

# JUDY SABAH, MCC



- 1994 began Coaching
- 1999 Master Certified Coach
- 1996 graduate of Coach U
- 1999 Foundational and Advanced: Hartman Value Profile
- Speaker, Author, Coach
- 35+ years in the National Speakers Association (NSA)
- Organization of educational and support networks
- Co-founder NSA/Colorado
- 1993/94 President NSA/Colorado.
- Member of the International Coach Federation (ICF) and founder of ICF Colorado.
- 1999 Toastmasters International Communication and Leadership Award
- 2000 Lifetime Membership NSA/Colorado
- In Everything There is A Gift.

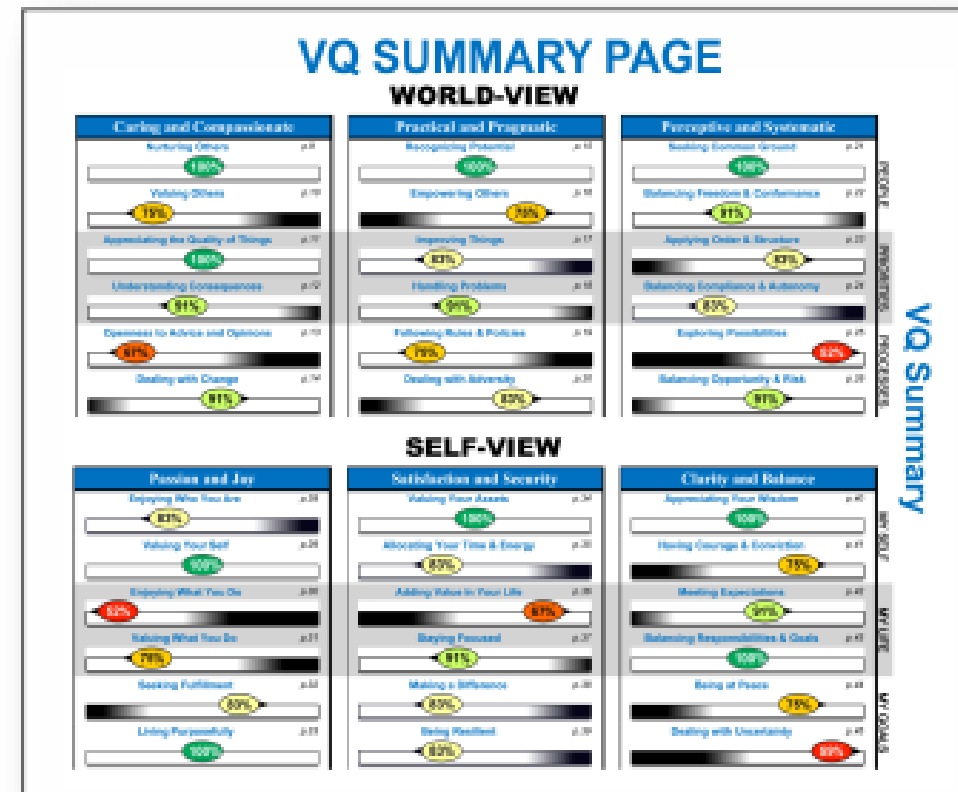
# OBJECTIVES

*"Personality test" in Google, gives 474,000,000 results.*

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- Increase your awareness about assessments
- Select an assessment that support your practice

# SUMMARY -- AXIOGENICS



"VQ" = Value-judgment Quotient (Quality)

Perspectives with a VQ score = 100% (dark green) are "**Cognitive Assets**" - Sources of Greatest Wisdom

Perspectives with a VQ score < 100% are "**Cognitive Biases**" - potential **Cognitive Liabilities**.

**The Goal:**

Maximize **Cognitive Assets** and Minimize **Cognitive Liabilities**.

# ASSET-- AXIOGENICS

## Valuing Others

Your VQ Score is:



### **How you are likely to think when coming from this perspective:**

People have infinite, irreplaceable, unique inner value and potential as human beings. Just because a person is different, has challenges, may lack certain knowledge or skills, or doesn't meet our expectations, doesn't mean they are inferior or unworthy as a human being. That goodness should be honored, respected, and protected. Good relationships and partnerships are essential to a full and rich life. We are all connected at some level and in some way, and no matter what, we must have compassion for each other.

### **Qualities and attributes supported by this Cognitive Asset:**

Open, accepting, compassionate, empathetic, forgiving, supporting, tolerant, attentive, loyal

You have a wonderful capacity to see and recognize the infinite value in others regardless of circumstances and challenges. You can make good judgments about how open, accepting, and trusting you can be with them without devaluing them as a human being. When you come from this perspective, you can be highly empathetic and compassionate which helps others feel comfortable being themselves. You have a high capacity to keep your own agenda, needs, and desires from getting in the way of creating strong, mutually beneficial relationships.

### **“Centering Questions”**

#### **Centering Questions that activate this Cognitive Asset:**

What is good about this person (or these people)? What is important to understand about them? What matters to them, what are they going through right now, what do they want or need? How can we connect with each other?

#### **Reflection Questions:**

How often are you able to approach life or work from this VQ perspective?

How does it feel when you do use this strength?

What kinds of situations make it hard for you to think this way?

What could be better in your life if you used this perspective (a Cognitive Asset) more often?

# DEFICIENT-- AXIOGENICS

## Seeking Fulfillment

Your VQ Score is:



### How you are likely to think when coming from this perspective:

Life isn't always the way I would like it to be. Sometimes you have to find joy and fulfillment any way or any where you can. I know I'm not living my life to its fullest potential, but what choice do I have? Given the life I have, I often feel like there must be something missing in my life or, perhaps, even in me. I can't have/do/be \_\_\_\_\_ because of the obligations that I have and the expectations that have been imposed upon me. I wish things were different, but I don't know how to change them. Perhaps someday, somehow, I'll figure it out.

### How this Cognitive Bias can influence you:

May feel that you cannot or are not measuring up to your true potential. May be overwhelmed, frustrated or even angry about the "gap" between where you find yourself and where you think you should be. May feel trapped by your current situation and that your choices are limited. May seek sources of fulfillment that take you away from what is really important. May rationalize not doing or avoid doing the work that could make your life better. May pretend to be much happier than you actually feel.

### This Cognitive Bias may cause you to be or appear to be:

(Circle or highlight the ones that most apply to you.)

**Upside:** Dependable, dedicated, fun-loving, responsible, dogged, compliant

**Potential Downsides:** Frustrated, overwhelmed, unhappy, inconsistent, rudderless, resigned, angry, over-obligated, hopeless, despondent, "martyr", imposter, unethical

### Reflection Questions:

When you're locked into looking at people/things/situations from this VQ perspective, does it create any positive and/or negative emotions/feelings for you?

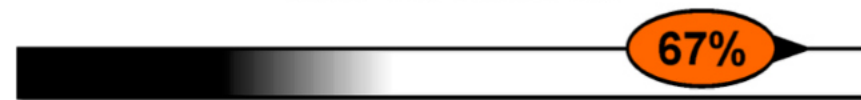
When you are coming from this VQ perspective, how might it affect others?

In what way might these perceptions/attitudes/emotions (yours or theirs) be interfering with your success and/or happiness?

# EXCESS-- AXIOGENICS

## Being Resilient

Your VQ Score is:



### How you are likely to think when coming from this perspective:

It is very important that I spend my time doing things that create meaningful results. I've got big things to do and I can't worry about the little things. It's frustrating when people or circumstances get in my way or make demands that take me off track. Sometimes I feel like the world doesn't "get" how much I can contribute. When anyone or anything gets in the way of my success, it's important that I do whatever it takes to overcome or fix it.

### How this Cognitive Bias can influence you:

May get frustrated and even angry when people or circumstances get in the way of what you are trying to accomplish. May procrastinate or resist doing mundane things that you feel don't add any immediate value. May be intolerant of anything or anyone that interferes with, disagrees, or threatens your view of what matters. May be resentful of people or circumstances that seem to get in the way of achieving the things you want to achieve. May not fully realize that you're the one in the way of your own success.

### This Cognitive Bias may cause you to be or appear to be:

(Circle or highlight the ones that most apply to you.)

**Upside:** Results-oriented, committed, dedicated, tenacious, hard-working

**Potential Downsides:** Impatient, intolerant, bull-headed, dreamer, procrastinator, inconsistent, full of excuses, arrogant

### Reflection Questions:

When you're locked into looking at people/things/situations from this VQ perspective, does it create any positive and/or negative emotions/feelings for you?

When you are coming from this VQ perspective, how might it affect others?

In what way might these perceptions/attitudes/emotions (yours or theirs) be interfering with your success and/or happiness?

# ID ASSESSMENT



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## HOW DOES IT WORK?

- 4 digit I.D.<sup>™</sup> - personal success code
- Instinctive Drives<sup>™</sup>: needs, talents, and vulnerabilities
- Achieve goals and build effective relationships

## HOW CAN I USE MY I.D.<sup>™</sup> RESULT?

- Application across all aspects of life
- Supporting friends and family
- Understand and enhance their relationships



# RESOURCES

- ***Personality Isn't Permanent*, by Benjamin P. Hardy, PhD**
  - Possibly the best self-help book I've ever read, redefines the genre.
  - Illustrates why people get stuck
  - Provides a science-based process to transform your life.
- ***The Myth of Stress - Where Stress REALLY Comes from and How to Live a Happier and Healthier Life* by Andrew Bernstein**
- ***Your Brain Is Always Listening: Tame the Hidden Dragons That Control Your Happiness, Habits, and Hang-Ups* by Daniel Amen, MD**
- ***Persona: The Dark Truth Behind Personality Tests* - <https://www.imdb.com/title/tt14173880/>**
- ***Love Happens* from Netflix <https://www.netflix.com/title/70113528>**
- **Magazine: *The Science of Personality***
- ***National Geographic Your Personality: Exploring the Science of Identity***

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