



Polaris Profile

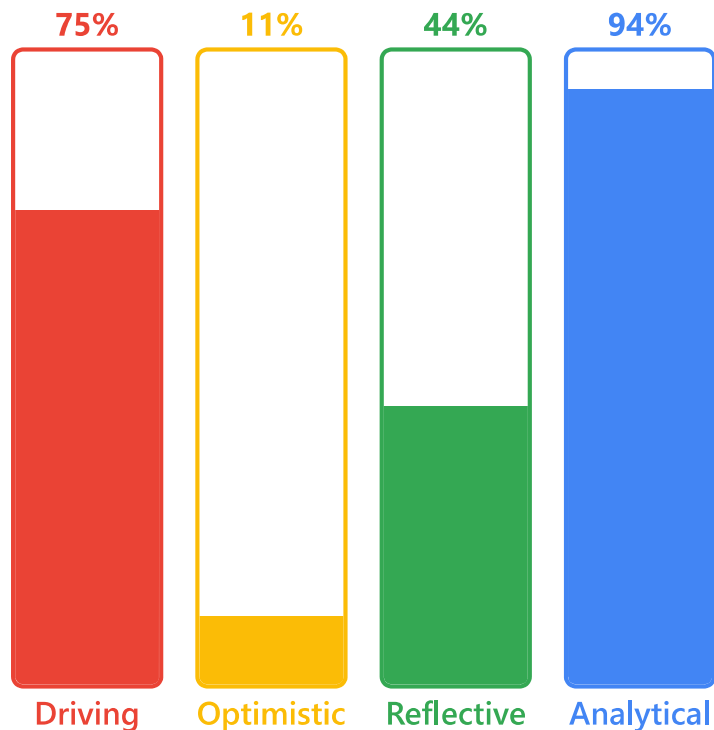
Zainab Blue

October 23, 2026

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Your Polaris Chart

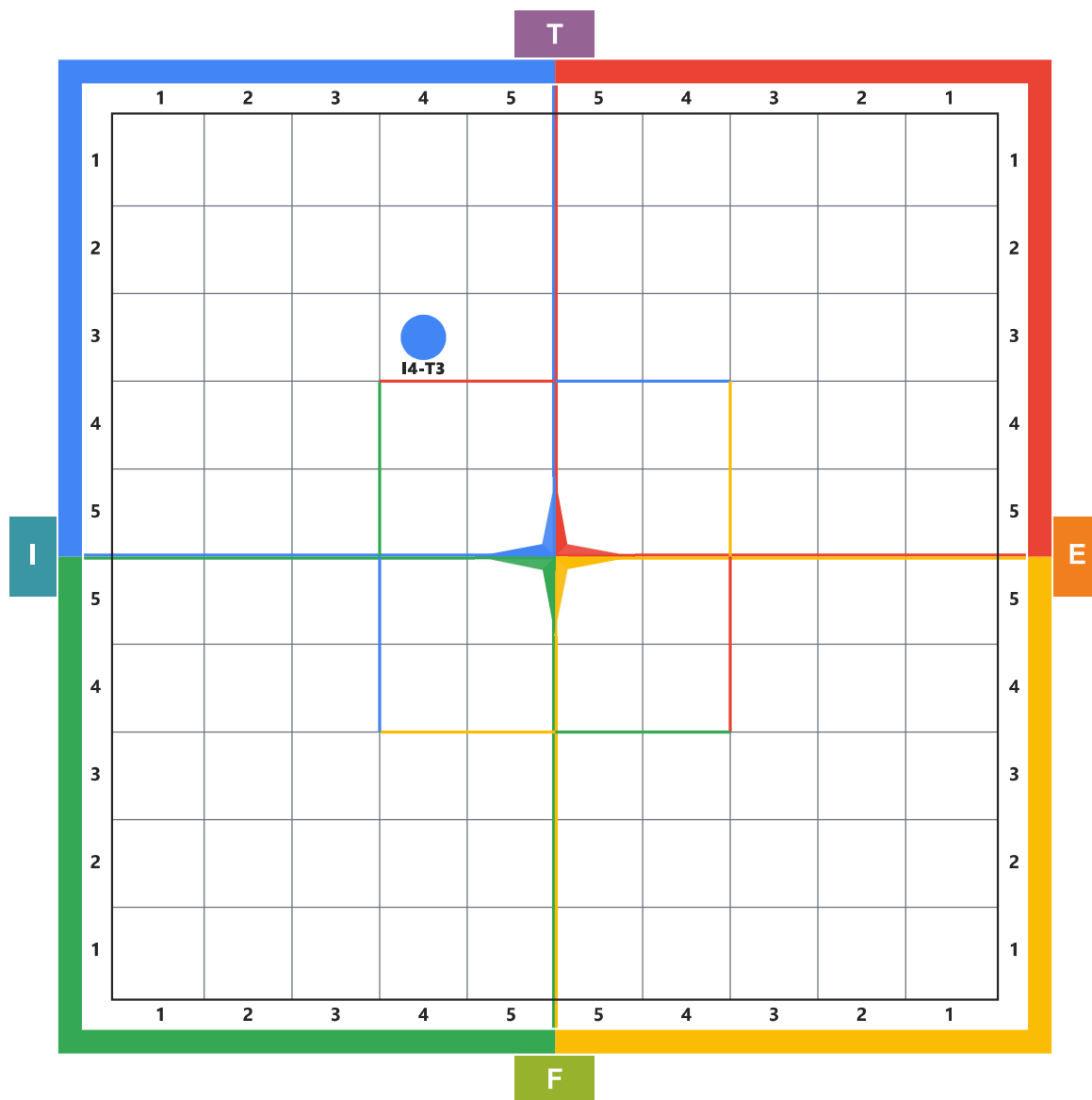


The **Polaris chart** shows the distribution of preferences across four behavioural styles:

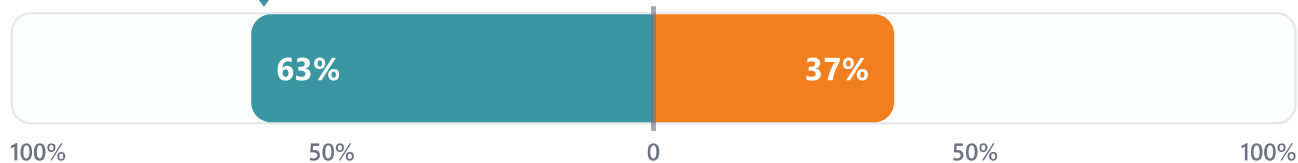
- **Driving (Red):** Action-focused, results-oriented, decisive. Higher Driving preference indicates directness, quick movement, and focus on tangible outcomes.
- **Optimistic (Yellow):** Socially-focused, expressive, engaging. Higher Optimistic preference indicates enthusiasm, collaboration, and being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

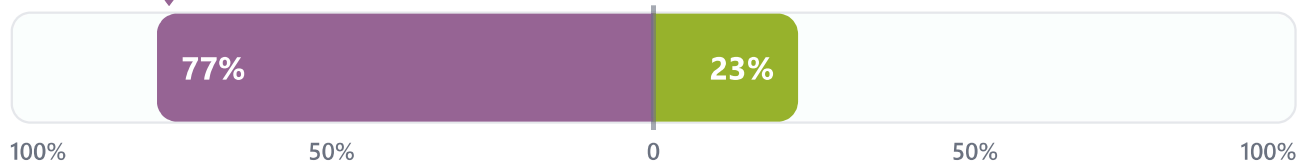
Your Polaris Map & Jungian Preferences



● Introversion 63% 37% Extraversion ●



● Thinking 77% 23% Feeling ●



Facet Charts

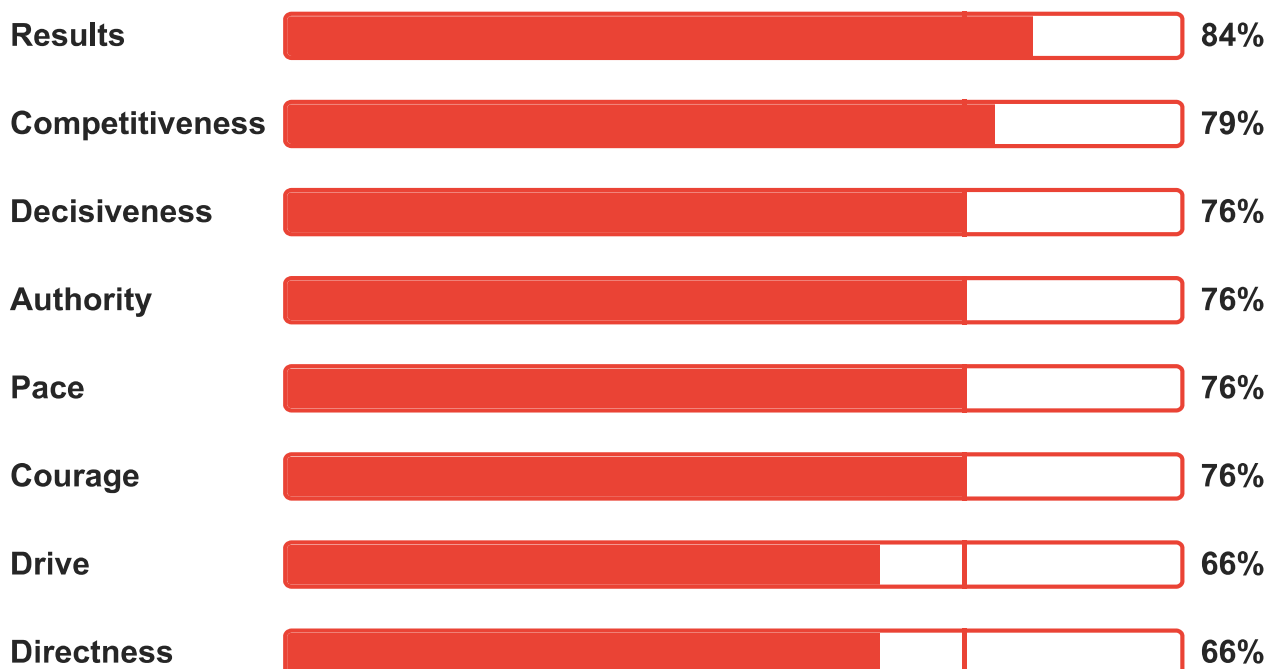
Analytical Blue

94%



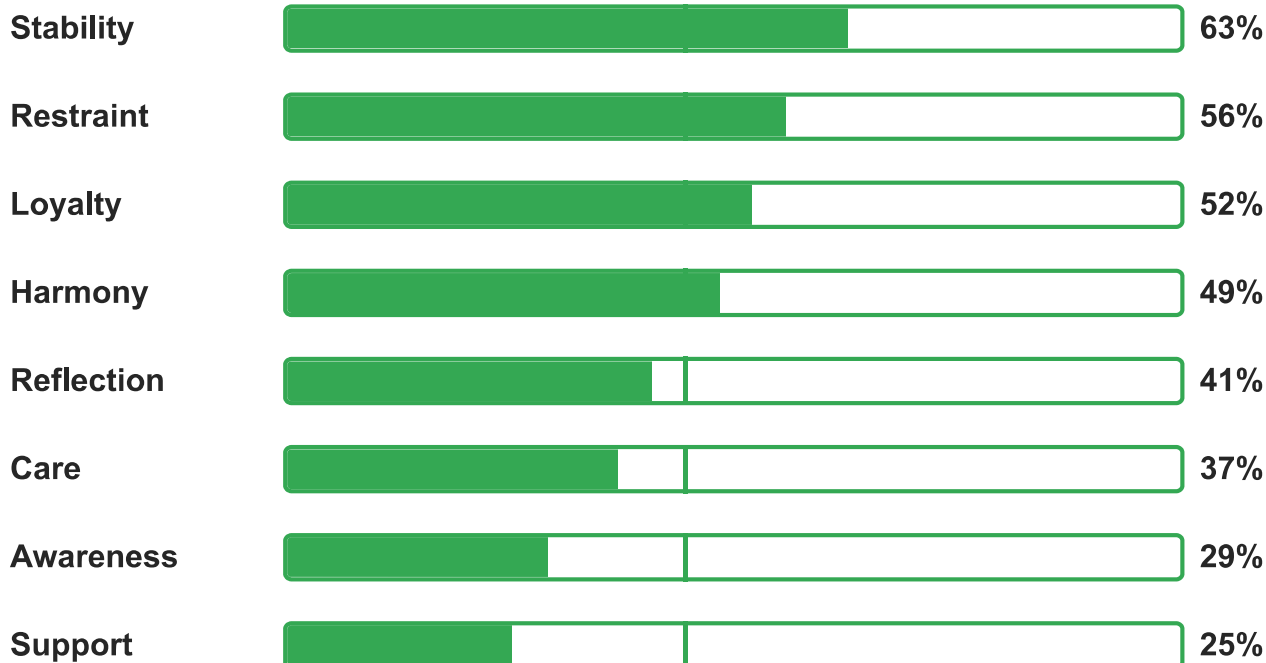
Driving Red

75%



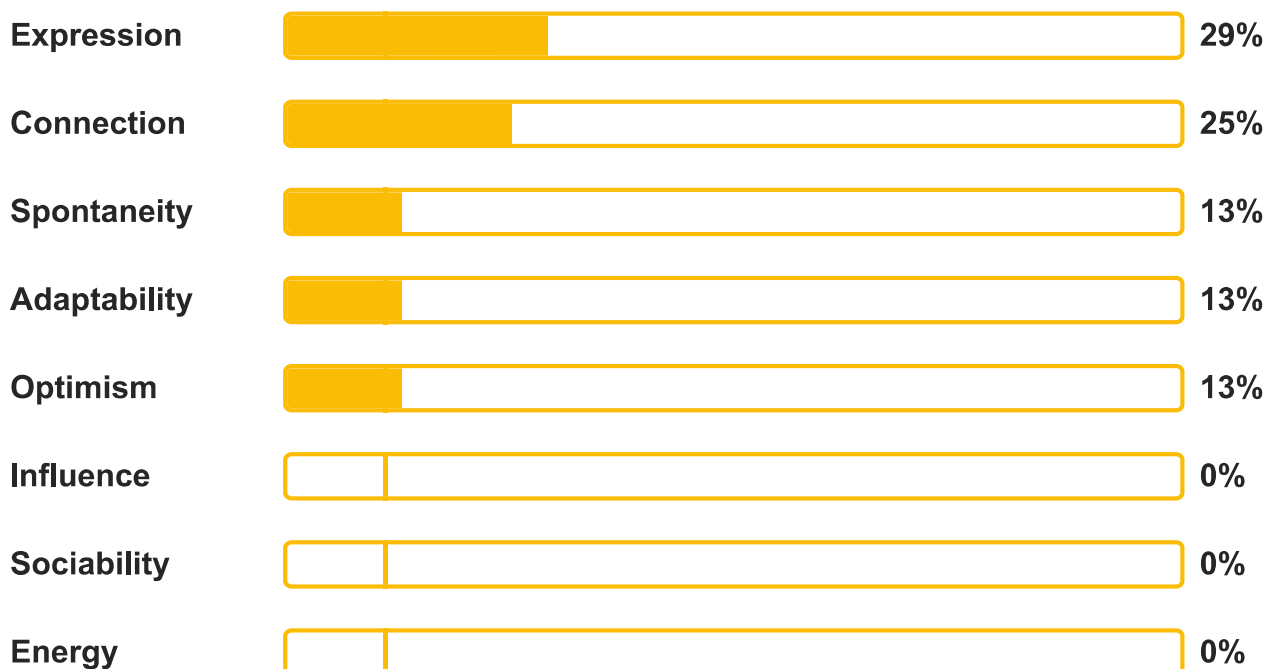
Reflective Green

44%



Optimistic Yellow

11%



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

On the Polaris Map, Zainab's results place her at I4-T3, showing a moderate Introverted orientation and a clear Thinking 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 Zainab 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

Zainab's results put Analytical Blue first at 94%, a dominant preference, with Driving Red next at 75%, a strong preference. Reflective Green sits at 44%, which is moderate. Optimistic Yellow is her lowest preference at 11%, with minimal presence in her mix. On the Polaris Map, her I4-T3 position shows a moderate Introverted orientation and a clear Thinking preference, which places her in the Analytical Blue section.

Both top colors are Thinking colors, so she judges things by logic and by what the task needs. Her Red wants the result now, and her Blue won't call it done until it's checked. Her Introverted side is moderate, so she can use both sides. Some days she talks a problem through with a colleague, and other days she works it out alone first.

Blue came out on top in 17 of 25 responses, Red in 6, and Green in 2. Yellow never came out on top. This suggests Blue is her usual starting point, while Red and Green appear in a smaller number of situations.

A typical pattern: a plan changes at short notice, and Zainab may say within minutes what's wrong with the new version and what to do instead. The pause looks different. If someone asks her to agree to a figure she hasn't checked, she may say she'll confirm it first and hold her position.

Her Blue runs consistently strong across the board. Precision and composure sit at the very top, with process only a little lower, so she stays calm, checks details, and likes a clear method. Her Red is strongest in results, competitiveness, and decisiveness. Drive and directness sit a little lower by comparison, meaning she pushes for the outcome but doesn't always say the blunt thing outright. Her Green is strongest in stability and restraint, so she tends to hold her views back and value steady conditions. Even so, Zainab can be animated about an idea she cares about.

Section 3 - What Drives Zainab

Zainab needs to know a thing is right before she gives it full effort. She wants the answer that holds up when someone pushes on it, and she wants it finished, not just discussed. A quick result that turns out wrong may feel to her like no result at all.

Her Driving Red adds the need to win and to see things move. She tends to measure a day by what got decided, and she likes her own work to be the best of the lot. Her Reflective Green is moderate, and stability is its strongest part, so she often wants clear ground rules before she commits her effort.

Problems that look messy but have a correct answer underneath tend to draw her in. She may distrust enthusiasm that arrives before evidence, and vague plans with no clear owner can irritate her. Her Optimistic Yellow is her lowest preference, yet expression is its strongest part, so she wants to be heard when an idea truly matters to her.

Recognition counts most when it is specific and earned. A comment like "your number was the one that held up" may mean far more to her than "great job." Loud or public praise can leave her uneasy.

Long, uninterrupted stretches on one hard problem tend to refill her. Meetings that end without a decision, constant interruptions, and a day of small talk can wear her down. Time alone with the work is how she usually recovers, though on some days a short talk with one trusted colleague does the same job.

Section 4 - How Zainab Comes Across

In meetings and group settings: Zainab tends to stay quiet while a discussion is still taking shape. Once she has a position, she may state it in a few flat sentences with no hedging. Her contributions tend to be brief and complete, and she rarely competes for airtime. Her tone usually stays level even when the room heats up, and her pace rarely changes.

Her communication style: Her speech is short, precise, and conclusion-first. She picks words for accuracy and may correct a loose phrase mid-conversation. When she listens, she tends to catch what doesn't add up, such as a figure that changed or a step someone skipped. Mood is harder for her to read. She may miss that a colleague has gone quiet because they're upset, and she often takes silence as agreement.

In writing: Her messages tend to be structured, exact, and complete. She usually gives the decision first, then the reasoning, then anything still to be checked. There are few exclamation marks and few softeners. They can run longer than expected from someone so direct, because she'd rather be exact than short.

In disagreement: In a disagreement, Zainab usually argues the point and leaves the person alone. She asks for the evidence behind a claim and may go quiet when none comes. Pressure and volume rarely move her, and she tends not to give in just to end the tension. A clear reason can change her mind fast, and she says so plainly. She carries on as normal afterward.

How others experience Zainab: Colleagues may read the same behavior in different ways. One may see calm competence and trust her to get things right. Another may see coldness, because little warmth or reassurance comes with her answers. A third may hear her short answers as impatience. Those who value accuracy often relax around her, while those who value warmth may keep their distance.

Section 5 - Collaboration Style

In a group, Zainab usually speaks after the first round of ideas, once she has something solid to add. She tends to take a piece of the work she can own from start to finish, while keeping an eye on whether the whole thing fits together. She often volunteers for the part of a job nobody wants. When roles are unclear, she may simply say which part she'll take. If a discussion drifts, she often asks what decision is needed.

Her natural role is closing loose ends. She notices which decision has no owner, which date has no basis, and which promise nobody wrote down, and she says so. Her Driving Red then nudges the group to settle it rather than leave it open. Colleagues may start coming to her to see whether an idea holds together.

Hard conversations follow a pattern. When something has gone wrong, she usually says so once, with facts, and expects facts back. She may skip the warm-up and say little about what went well. Taking criticism, she asks which part, how often, and what it affected. Vague criticism, or criticism of her tone rather than her work, is hard for her to use. What she tends to leave unsaid is thanks.

Friction may appear with colleagues who change direction often or commit to things they haven't thought through. She may seem rigid to them, and they may seem careless to her.

Collaboration tends to go well when a colleague brings facts, says what they need from her, and allows time to check before she agrees.

Section 6 - Communicating with Zainab

This section gives practical guidance for colleagues. It draws on how Zainab naturally takes in information and engages with others. Each point is a starting place, not a rule, and it's worth adjusting to the situation.

Most effective:

- Lead with the conclusion, then give the reasoning behind it.
- Send figures and sources ahead so she can check them.
- State plainly what is needed from her and by when.
- Bring a recommendation with reasoning, not just a list of options.
- Disagree with evidence; a clear reason can change her mind fast.
- Ask a direct question, then wait for her complete answer.

Least effective:

- Pushing for an instant yes on something she hasn't checked.
- Selling an idea with enthusiasm and little evidence behind it.
- Treating her silence as agreement when she may still be checking.
- Reading her pointed questions as resistance rather than engagement.
- Padding a message with small talk before the real point.
- Changing the plan repeatedly without explaining why it changed.

Section 7 - Thinking & Decisions

Zainab tends to form a view in her own head before she shares it. She traces where each number came from, tests whether the logic holds, and weighs the answer by what is true and what the task needs. How people will feel comes in afterward, and it may carry less weight than the facts. Her reasoning, objectivity, and analysis all run very strong. She's skeptical of any claim until she has seen the basis for it.

Once the checks come out clean, she tends to decide fast, because her Driving Red's decisiveness takes over. Before that point she may hold firm and say "not yet." This gives her two speeds, slow while a figure is unconfirmed and quick once it's settled. Colleagues who only see the first speed may think she's stalling. She slows down most when a choice is hard to undo.

She builds structure around her thinking without much effort. She breaks a messy problem into steps, puts them in order, and writes the logic down so it can be checked. The cost is that her bar for enough evidence can sit higher than the situation needs, and a decision may wait on a detail that won't change the outcome. She may also assume her way of laying out a problem is easy for others to follow.

Influencing Zainab's Decisions:

- Send the data and reasoning in advance so she has time to check.
- Bring a clear recommendation, with the reasoning, and say what is still unknown.
- Challenge her logic directly; she responds to arguments, not to pressure or volume.
- Give her a firm deadline for a decision, and say what depends on it.

Section 8 - Key Strengths

These are the capabilities Zainab's mix of colors produces most reliably. Think of them as a starting point rather than the full extent of what she can do. Each one is something she can be proud of.

- Catches the wrong number in a document everyone else approved.
- Reaches a firm decision quickly once the facts are confirmed.
- Stays level and clear-headed while a discussion turns heated and loud.
- Breaks a messy problem into ordered steps that can be checked.
- Defends a position with evidence until the question is properly settled.
- Says an unwelcome fact plainly, without drama or personal attack.
- Writes instructions and explanations that leave little room for misreading.
- Holds her own work to a standard she can prove.
- Argues against her own favorite idea when the evidence turns.

Section 9 - What the Team Gains

A team works differently when Zainab is in it. This list names those group-level effects. It may grow with experience, and it's worth sharing so teammates know what they can lean on.

With Zainab on the team, the group:

- Trusts a plan more once it has survived hard questions.
- Starts putting numbers behind opinions before arguing about them.
- Raises its own bar for what counts as ready to share.
- Learns to hear her flat reply as a view on the work.
- Spends less time pitching ideas and more time testing them.
- Shifts from long stories toward short, factual updates.
- Makes fewer promises it can't back up with facts.
- Becomes more willing to say "I don't know yet" openly.

Section 10 - Blind Spots

Colleagues often see things about Zainab that she can't see herself. Most of them grow out of her strengths, which is why she rarely spots them. Each one is worth checking against how people actually react, not taking as a verdict.

Zainab may assume her work is visible when it isn't. She often finishes her own part to a high standard and then says little about it. Colleagues may not know whether a task is done, stuck, or dropped. To her, a status message may feel unnecessary, so colleagues are left guessing.

Her standards can keep early ideas from reaching her. A colleague may hold back a rough thought because they expect her to find the hole in it. She may take the calm as a sign that everything is fine. Some days she wants to talk a problem through, and other days she wants to be left alone with it. Colleagues can't tell which they'll get, and she rarely says.

Her care tends to arrive as corrections, fixes, and high standards. She may send a colleague three precise changes to their document because she wants their work to land well. The colleague may read it as criticism, since no warmth comes with it. What reaches them is the list of changes, not the care behind it.

She may also feel she is still weighing a question while others experience her as having decided already. Because she checks alone, she often arrives with a firm conclusion, and people may stop offering their view.

Section 11 - Contrast Styles

The style Zainab has least of is Optimistic Yellow, her lowest preference. It is the style she tends to find hardest to read, and it produces her most predictable friction. This section describes that opposite style as she meets it. Learning to work with it can turn frustrating colleagues into useful ones.

A Yellow-style colleague thinks out loud, so a half-formed idea may sound like a firm plan. They often tell stories rather than quote figures, and their messages are warm and long. They commit to what feels right in the room and may change direction when the mood changes. Connection comes first for them, and the details get filled in later.

Zainab may read all this as a lack of substance. She hears the enthusiasm, looks for the evidence, and if she can't find it, she may decide the idea isn't serious. A changed direction may look to her like unreliability, when the colleague has simply finished deciding. In practice, she tends to ask a few pointed questions and then go quiet, rather than say what's bothering her. This can continue for a long time.

The other side is just as real. A Yellow-style colleague may find Zainab hard to read, because she gives little reaction and no reassurance. A flat "that's not right" may sound like a verdict on them rather than on the idea. They may leave unsure whether she values their input.

Working with Zainab's Opposite:

For Zainab: She can ask what the colleague is sure of and what is still an idea before judging it. She can name one thing she values in a proposal before listing what needs checking. She can also raise a problem the first time it bothers her.

For the opposite type: A Yellow colleague can send the key facts ahead of a conversation, say which parts are decided and which are still open, and accept a pause rather than an instant reaction from her.

What each offers: The Yellow colleague brings energy and buy-in that Zainab's careful work rarely generates alone. She brings the accuracy that stops their enthusiasm running ahead of the facts.

Section 12 - Under Pressure

When pressure builds, Zainab tends to get quieter and sharper, not louder. These signs are a pattern rather than faults, and they most often appear when deadlines stack up or a plan changes without warning. Colleagues who recognize them early can respond before a small friction turns into a bigger one.

Her Analytical Blue may harden into fault-finding. She might re-check shared documents line by line and refuse to move until a number is confirmed, even when the decision doesn't depend on it. A typical pattern: a late change arrives, and she replies with a list of everything wrong with it and no suggestion.

Her Driving Red adds speed to that sharpness. She may start deciding alone, because explaining feels like friction she can't afford. Sudden changes can hit hardest, since stability is the part of her Reflective Green she leans on. She may demand the reason behind every change and treat a vague answer as proof the plan is weak. Her follow-through may narrow to the one task she judges most important, and other commitments can quietly slip.

Warmth is what goes first. Small acknowledgments, such as a thank-you or a check on how someone is doing, may thin out, and she may not notice that colleagues have noticed.

When this happens: A colleague can give the reason for any change in the first sentence. They can ask which one item she most wants finished and agree what else can wait. A short written summary of what is decided and what is still open may calm her faster than reassurance. Saying "the plan is still sound" helps only when facts come with it.

Section 13 - Growth Opportunities

These suggestions come from behavior patterns, not from any gap in skill or intelligence. Pick two or three that feel closest to home and try them in everyday situations. You learn best by studying something properly on your own and then testing it on a real task, so treat each suggestion as a small experiment with a result you can check.

- Send a short status update before anyone has to ask.
- Name one thing that worked before listing what needs fixing.
- Say which mode you are in: talk it through, or alone.
- Share a rough idea early, before it has been fully checked.
- Ask "what's still an idea here?" before judging a colleague's proposal.
- Practice saying thank you in one specific sentence each week.
- Notice when a check changes the outcome and when it doesn't.
- Name a problem the first time it bothers you.
- Set yourself a deadline when more checking won't change the answer.

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