



Polaris Profile

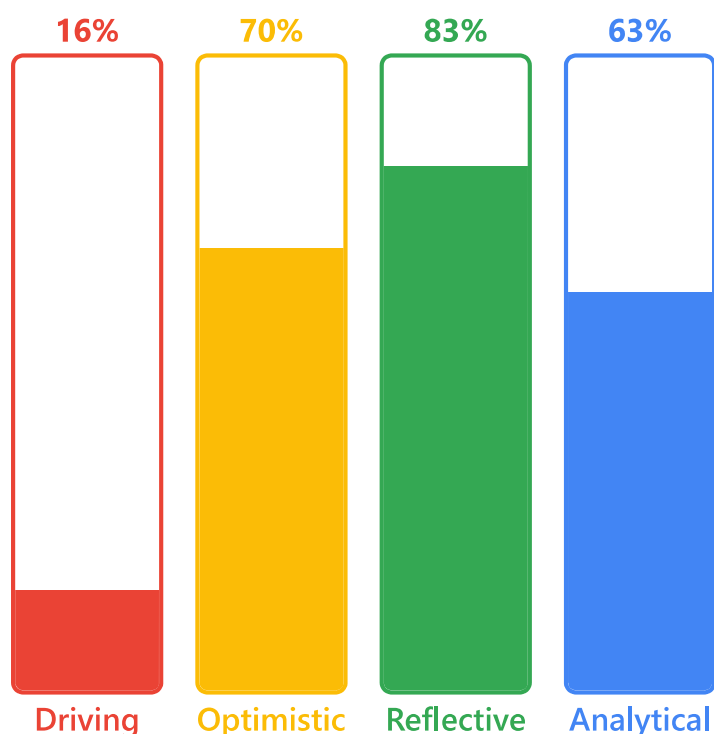
Sara Green

October 23, 2026

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Your Polaris Chart

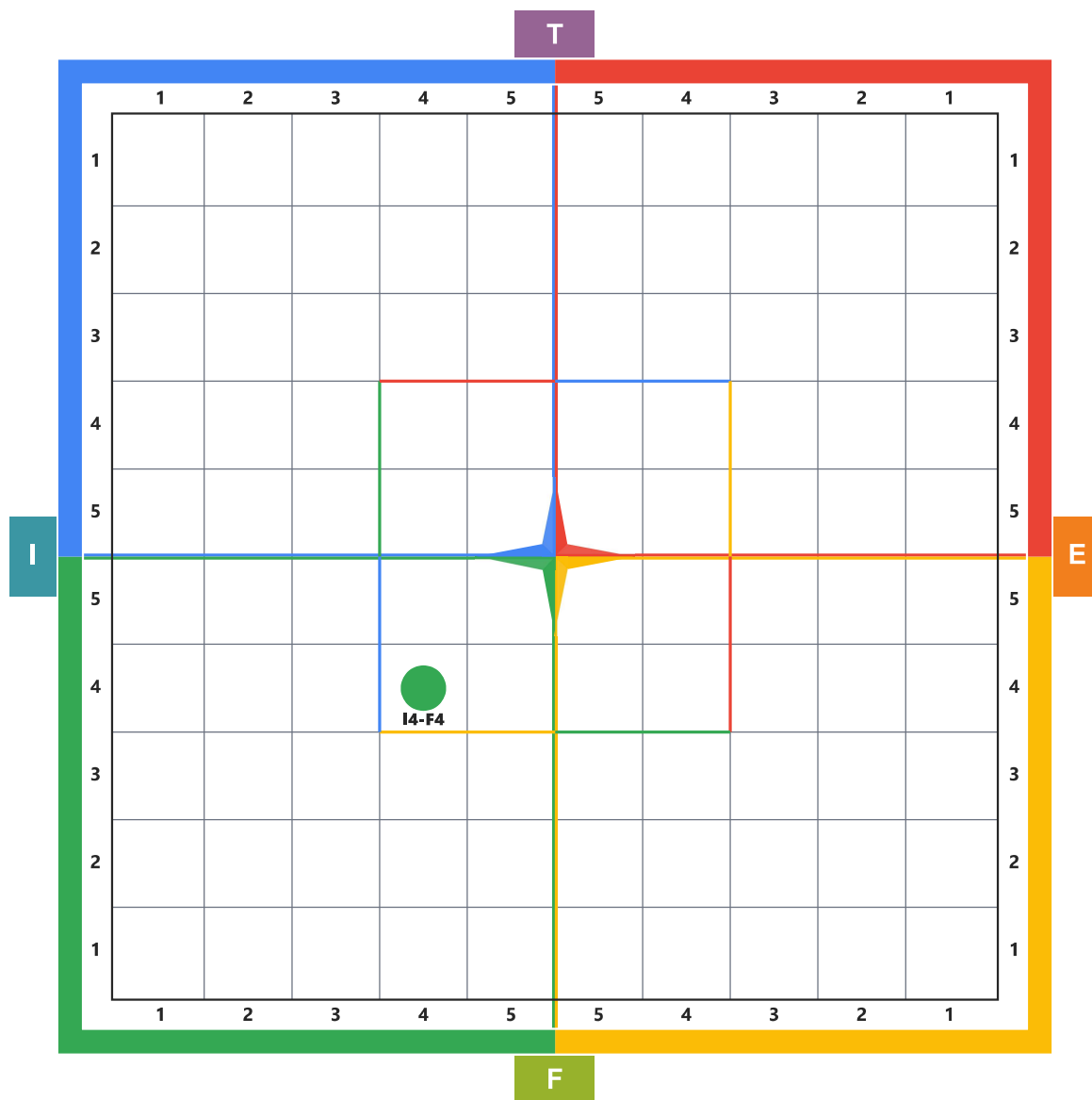


The **Polaris chart** shows the distribution of preferences across four behavioural styles:

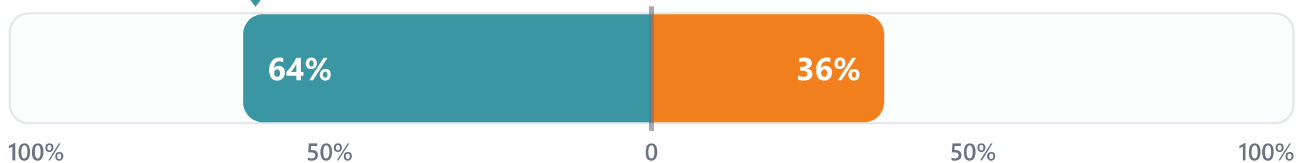
- **Driving (Red):** Action-focused, results-oriented, decisive. Higher Driving preference indicates directness, quick movement, and focus on tangible outcomes.
- **Optimistic (Yellow):** Socially-focused, expressive, engaging. Higher Optimistic preference indicates enthusiasm, collaboration, and being 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 64% 36% Extraversion ● ●

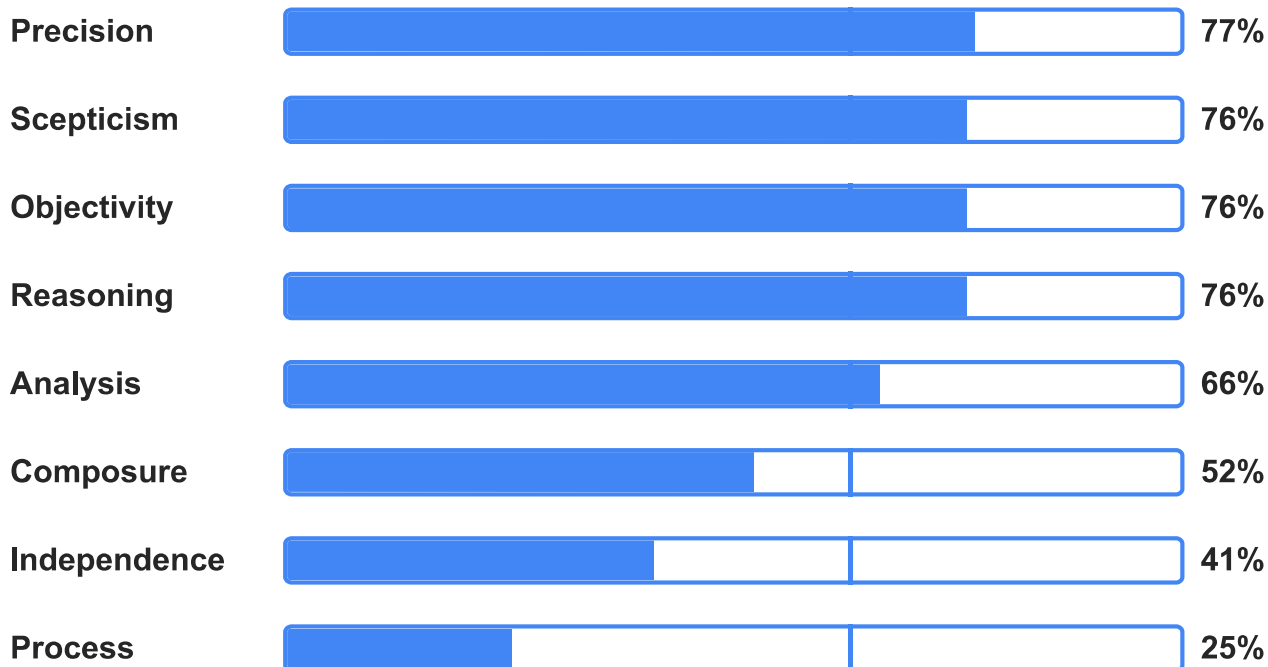


● ● Thinking 33% 67% Feeling ● ●

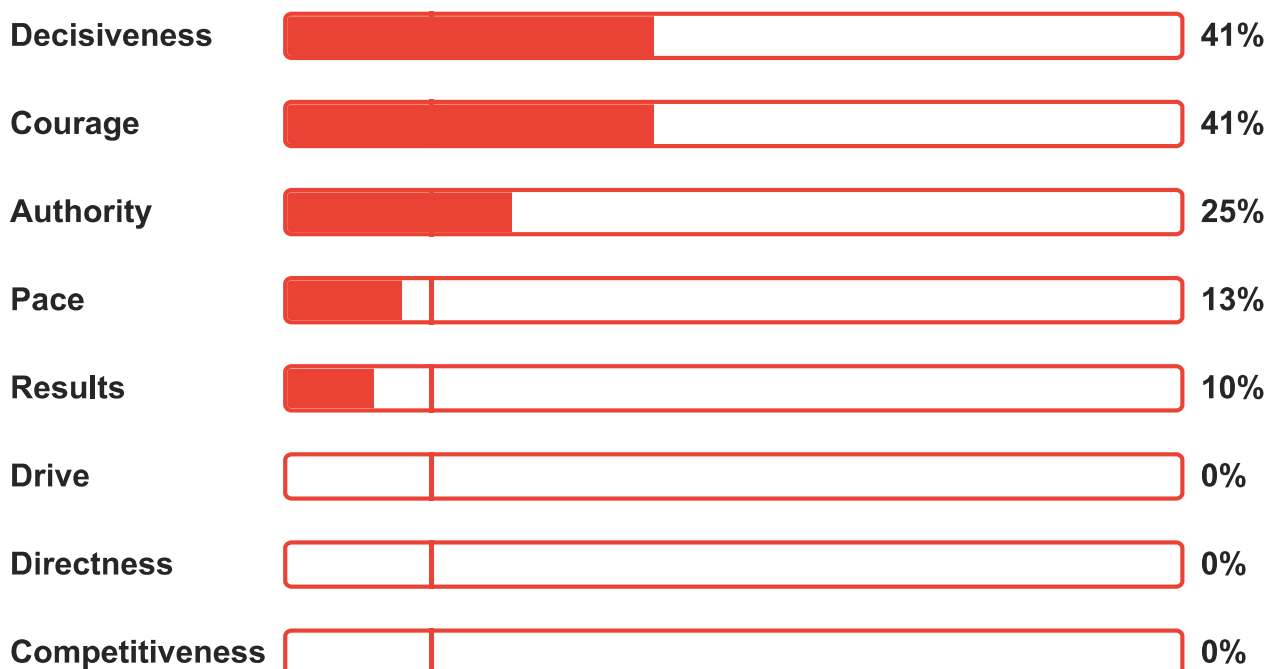


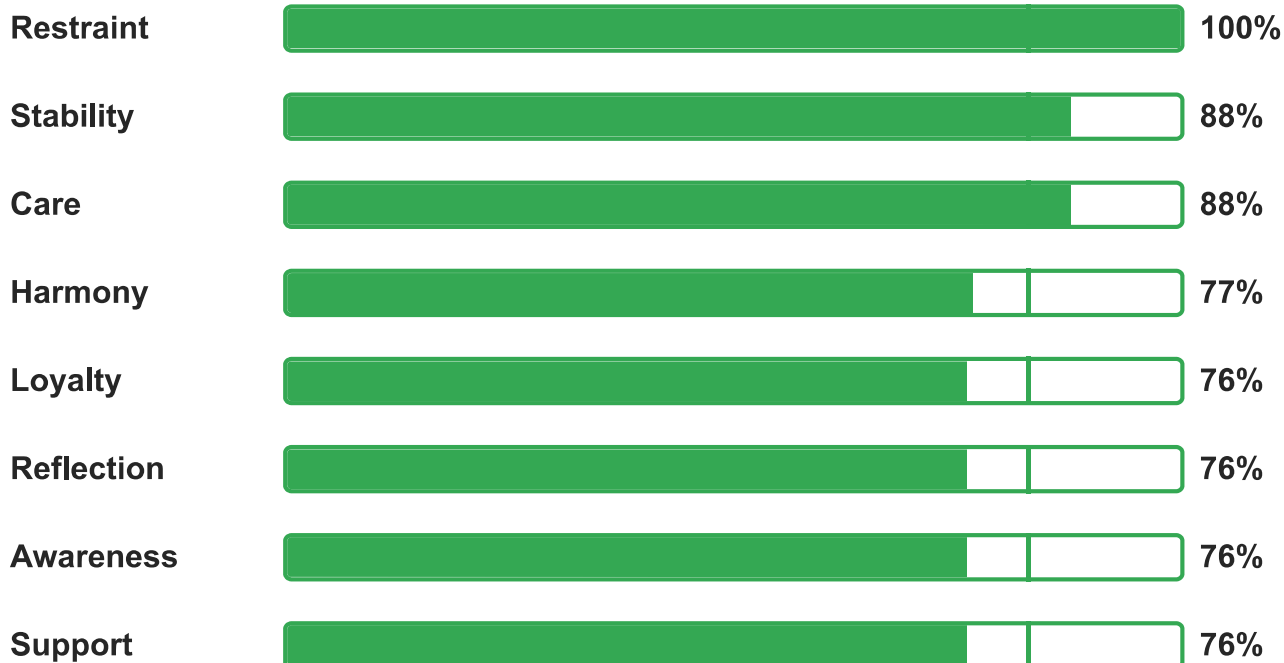
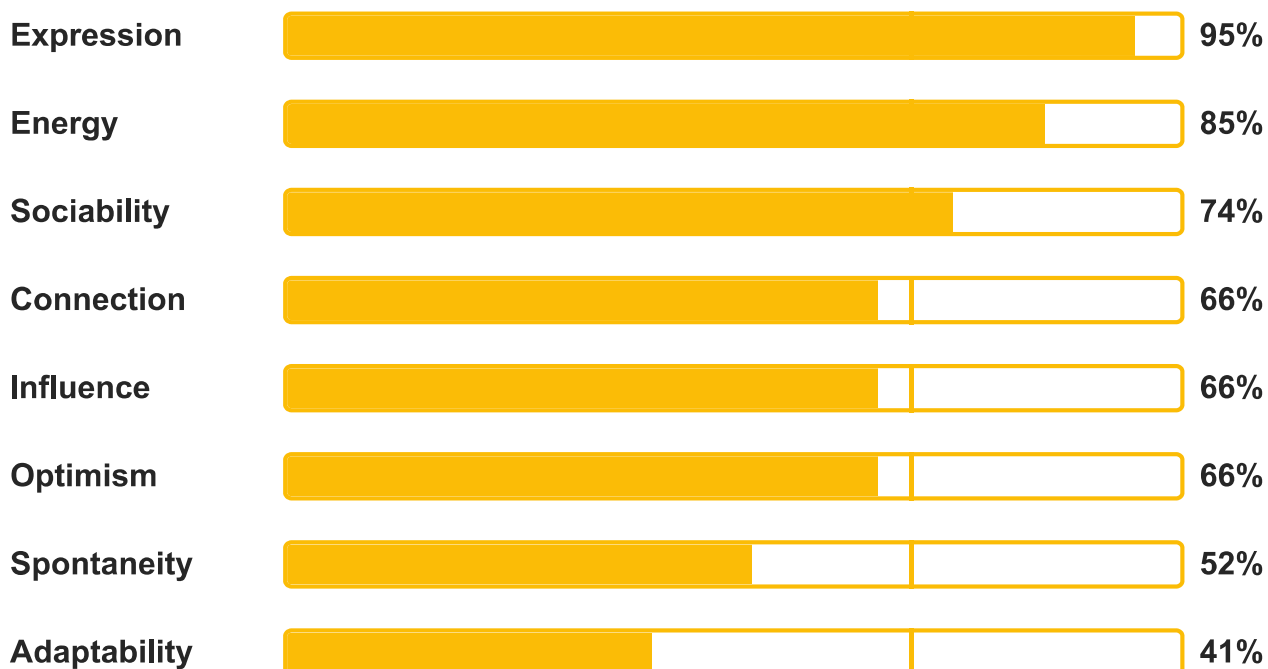
Facet Charts

Analytical Blue

63%

Driving Red

16%

Reflective Green**83%****Optimistic Yellow****70%**

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 Sara Green'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 Sara operates today; others may describe a rawer version of the preference that experience has since refined.

On the Polaris Map, Sara's results place her at I4-F4, showing a moderate Introverted 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 Sara recognise where her natural strengths lie, where others may misunderstand her 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

Sara Green's results put Reflective Green first at 83%, a dominant preference. Optimistic Yellow follows at 70% and Analytical Blue at 63%, while Driving Red sits at 16%, minimal presence. On the Polaris Map her code is I4-F4, a moderate Introverted orientation and a moderate Feeling preference, which places her in the Reflective Green section. Because both positions are moderate, Sara may seem outgoing in one setting and private in another.

Green and Yellow both sit on the Feeling side, so Sara's care for people is strong and easy to see. Green adds loyalty and Yellow adds warmth. Blue shares the Introverted side with Green, which puts a careful, questioning mind behind the friendliness.

Across the 25 responses, Green came out on top in 12, Yellow in 7, and Blue in 5. Red led once and came last in 18. That pattern suggests Green is her most reliable starting point, while Yellow and Blue show up in particular situations.

When a colleague is stuck on a difficult message, Sara may sit beside them and talk it through out loud. A draft is often ready within the hour. When a discussion turns tense, she is more likely to go quiet and wait for the room to settle before she says what she thinks.

Restraint is the strongest part of Sara's Green, meaning she holds back her own views to keep the peace, with stability and care close behind. Her Yellow is strongest in expression and energy, so she may talk ideas through with real animation. Adaptability and spontaneity sit lower, so she enjoys a lively room but isn't always quick to switch plans. In her Blue, precision, skepticism, and reasoning lead. Process sits lower, so she checks details and wants the logic to hold, but may build little formal structure around it. Even so, Sara can make a firm call or take a risk when something she cares about is at stake. Drive, competing, and blunt speaking sit at the bottom of her range.

Section 3 - What Drives Sara

Sara cares most about the people around her feeling safe, valued, and treated fairly. She tends to give her best effort when the work matters to someone she knows, and a target with no human reason behind it may feel hollow to her. Looking after a few people well, over a long stretch, gives her a lasting kind of satisfaction.

Her Optimistic Yellow adds a second source of fuel. A good conversation about ideas can lift her mood and carry her through a dull afternoon. With strangers, that fuel often runs lower, and she may stay reserved until someone else makes the first friendly move. Some days she wants company, and others an hour alone.

Firm decisions aren't what draw Sara in, yet she can make a clear call or take a risk when something she cares about is at stake. Her decisiveness and courage tend to show up for people she wants to protect, more than for goals. Pushiness and competing for credit leave her cold.

Recognition matters most when it's personal. A colleague telling her exactly how she made their week easier may mean more to her than a public award. She may distrust praise that sounds scripted, or thanks that arrive with a new request attached.

Calm, predictable stretches of work with a few trusted people tend to keep Sara going. Sudden changes, constant noise, and absorbing other people's frustration may drain her quickly. She often recovers by spending time alone, then catching up with one person she trusts.

Section 4 - How Sara Comes Across

In meetings and group settings: Sara tends to listen for a while before she speaks. When she does, her voice picks up, her hands move, and ideas come out faster than people expect. Her energy often lifts the room. She may also notice that a colleague has gone quiet or been talked over, and then ask them a friendly question, often before they realize they wanted to say something.

Her communication style: Sara is warm in conversation and uses a lot of expression. She tends to phrase a point as a question or a suggestion, so a strong opinion can sound like a mild one. She picks up on small changes in someone's mood, such as shorter replies or a flatter voice, and may mention it privately later. Blunt, one-line answers are not her habit.

In writing: Sara's messages usually open with a friendly line and then get to the facts. They are often longer than needed, with care taken over names, dates, and figures. She may add an exclamation mark or a kind word at the end. A message from her can feel personal and accurate at the same time, though the main request may sit in the middle of the text.

In disagreement: When someone challenges her, Sara may nod, smile, and say "that makes sense" even while she still disagrees. She tends to go quiet rather than argue back. Her voice stays gentle, and her face often shows what she's feeling. If the tension continues, she may change the subject or offer to look at it again later, one to one.

How others experience Sara: A talkative colleague may take her warmth and nodding as full agreement, then be surprised by her doubts later. A more direct colleague may read her quiet as having no opinion at all. Close friends often see something different, someone with firm views who chooses her moment. Both impressions come from the same behavior, and neither tells the whole story.

Section 5 - Collaboration Style

In a group, Sara usually speaks after a few others have, then joins in with real energy. She tends to take one piece of the work and stay close to the people next to her, rather than standing back to watch the whole thing. When roles are unclear, she may quietly start on whatever is missing. She often offers help before anyone asks.

Her influence comes mainly from making a group easier to speak in. When she joins a lively thread of half-formed ideas, other people tend to add their own, because rough thoughts feel welcome around her. Her Reflective Green keeps the tone kind, and her Optimistic Yellow keeps things moving.

Hard messages are where Sara works hardest. She tends to begin with what is going well, then ask a question about the problem instead of naming it. A colleague may leave unsure there was a problem at all. She often waits too long to raise it. When someone criticizes her work, she may ask for time and reply in writing the next day.

Friction tends to come with quick-moving colleagues. A decision made in two minutes may feel rushed to her, and she may come back later with questions the group thought were settled. Her liking for working alongside people can also frustrate someone who wants to work alone and report back when it's finished.

A colleague can help by asking for her input early and agreeing a time to revisit anything she's unsure about.

Section 6 - Communicating with Sara

These tips are for colleagues who want to work well with Sara. They come from how she naturally takes in information and deals with people, so they tend to save time and avoid misunderstandings on both sides.

Most effective:

- Start with a friendly check-in before moving to the task.
- Give her the reasoning behind a request, not only the request.
- Ask for her view privately before a group discussion starts.
- Warn her early when a plan is about to change.
- Put important details in writing so she can check them.
- Ask open questions and wait for the full answer.

Least effective:

- Pushing for an instant answer in front of the group.
- Treating her quiet nod in a meeting as full agreement.
- Delivering blunt criticism with no warm opening or reason.
- Changing the plan at the last minute without explanation.
- Arguing loudly or competitively to win a point.
- Rushing through the details she wants to check first.

Section 7 - Thinking & Decisions

Sara tends to form a view in her own head before she shares it, then test it by talking it over with someone she trusts. Which comes first depends on the situation. One day colleagues may hear her think out loud, and the next she may say nothing for days. She weighs two things at once: whether the logic holds, and what the choice will do to the people involved. She wants both to point the same way. Her reasoning is strong, and she wants to see the thinking behind a proposal before she backs it.

Once the logic and the effect on people line up, Sara can become settled and quick, and she rarely second-guesses herself afterward. When they point in different directions, she slows down and may ask for a night to sleep on it. Small, everyday choices go fast. Choices that affect someone she cares about go slowly, even when the facts are clear. Others may read the delay as doubt, when she is weighing two standards that both matter to her.

Her thinking is much stronger than the structure around it. Sara often wants the exact figure or the exact wording before she commits. But a plan may live in her head, in loose notes, or in a conversation. A colleague who needs the steps written down may not find them. The risk is a good decision that others can't follow without asking her again. Even a short list of next steps would close most of that gap.

Influencing Sara's Decisions:

- Send the facts and reasoning ahead of time so she can check them.
- Explain how the choice affects the people involved, not only the numbers.
- Offer a day to think it over before asking for a final answer.
- Ask which part feels wrong if she hesitates, then listen.

Section 8 - Key Strengths

These are the capabilities Sara's mix of Reflective Green, Optimistic Yellow, and Analytical Blue produces most reliably. Treat the list as a starting point, not the full extent of what she can do.

- Questions shaky assumptions politely, before work builds on them.
- Remembers small personal details that make colleagues feel known.
- Explains ideas with energy that makes them easy to remember.
- Listens long enough that people say what's really bothering them.
- Keeps promises made to individual people, month after month.
- Handles private information with discretion colleagues quickly learn to trust.
- Eases a stiff first conversation with a friendly, well-chosen question.
- Keeps working patiently on a problem until the cause is found.
- Owns a mistake early and plainly, without waiting to be asked.

Section 9 - What the Team Gains

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

With Sara on the team, the group:

- Recovers more quickly after setbacks, because someone checks in.
- Welcomes newcomers sooner, so they stop feeling like outsiders.
- Ends meetings on a friendly note, even after tough topics.
- Stays friendly under strain, so trust holds through disagreements.
- Feels thanked personally, so effort seems noticed and lasts longer.
- Laughs together more often, which makes long stretches feel lighter.
- Disagrees about ideas without leaving grudges behind afterward.
- Marks small milestones together, like a goodbye or a finished project.
- Shares small kindnesses more freely, so people feel looked after.

Section 10 - Blind Spots

Others often see things about Sara that she doesn't, and most of them grow out of her strengths. What she feels inside can look different from the outside. Each of these is worth checking against how colleagues actually react, not treating as a verdict.

Sara's lively, expressive manner can lead colleagues to assume she's relaxed about change. A plan switches, she responds with a warm laugh and a few ideas, and they take it as easy agreement. Inside, she may feel unsettled and want time to rebuild the picture. People rarely hear about this, so late changes keep coming.

She may also assume she has told people more than she has. Sara thinks a decision through carefully and talks warmly about it, so the reasoning feels shared. Colleagues may have heard only the friendly part. She keeps promises made to one person, but something said to the whole group may feel less like hers, and she may expect someone else to pick it up.

Her care can create problems of its own. Sara may take on a colleague's worry or extra task to help, and the colleague may not know the weight she's now carrying. Some people want a plain answer more than they want understanding. If she offers sympathy when a quick call was needed, they may leave still stuck.

Sara may also misread colleagues by judging their behavior as she would feel it herself. A short reply might sting her, so she assumes the sender is annoyed with her. Often the sender was simply busy. She may spend an evening wondering what went wrong, and never ask.

Section 11 - Contrast Styles

Sara moves toward people, and a Driving Red colleague moves toward the result. Red is her lowest preference, so it's often the style she finds hardest to read. It is also the source of her most predictable friction. Learning to work with it can turn frustrating colleagues into very useful ones.

A Red colleague tends to judge a day by what got finished. They say their view first and add background only if asked. They may cut in, because they can already see where a sentence is going. A quick, rough decision often beats another week of talking, in their eyes, and a heated debate may feel perfectly ordinary to them.

Sara may see a Red colleague as careless about people. A decision announced before she's had time to think can feel like being left out on purpose. The lack of small talk may feel cold, and a firm "no" may feel like a personal dismissal. She may tolerate this quietly for weeks, then start avoiding that colleague and replying in short, polite messages.

From the other side, a Red colleague may find Sara hard to pin down. Her gentle phrasing leaves them unsure whether she agrees. Her need for time can look like delay, and her friendly opening chat can look like a detour. They may push harder for a clear answer, which makes her pull back further.

Working with Sara's Opposite:

For Sara: She can say "I need until tomorrow to answer" instead of going quiet. She can also ask a Red colleague for the main point first, and treat a short message as speed, not anger.

For the opposite type: A Red colleague can open with one friendly line, give the reason behind a deadline, and ask Sara directly what she thinks. A specific question works better than a vague request for thoughts.

What each offers: Red gives Sara the push and quick decisions she'd rarely start herself. Sara gives a Red colleague the trust, careful questions, and attention to people that make quick decisions stick.

Section 12 - Under Pressure

Under pressure, Sara tends to get quieter first, and the change can be easy to miss. Her replies get shorter, and the friendly extras drop away. These are predictable responses, not flaws. They usually appear when several demands land together or when strain goes on for weeks. Noticing them early gives everyone a chance to ease off before things get worse.

Her Reflective Green may close first. Sara may agree faster than usual, take a comment about her work as a comment about her, and replay it that night. She may say yes to a new request because saying no feels like letting someone down. Her need for routine and familiar faces may also grow.

Her Optimistic Yellow can make her louder rather than calmer. She may talk faster, over-explain, and send long messages to the one or two people she trusts, looking for reassurance. Written follow-ups such as notes, confirmations, and replies may slide first. When plans shift while she's already loaded, she may hold together in the moment, then feel unsteady for hours and ask the same question twice.

What gets left behind is anything from Driving Red: refusing a request, asking for help, or stating a plain need. Sara may keep waiting for someone to notice, and feel hurt when nobody does.

When this happens: A colleague can check in privately, away from the group, and say what they've noticed in a kind way. Explaining what is changing and why can steady her more than reassurance alone. One clear question, such as which task matters most this week, gives her something concrete to answer. A colleague can also offer to take one small job off her list and write down what was agreed afterward.

Section 13 - Growth Opportunities

These suggestions come from behavioral patterns, not from any lack of skill or intelligence. Pick two or three that feel most relevant and try them in everyday situations. You tend to learn best from someone you trust who shows you the steps, lets you talk them through out loud, and then gives you room to practice alone.

- Write a short checklist before starting any task with several steps.
- Say your view out loud once, even when others disagree.
- Tell colleagues early which kinds of last-minute changes unsettle you most.
- Ask for a day before agreeing to any extra request.
- Notice when helping a colleague turns into carrying their workload.
- Share your reasoning aloud, not only your final conclusion.
- Practice making one small decision quickly, then move on.
- Send a short note after each agreement confirming who does what.
- Give a direct colleague your answer in one sentence first.

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