



Polaris Profile

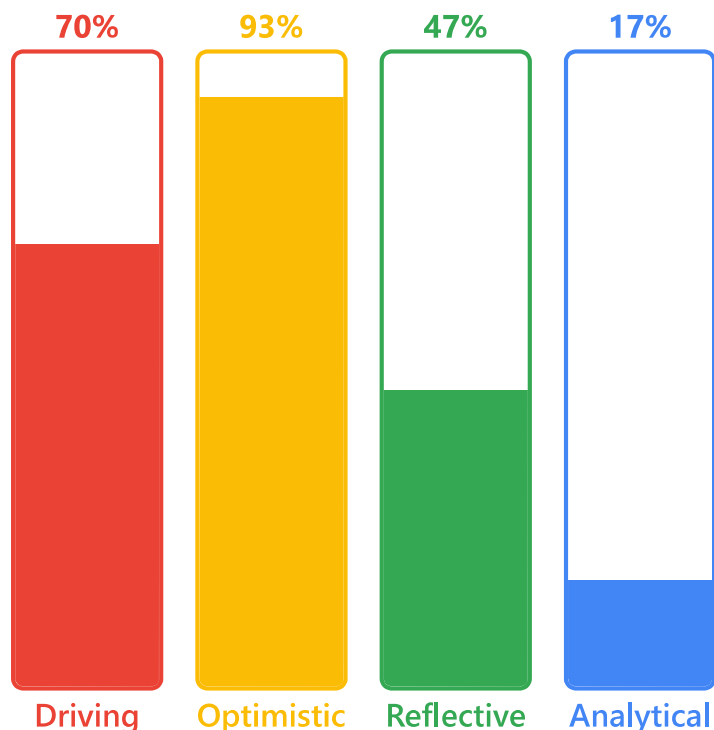
Malik Yellow

October 23, 2026

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Your Polaris Chart

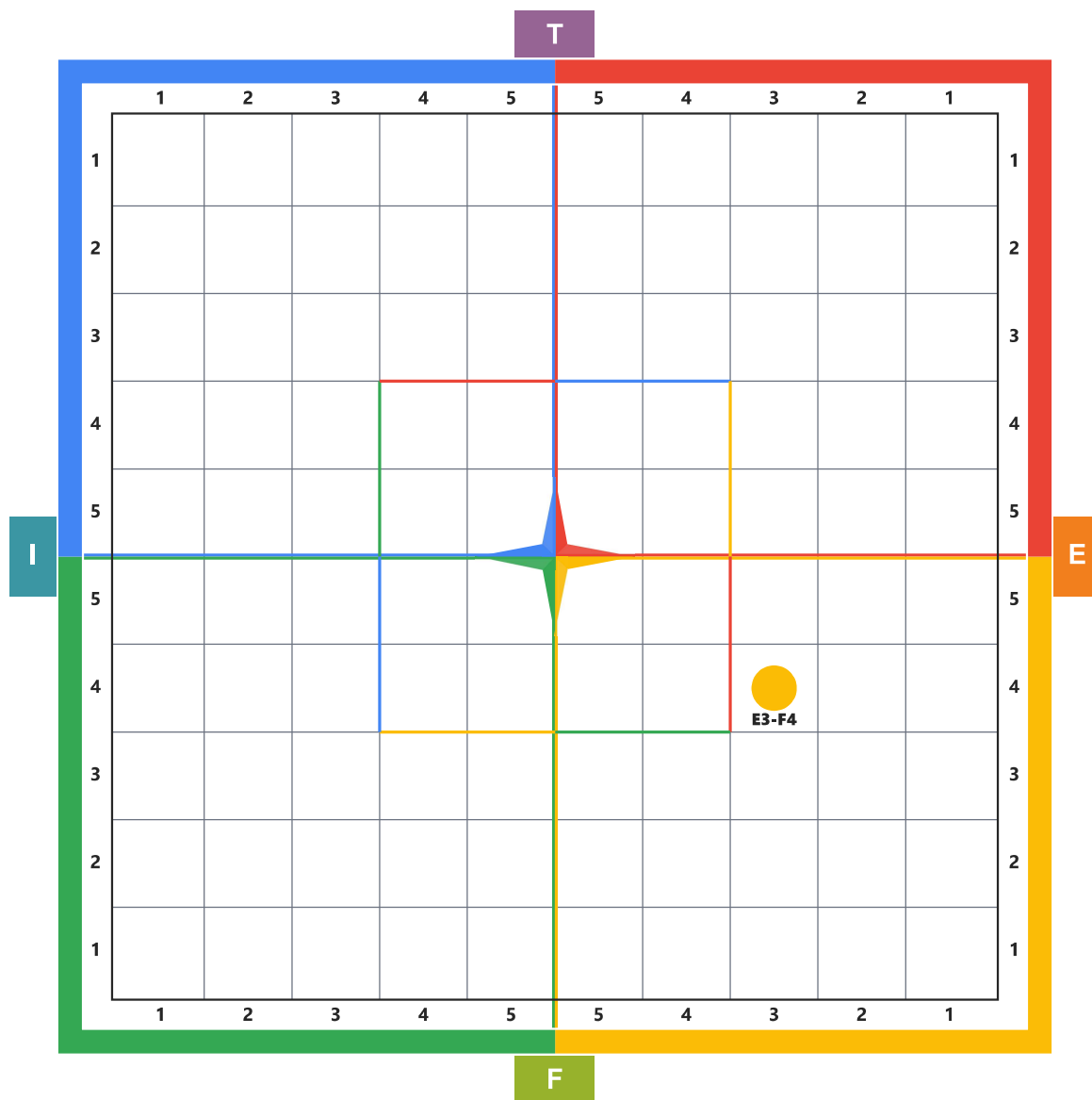


The **Polaris chart** shows the distribution of preferences across four behavioural styles:

- **Driving (Red):** Action-focused, results-oriented, decisive. Higher Driving preference indicates directness, quick movement, and focus on tangible outcomes.
- **Optimistic (Yellow):** Socially-focused, expressive, engaging. Higher Optimistic preference indicates enthusiasm, collaboration, and being energised by interaction.
- **Reflective (Green):** People-focused, supportive, considerate. Higher Reflective preference indicates patience, empathy, and awareness of others' needs.
- **Analytical (Blue):** Detail-focused, precise, systematic. Higher Analytical preference indicates thoughtfulness, thoroughness, and quality orientation.

No style is better than another - each brings distinct strengths in different situations.

Your Polaris Map & Jungian Preferences



● ● Introversion 26% 74% Extraversion ● ●



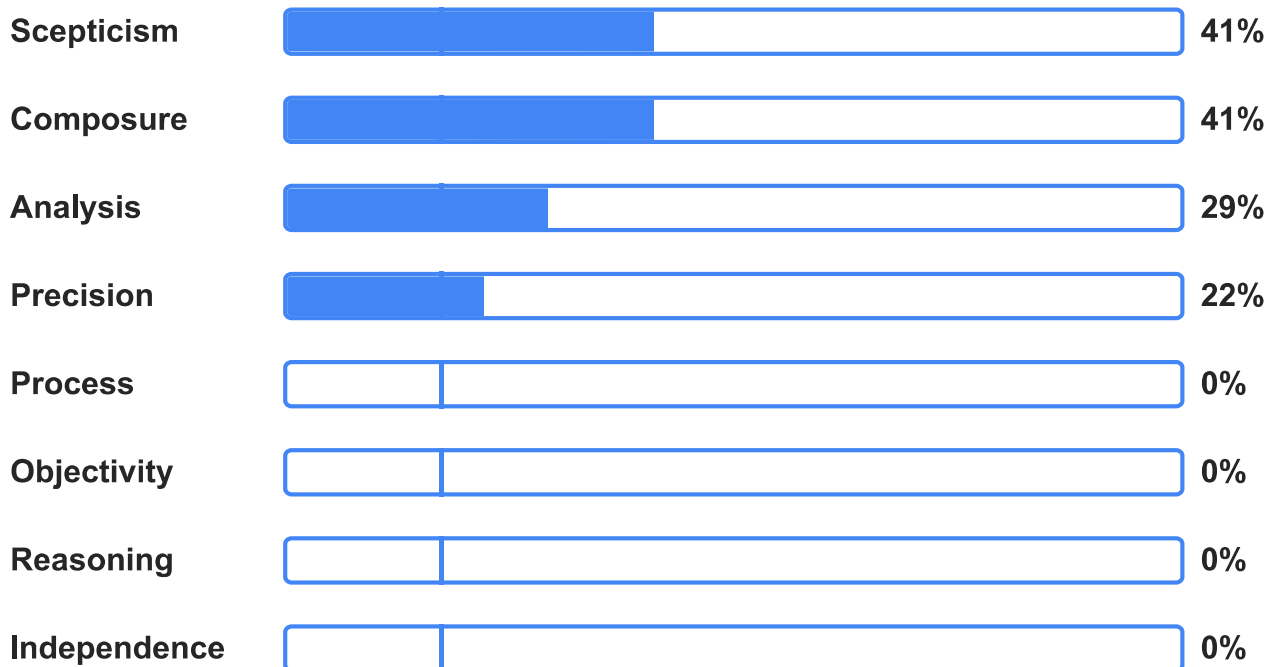
● ● Thinking 37% 63% Feeling ● ●



Facet Charts

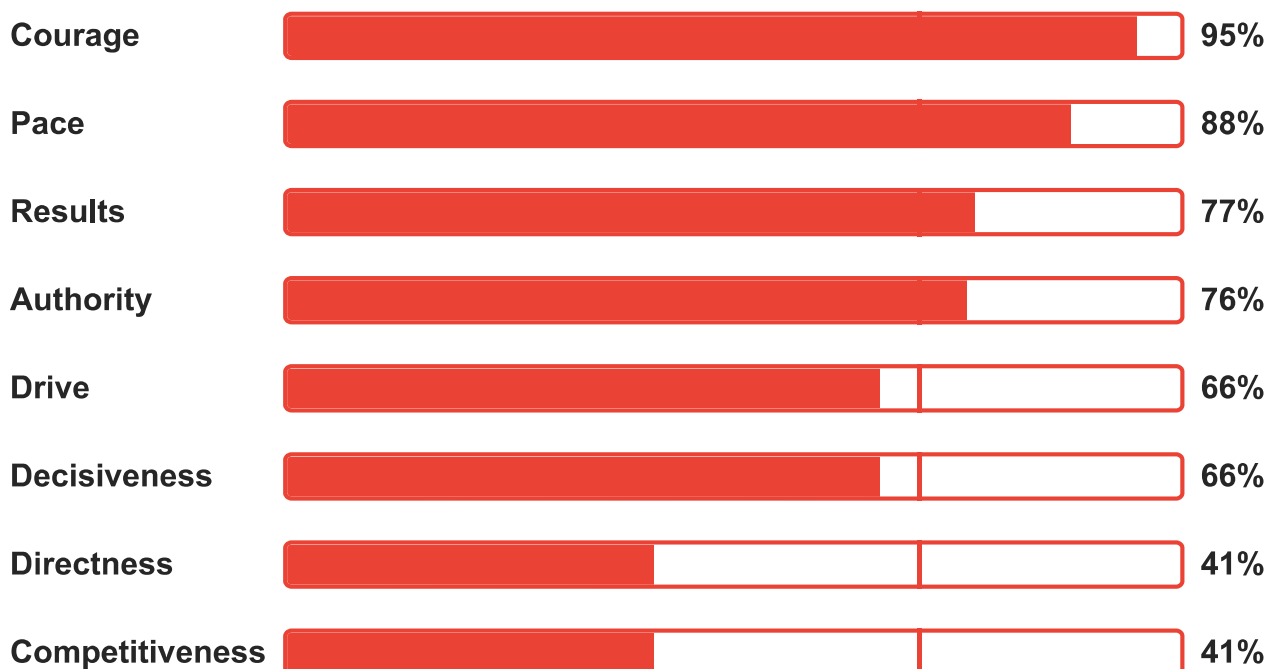
Analytical Blue

17%



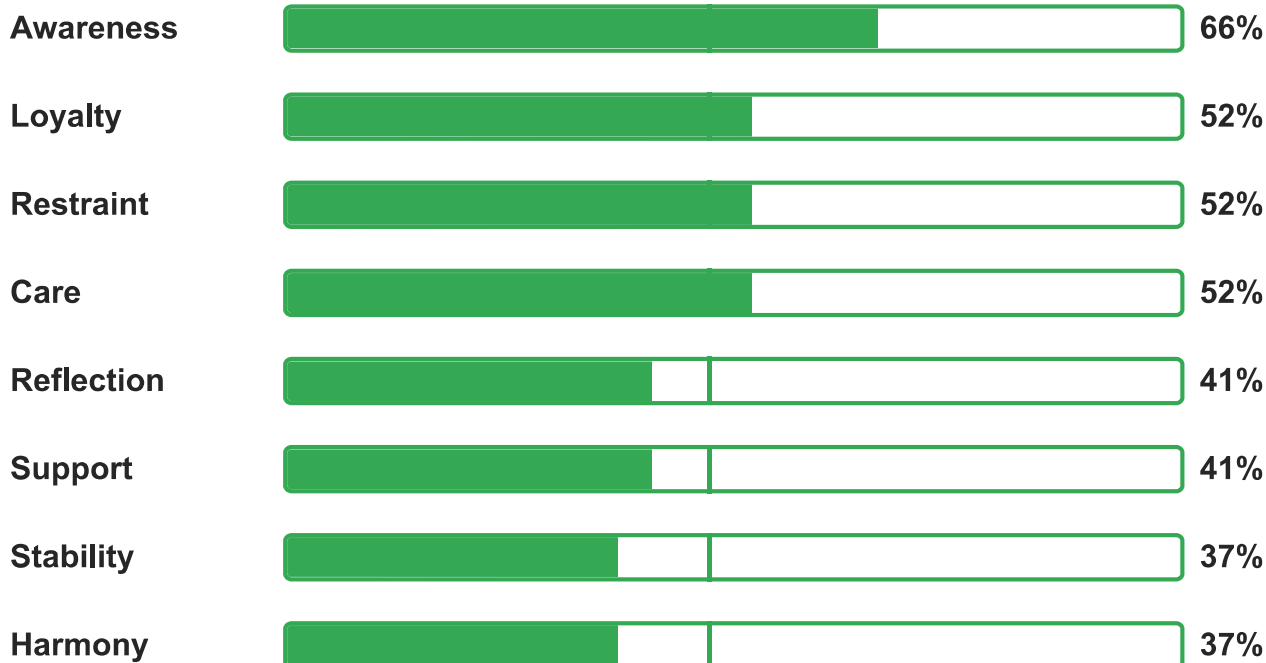
Driving Red

70%



Reflective Green

47%



Optimistic Yellow

93%



Each of the four Polaris colours is made up of eight facets. The facets show the specific behaviours that sit behind your colour scores.

The facets show how you express each colour in specific ways. For example, two people might both score 70% on Driving Red, but one could be high on Pace and Drive (fast-moving and energetic), while the other is high on Authority and Directness (commanding and blunt). The same colour score, but very different behaviours.

The faint line on each bar shows your overall score for that colour. Facets above the line are stronger than your colour average. Facets below the line are weaker than your colour average.

Looking at the facets alongside your colour scores gives you a clearer picture than the colour scores alone.

Understanding Your Results

Your **Polaris Map** is like a compass showing your natural preferences across the four core behavioural styles—Driving Red, Optimistic Yellow, Reflective Green, and Analytical Blue. It reveals the behavioural patterns you tend to adopt in professional settings and how you naturally approach work situations.

Reading Your Polaris Map:

- Top to bottom shows whether you're more task-focused and direct (top) or people-focused and collaborative (bottom)
 - Left to right shows whether your energy comes from reflection and time to yourself (left, Introversion) or from people and activity around you (right, Extraversion)
-

Your **Jungian Preferences** reveal the deeper cognitive patterns underneath these behaviours. They show whether you recharge through solitude or social interaction (Introversion vs Extraversion), and whether you make decisions through logical analysis or personal values (Thinking vs Feeling).

These preferences shape why you show up the way you do on your Polaris Map.

Reading Your Jungian Preferences:

- Introversion vs Extraversion shows where you get your energy—from quiet reflection or social interaction
 - Thinking vs Feeling shows how you make decisions—through objective logic or personal values
-

Together, these two views provide a complete picture: your Polaris Map shows what people see in your behaviour at work, while your Jungian Preferences explain the how and why behind it.

Section 1 - Introduction

The Polaris Profile is based on Malik Yellow's responses to the Polaris Preference Evaluator, completed on October 23, 2026.

While the Polaris Map is grounded in Jung's preference pairs (Introversion-Extraversion, Thinking-Feeling), the wider Polaris Profile draws on additional behavioural research, including modern trait psychology, workplace behaviour studies, and applied organisational psychology. These preferences combine to create four distinct behavioural styles: Driving (Red), Optimistic (Yellow), Reflective (Green), and Analytical (Blue), representing different approaches to action, influence, harmony, and structure.

This profile describes natural preferences, not a fixed account of current behaviour. Preferences represent a person's natural starting point, where they begin instinctively. Behaviour, however, is shaped by experience, context, and the gradual development of sides that don't come as naturally. Some sections may closely match how Malik operates today; others may describe a rawer version of the preference that experience has since refined.

On the Polaris Map, Malik's results place him at E3-F4, showing a clear Extraverted orientation and a moderate Feeling preference.

This profile highlights natural tendencies, offers practical examples, and suggests ways to adapt when needed. Some sections may feel familiar; others may reveal blind spots or areas for growth. Used thoughtfully, it can help Malik recognise where his natural strengths lie, where others may misunderstand his approach, and how different working styles interact. Like all Polaris profiles, it is intended as a practical guide rather than a label, something to reflect on, test in daily situations, and use to improve working relationships.

About the Polaris System

The Polaris Profile system combines a proprietary preference questionnaire with a sophisticated AI framework to generate individualised behavioural assessments. Each profile is created through a comprehensive master prompt, developed through extensive research and testing, that instructs the AI on how to interpret the individual's responses, apply psychological theory, and generate personalised insights with consistency and depth.

Unlike traditional personality tools that assemble reports from pre-written text libraries, and unlike generic AI requests that produce surface-level summaries, each Polaris Profile is the result of advanced prompt engineering that ensures professional quality, theoretical rigour, and practical relevance. The system draws on established psychological research, including Jung's theory of psychological types, behavioural dimension theory, and modern trait psychology, synthesised into a practical framework for workplace development.

Every profile is written fresh, reflecting the nuanced interplay of the individual's specific preferences. This approach ensures depth, personalisation, and relevance that goes beyond both standardised assessment reports and casual AI-generated content. The result is a profile that reads as if written by someone who knows the person well, rather than assembled from generic statements.

The Polaris system is designed for practical application in professional settings, helping individuals and teams understand natural preferences, recognise blind spots, and adapt effectively in diverse working relationships. Understanding these differences supports psychological safety by reducing misinterpretation and building appreciation for diverse working styles.

Section 2 - Snapshot Overview

Malik's results put Optimistic Yellow first at 93%, a dominant presence, with Driving Red at 70% as a strong second. Reflective Green sits at 47%, a moderate presence, and Analytical Blue at 17% is his lowest preference, with minimal presence. On the Polaris Map he lands at E3-F4, a clear Extraverted orientation and a moderate Feeling preference, in the Optimistic Yellow section. Both of his top colors face outward, so he tends to think, talk and act in front of people. The Feeling side leads when he weighs a choice, but Red keeps a Thinking pull alive. He often asks what's fair to people and what actually works in the same breath.

Yellow came out on top in 18 of 25 responses, Red in 5, Green in 2, and Blue in none. Across different situations, Yellow was his usual starting point, with Red stepping in less often.

A typical pattern: a plan changes at short notice, and Malik may say "right, let's try this instead" and start phoning people before the meeting has ended. The pause shows up when a choice could hurt someone. He may hold off, think about how it will land, and talk it over with a friendly colleague first.

Malik's Yellow is strongest in connection, influence and sociability, with energy, optimism and expression close behind. Adaptability sits lower, meaning he enjoys starting something new but is less relaxed when someone else changes the plan on him. His Red is strongest in courage and pace, so he takes risks readily and moves quickly. Directness and competitiveness sit lower, meaning he pushes hard but doesn't always say the blunt thing outright, and beating others matters less than getting people moving. In Green, awareness is the strongest part. Even so, Malik can pick up when someone in a group has gone flat. Blue is his lowest colour, but composure and skepticism are a touch stronger, so he can stay steady when things wobble and ask how a claim is known.

Section 3 - What Drives Malik

Malik is driven by getting people excited and on the same side. An idea only feels finished to him once other people have picked it up and are talking about it. He gets real satisfaction from a room that's buzzing because of something he started. Work with nobody to share it with may feel flat to him.

His Driving Red adds a hard push to that. He doesn't just want people talking, he wants something to happen, and he's willing to try things before they feel safe. His Reflective Green adds a different pull. He often feels it when a group is tense or someone has been left out, and a good day may feel off to him until he's done something about it.

New people, fresh starts and ideas to bounce around draw him in. He may distrust heavy process and slow checking before anything can begin. He makes some calls on what feels right for the people involved and others on what gets a result fastest, and he often feels both pulls at once.

Recognition matters to Malik, and he likes it out loud. He wants to hear that his involvement changed how something went. Polite thanks with no detail may feel hollow to him.

Conversation and movement keep him going through a long stretch. Quiet hours alone, repeated tasks and forms tend to drain him quickly. He usually recovers by talking it over with someone he likes, then starting something new.

Section 4 - How Malik Comes Across

In meetings and group settings: Malik tends to speak within the first few minutes, often before the room has settled. He talks quickly, throws out an idea, and watches faces to see how it lands. If people warm to it, he builds on it straight away. A polite nod gets noticed too, and he may drop the idea or switch to another. He's usually the one making people laugh.

His communication style: Malik makes his points through stories and quick examples. He asks questions to pull people in, and he may answer them himself if the pause runs long. His tone shifts to match whoever he's talking to, warmer with a nervous colleague and brisker with a confident one. He listens by chatting back, not by waiting in silence.

In writing: His messages are quick, warm and light on detail. He's more likely to write "Great idea!!" and a next step than a full explanation. Dates, numbers and who does what may be missing. He'd often rather pick up the phone than write a long email, and he may send three short messages where one longer one would do.

In disagreement: When someone disagrees, Malik usually keeps his tone light and looks for common ground. He may use humor to ease things and agree quickly to keep goodwill, then come back to his point later. If something feels unfair to a person, he can turn forceful and speak up in front of everyone. That may surprise people who have only seen the easy side.

How others experience Malik: One colleague may see warmth and someone who makes work enjoyable. Another may see a person who says yes to everything and moves on. Malik can misread people in return. A quick nod or a smile may look like agreement to him when the colleague is still thinking it over. Quieter colleagues may feel talked over without him noticing.

Section 5 - Collaboration Style

In a group, Malik often volunteers first, and he usually takes the part of the work that involves other people. He tends to stay across the whole job rather than sitting inside one piece. When roles are unclear, he picks something up and starts. If the group drifts, he may make a joke and then ask what the next step is. He offers help before anyone asks.

His main effect on a team is bringing people together. He may introduce colleagues who've never talked and draw quieter people in by name. After a setback, he's often the one suggesting a coffee and asking what the group learned.

Colleagues can count on him to remember what matters to them, check in after a rough day, and back them in front of others.

Hard conversations are where his style shows most. He prefers one-to-one, in person, and he starts with the relationship before the problem. Once he decides something has to be said, his courage tends to win out and he says it. Criticism of his own work may land harder than he shows. He usually takes it best from someone friendly, and may replay it for hours afterwards.

Friction often comes with colleagues who want time and detail before they commit. They may find his shifting plans tiring, and he may find their questions slow. It helps when a colleague gives him the main point first, asks for a quick call, and agrees the details together before ending it.

Section 6 - Communicating with Malik

This section offers practical ways to get through to Malik, based on how he naturally takes in information and deals with people. These are starting points for colleagues, and they work best with some warmth.

Most effective:

- Open with the idea itself and why people will like it.
- Pick up the phone, because a quick call beats a long email.
- Ask for his reaction early, while the idea is still forming.
- Say what's needed plainly, in one sentence, with a date.
- Mention how the plan will affect people, since he weighs that.
- Agree two or three clear next steps before the conversation ends.

Least effective:

- Long written briefings with no chance to talk them through.
- Hinting at a problem, which he may hear as a passing comment.
- Dry reasoning with no mention of the people affected.
- Treating his quick yes as a firm commitment to the task.
- Piling on rules and steps before he sees the point.
- Going quiet after his idea, which he may read as doubt.

Section 7 - Thinking & Decisions

Malik tends to form his ideas out loud, by talking to people and watching how they react. Their reactions are part of how he decides what he thinks. Ask him a question and he may answer with three possible ideas, not one. He often makes a choice without waiting for full information, and he's more comfortable acting on a good-enough picture than building a detailed case. Because he weighs both what's fair to people and what works fastest, some of his choices take a little longer than they look.

He speeds up when the next step is clear and the people around him seem on board. A choice that may hurt someone slows him down. He may talk it over with two or three friendly colleagues, or sleep on it. When fairness and results point the same way, he can be very decisive and act the same day. When they point apart, he may go back and forth, and others may read that as being unsure.

Planning and structure aren't where he starts. He often keeps plans in his head and in chats, and he relies on memory and on people reminding him. A written list or step-by-step process may feel like extra work. His quick decisions get a group unstuck. The watch-out is that others may not be sure afterwards exactly what was decided, and he may change the plan as the mood in the room changes.

Influencing Malik's Decisions:

- Bring a clear recommendation, and say in one line who benefits from it.
- Talk it through in person first, then send a short written summary.
- Show what a decision costs the people involved, not only what it saves.
- Give a firm date for his answer so the decision doesn't drift.

Section 8 - Key Strengths

These are the capabilities Malik's mix produces most reliably. Treat the list as a starting point, not the full extent of what he can do.

- Turns a stuck conversation into a decision by asking one lively question.
- Remembers personal details, so colleagues feel known after a single chat.
- Takes a bold first step when a situation needs someone to move.
- Stays upbeat after a setback and finds a next move quickly.
- Makes newcomers feel welcome within their first day.
- Builds rapport with almost anyone, including people who are guarded.
- Sells an idea through stories that people remember and repeat.
- Stays level in a tense moment and keeps the conversation going.
- Speaks up for someone being treated unfairly, even when it's awkward.

Section 9 - What the Team Gains

A team works differently because Malik is in it, and this list names those group-level effects. The list grows with experience, and it's worth sharing so teammates know what they can lean on.

With Malik on the team, the group:

- Hears quieter members' ideas because he keeps asking for them.
- Gets from a slow start to a first attempt much sooner.
- Laughs together more, which makes disagreements easier to raise.
- Spends less time waiting for permission to try something.
- Moves on from a bad week without lingering blame.
- Shares news faster, so fewer people feel left out.
- Says yes to new ideas more readily, and tests more of them.

Section 10 - Blind Spots

What others see in Malik is often different from what he feels he's showing. Most of his blind spots grow from the same strengths that make him easy to like, which is why he rarely spots them himself. Each one is worth testing against real reactions, not taking as a verdict.

Malik may believe he's said the hard thing when he's only mentioned it lightly. His courage is high, but saying things bluntly comes less naturally, so a real complaint may arrive wrapped in warmth. A colleague may hear a passing remark and carry on. Later the problem has grown, and Malik may wonder why nobody listened.

In the moment, a promise feels real to him. "I'll sort that" may be meant fully, but the detail may not get written down. Careful checking pulls at him least, so under a heavy load, dates and follow-ups may slip first. Colleagues may then treat his enthusiasm as a commitment.

His care often comes as company and cheering up. When a colleague is worried, he may say it'll all work out and suggest a break. Some people need to be heard first. They may feel hurried past their worry, and he won't know, because they smile and thank him.

Malik may feel open to every view while others experience him as already decided. His fast yes can carry the group to a conclusion before a careful colleague has finished thinking. Their concern may never be said aloud. That lets the quicker voices end up making the call.

Section 11 - Contrast Styles

The style Malik has least of is Analytical Blue, and it's usually the one he finds hardest to read. It's also the source of his most predictable friction. This section describes that opposite style as he's likely to meet it. Learning to work with it can turn frustrating colleagues into useful ones.

An Analytical Blue colleague tends to go quiet while others talk. They ask where a claim came from, want to read the document before reacting, and send long, careful emails. Their enthusiasm, when it comes, is low-key. They may say "I need to check" about an idea Malik thinks is already settled.

For Malik, the friction comes from misreading those habits. He may hear questions as resistance, silence as disapproval, and a request for time as stalling. He may fill the quiet with more energy, which can make the colleague retreat further. He may also put up with it for weeks, then raise it all at once.

The Blue colleague has their own frustrations. Malik's quick yes can make his plans seem unfixed, and his changes of direction can feel like the rules keep changing. They may find his talk short on detail and feel pushed to react before they've had time to think.

Working with Malik's Opposite:

For Malik: He can ask the Blue colleague a direct question and wait for the full answer before filling the silence. He can send the main point in writing a day before a meeting. He can treat questions as a sign of interest.

For the opposite type: An Analytical Blue colleague can say "I like it, give me until tomorrow" so Malik knows where they stand. They can ask him for the plan in writing, with a date.

What each offers: Malik gives the Blue colleague momentum and people on board, which they might not build alone. The Blue colleague gives Malik a check on what's been missed before it costs the group.

Section 12 - Under Pressure

Under pressure, Malik tends to get louder and busier, not quieter. He may talk more, call more people, and say yes to extra requests to keep everyone happy. From the outside he can look fine, even cheerful. These changes follow a pattern, and they say little about his character. They usually appear when the workload stays heavy for days, and catching them early makes it easier to ease things off.

His Optimistic Yellow may push him toward more reassurance. He may check repeatedly that people are still happy with him, avoid a conversation that could turn tense, and promise more than he can deliver so nobody is disappointed. A plan that changes without warning may unsettle him, and he may jump to a replacement before others have caught up.

His Driving Red adds speed and force. Under strain he may cut across colleagues, make calls alone, and treat a worried question as an obstacle. He may also take over a piece of work that belongs to someone else because it feels quicker.

What gets neglected is checking. Details, dates and the small follow-up message may slip. He may tell himself he'll deal with it tomorrow, and he may avoid the person he owes an update to, because that conversation feels uncomfortable.

When this happens: A colleague can ask for a short call rather than sending a long message. They can say plainly what's needed and by when, since hints may not register. They can ask which promises he's holding right now and offer to write them down together. A little warmth first helps, because he reads tone before content.

Section 13 - Growth Opportunities

These suggestions come from patterns in how you work, not from any lack of skill or intelligence. Pick two or three that feel most relevant and try them in everyday situations. You learn best by trying things with people you like and getting quick, friendly feedback, so practice out loud with a colleague you trust.

- Say the awkward point in one plain sentence, then add warmth.
- Write down each promise you make aloud, the same day.
- Pause before saying yes, and ask what it would push aside.
- Ask a quieter colleague for their view and wait for it.
- Finish reading one full document before you react to it.
- Notice when cheering someone up is cutting short their need to talk.
- Repeat back what you decided so everyone hears the same thing.
- Let the cautious person finish their point before you decide.
- Check in a day later with someone you cheered up.

How to Use This Profile

This profile is a mirror, not a rulebook. It reflects patterns in how you naturally prefer to operate, but you're not limited by them.

Three ways to get value:

1. Reflect individually: Highlight sections that resonate. Note any surprises or blind spots.
2. Discuss with others: Share relevant sections with colleagues, managers, or your team. Ask if they recognise these patterns in you.
3. Revisit regularly: Your core preferences are stable, but how you apply them evolves. Review your profile every 6-12 months as your role or circumstances change.

Remember: Self-awareness is the starting point, not the destination. The real value comes from what you do with these insights.

This profile offers two kinds of change: behavioural change and cognitive (thinking) change.

Privacy

Your Privacy Matters

Your assessment responses and profile are processed securely using AI technology. We collect only your name, email, and questionnaire responses to generate your personalised profile. Your data is encrypted, never sold, and retained for three years unless you request earlier deletion.

You have the right to access, correct, or delete your data at any time.

Questions or data requests: info@polarisprofile.com

Full privacy policy: <https://www.polarisprofile.com//uk/privacy/>

Contact Email: info@polarisprofile.com