power or clout that comes with the job title or assignment.
<b>Average Altruistic</b>	You are concerned for others without giving everything away; a stabilizer.
<b>Average Regulatory</b>	You are able to balance and understand the need to have structure and order, but not paralyzed without it.
<b>High Theoretical</b>	You have a high interest level in understanding all aspects of a situation or subject.



ADVanced Insights Profile: 71 pages

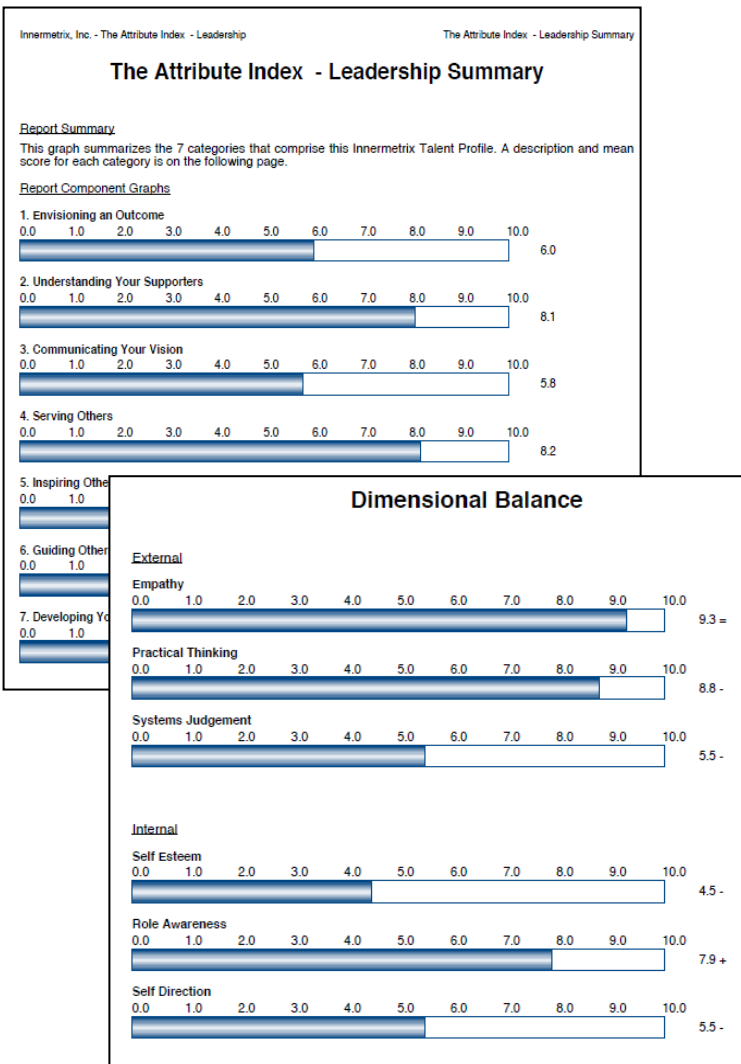
Motivation Index: 28 pages

Available as complete package or separately

## Uses of the Value Index Profile

- Inter- and intrapersonal communication
- Role building
- Goal setting and achievement
- Job selection
- Performance Management
- Natural vital energy flow
- Sources of individual and company motivation
- Team-Dynamics
- Solving conflicts

# Extras - Example Reports and Usage: Attributes Index - What?



## Uses of the Attribute Index Profile

- The Attribute Index is available for different areas: Managing Directors, leadership, sales, customer service, general employment, IT, emotional intelligence
- Talent development
- Performance Management
- Career planning
- Making intangible assets tangible
- Job selection
- Role building and definition

ADVanced Insights Profile: 71 pages

Attribute Index: 16 pages

Available as complete package or separately