



Openness is Freedom, Learning is a Mindset, Growth takes Effort, & Love is a Choice.

Christina Lynn Yard Emanis

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Dr. Brent Scholar



Introduction

Christina is a graphic designer of thirty years. A mother, wife, and a volunteer. Christina's thematic analysis contains ten themes that will develop an insight to her path. This thematic analysis will show how her skills, traits, motivation, and personality cull to deliver a story that will entertain and amuse as it develops her skills and personality. These various assessments support the underlying themes of Christina's personal and professional development and give a splash of illumination to her past achievements and her future goals as a graduate of ASU's Organizational Leadership Program in 2019.



I have used many assessment tools over the years as I have been enlightened on how I live within my family, work and in my community. I will introduce the results of an unbiased assessment of my skills, desires, talents, traits and personality. I have read Good to Great several times since 2001. I have taken the 360-degree assessments with work and done the colors personality tests for Texas PTA. I have used the various bible studies and gifts insights as I served in ministry as a volunteer over the last twenty years. I will bring from this time the

My Data Sources

Florence Littauer book Personality Plus. This was a great help in serving and understanding those around me. I will use Indigo that was administered in my introduction to the ASU online degree. I will use my Personal Narrative, Motivation Career and Anchor ,WorkStylePatterns®, 16 Personalities, the Big 5 Personalities, , AZCIS tests, CEC 360-degree work evaluations of seven years. This will help determine work, skills, and personality. These sources are from a variety of unbiased sources to give clarity and insight since they use several different sources from coworkers, boss, and personal responses. This will aid in obtaining a more complete view of my positive and negative attributes and where I can best use my skills to bring value to a team.

Data Sources

- **16 Personalities (16 P)** - This assessment is a range reflective questions to determine sixteen personalities from four frames of analysis, explorer, sentinel, and diplomat.
- **AZCis Skill Test (AZCis S)**– this assessment is a multiple choice list of over fifty qualities where the candidate chooses five very satisfying skills, ten moderately satisfying, and twenty somewhat satisfying skills.
- **AZCis Holland Personality (AZCis H)**– this assessment is determined by the multiple choice list from the AZCis Skills Test that shows your social, conventional, investigative, artistic, realistic, conventional, and enterprising personality dimensions.
- **IAZCis Occupational Clusters (AZCis O)**– The occupational clusters are linked to the similar duties, preparation and skills from a rating of -44 to a + 100.
- **IAZCis Career Clusters Full Version (AZCis CC)**– The occupational clusters are linked to the similar duties, preparation and skills from a rating of -44 to a + 100.
- **AZCis Interests Test (AZCis S)**– This test can be used to explore careers from the six attributes of investigative, conventional, social, realistic, artistic, and enterprising.
- **Big Five Personality Test (Big 5)** - This assessment is a range choice test to a variety of situational challenges. With a possibility to have an extreme like or dislike, moderate agreement or disagreement and a neutral choice. The instructions state not to be neutral if you can avoid it to reveal the five personality factors of openness, continuousness, extroversion, agreeableness, and natural reactions to stress.

Data Sources (continued)

- **Motivation and Career Anchor Assessment (CAA)** – This test serves to illustrate which need are the highest value and which of these factors in our work we may not be willing to surrender because they are very foundational in our vision of ourselves. The assessment uses 64 questions with 1 to 10 as a measure to evaluate eight areas of specialization. The top two specializations are your anchor and secondary anchor.
- **Child Enrichment Center 2007-2014 360-Degree Review (CEC)** – This review was a test that was given by the director and the staff over the candidate. This was an unbiased 360-degree view of abilities and performance. The rating was from four performance categories with a scale from 1 up to 5 for the positive attributes.
- **Florence Littauer's Personality Plus Test (PPL)** This reflective tool in testing a person's natural leanings by four descriptive words that were utilized in framing a personality style from the four styles of melancholy, choleric, sanguine, and phlegmatic. The test will show one as a major and a second as a supportive.
- **Life Story Personal Narrative (LSPN)** -This reflective exercise required that I create a substantial narrative of my life story from birth to the present day. Additionally, throughout the retelling of my story, we were required to identify major themes which have persisted throughout our life.
- **Indigo (IND)**-This assessment is a question and answer test that allows the respondent to relate truths about their personality, skills, strengths, and motivators.
- **WorkStylePatterns®(WSP) & Inventory (WSPI)** - This assessment requires users to select most desired outcomes and work environment. This was a very detailed query of work inventory evaluations and qualitative insights.



To know oneself is a concept that has been shared by many. I see and hear to know not only myself but the world around me. In my ten themes I will share the many facets that comprise a person. We will all be unique in our view and approach to life but in this approach I hope to appreciate the diversity around me and to communicate who I am and how I enrich this world with.

My 10 Themes

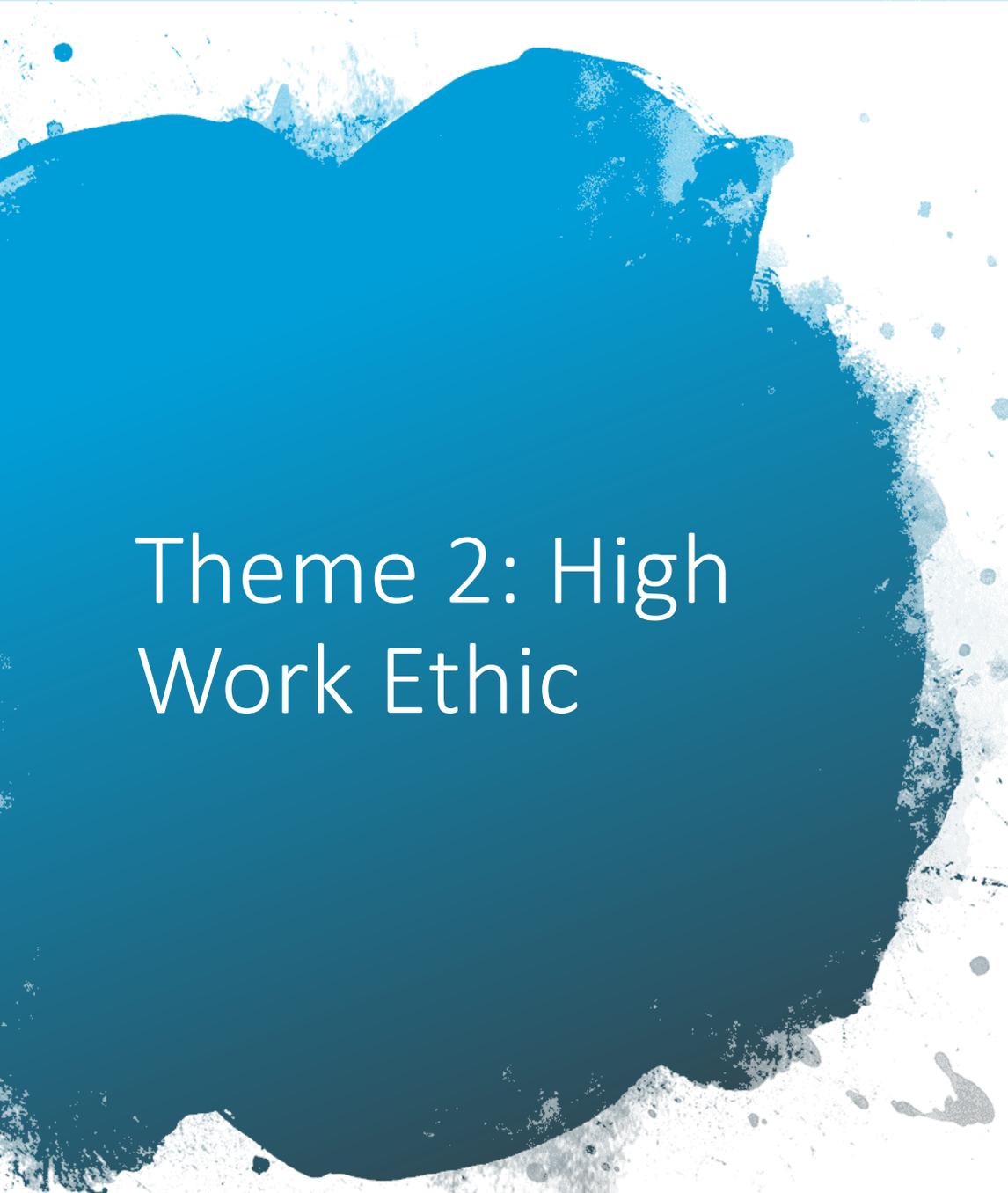


Theme 1: Family Time Is Work-Life Balance

- **Theme Statement:** Loving my family sacrificially, leading my family in grace and truth, and putting my family's needs and interests above career advancement is how I found work life balance. Marriage was more rewarding than I could imagine and then being a parent was far more than a blessing I prayed for. I have put family before my career as a graphic designer. These leadership opportunities have shaped who I am and what I value.
- **Supporting Data:**
 - Nurturing qualities have always been a part of me even before mother hood as I took on roles with my niece and nephew (16 P).
 - I value relationships over financial reward (Big 5).
 - My convictions to my family and serving were very well purposed in this experience (Indigo).
 - Parenting and helping others is a focus of my life since I was very young (16 P).
 - Work-Life or career-family balance is important to me (Indigo).
 - Time is not something I can buy back so, I have been purposeful in my commitments (Big 5).
 - I am not driven by material things but by a chance to make a difference in the lives of my children and I did just that (16 P).

Theme 1: Family (continued)

- Contradictory Evidence
 - My hours at work can result in an imbalance in my ideals due to my lack of the word “no” (Indigo). As I was in my career I was fearful of letting the team down to go home on time to be with my new born. I worked late and on weekends quite often. I addressed how to manage the time I am given and the initiative it takes to create great results (CEC 360)
 - I moved from New Jersey 35 years ago from my extended family that I love and cherish (LSPN).
- Reflection
 - Raising my children in a life that was balanced and healthy was a high priority in my life. I chose to create balance and to serve the Lord. I focused on my business bringing me joy and harmony in my new role as a parent and artist. I sought out ways to serve the children’s areas of interaction to give back to the community at large. It was a very fulfilling journey and learning experience.



Theme 2: High Work Ethic

- **Theme Statement:** I feel very rewarded by a job well done. Excellence is my driving force.
 - **Supporting Data**
 - I am very consciences which keeps me aware of my contributions (Big 5).
 - I take the initiative without being asked (CEC 360).
 - I make a plan and keep the schedule (CEC 360).
 - I am goal oriented and seek approval in a job well done (PP).
 - I am disciplined and do not walk away from work that gets difficult (Big 5).
 - I am steadfast and flexible in my work approach (WSP INV).
 - **Contradictory Evidence**
 - I do not feel like I have contradictory evidence but the down side of this high work ethic creates a failure in work-life balance and creates stress for me in my leadership.
- **Reflection:** I believe the attributes to my high work ethic brings me many praises from my employers and shows I am reliable. I can frustrate others if I am not aware of how my teams limitations. I am flexible and communicate with our team.



Theme 3: Integrity is Foundational

- **Theme Statement:** I have built my career and my life on integrity.
 - Supporting Data
 - I chose integrity as my first quality in the AZCis testing as it speaks to my core beliefs (AZCIS).
 - I have sought out a few work experiences that had leadership with great integrity (LNPS).
 - I seek meaning and connection, with integrity(16 P).
 - I sought to have integrity as a mother in my pursuit of parenting (LNPS).
 - I am desire the truth and to be a part of organizations that are valuing integrity (Indigo).
 - My high ratings in trust of others, sincerity, compliance which rest on integrity.(Big 5).
 - Contradictory Evidence
 - I have had a few speeding tickets that I took defensive driving over. I may not have known I was speeding but I was clocked and did do the time in defensive driving (LNPS).
- **Reflection:** Putting speeding aside, integrity is something I am not willing to compromise on. It is what distinguishes your life and your career. I want to be know for the quality and excellence I give. I need integrity to be a value in the work place. It is something that many corporations are valuing over profit.



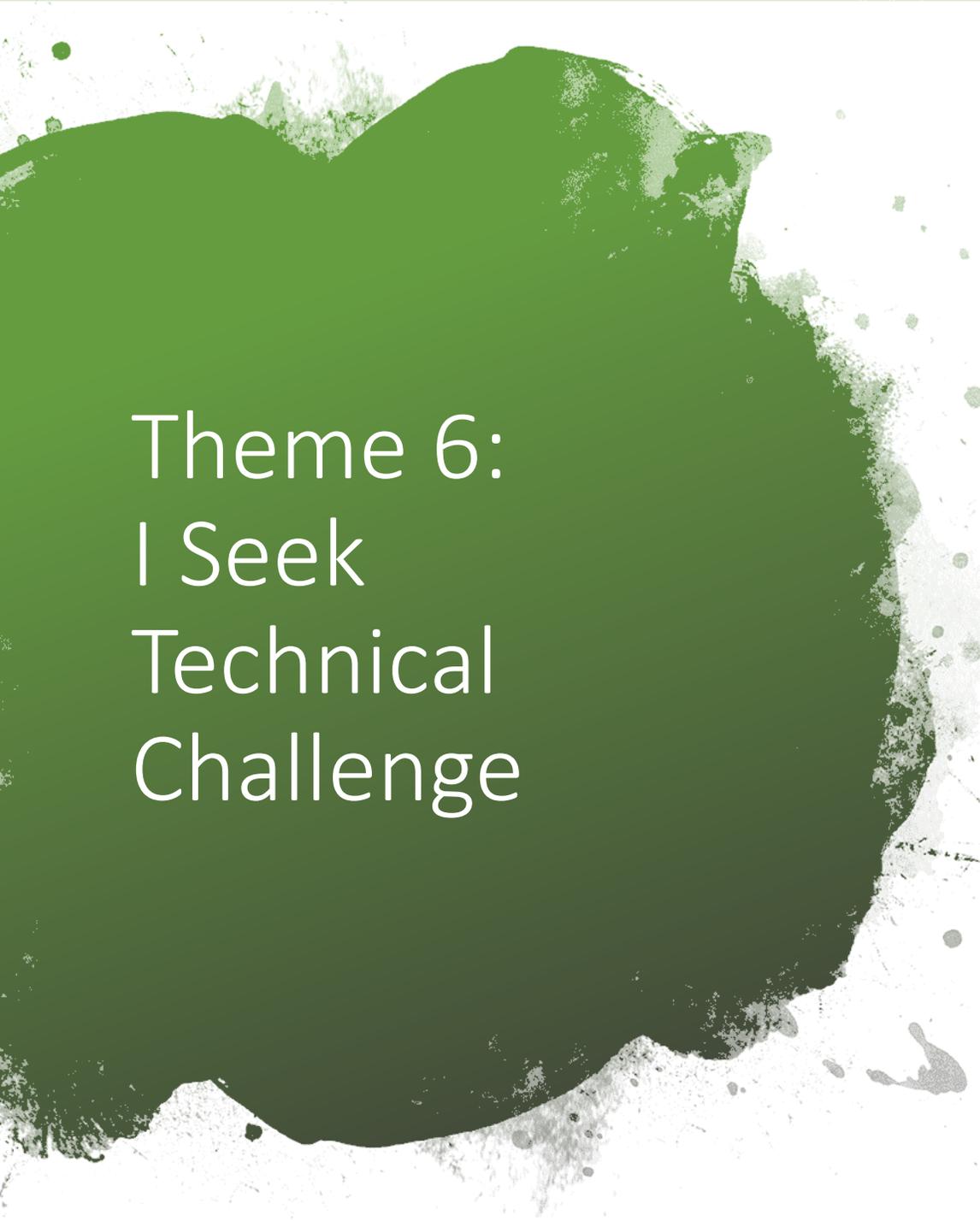
Theme 4: Stable Work Environment Is Valued

- **Theme Statement:** I desire a rewarding and stable work environment. I seek to create stable relationships in my public and private life.
 - Supporting Data
 - I left a graphic design firm due to the instability and chaos. It was unprofessional of management (LSPN).
 - I delivered a stable work environment for my team at Kingsland Baptist Preschool (CEC 360).
 - I thrived in stable environment from my leadership(CEC 360).
 - I am a someone who does not seek material things but a lifestyle of stability (Indigo).
 - I chose to leave the Houston Chronicle to create a stability parenting role(LSPN).
 - My testing shows I am best in setting with well defined work expectations and financial stability (WSP INV).
 - Seeks an ideal work environment that is stable and predictable (Indigo).
 - Contradictory Evidence
 - I have left my family, friends and my home to travel to Texas from New Jersey as an eighteen year old to strike out on my own. This was very contradictory to who I am at my core (PPL) (Indigo).
- **Reflection:** I have created stability where is has not been present in my career and my personal life. To offer another group my skills and talents I will also be able to create great stability and innovation.



Theme 5: Teamwork is Dreamwork

- **Theme Statement:** I love to collaborate and use the benefits of a team.
 - Supporting Data
 - I chose teamwork as one of my top qualities in the AZCis testing as it creates innovation(AZCIS).
 - In my career in advertising my creative direction took teamwork from the diverse groups (LNPS).
 - Leading with teamwork takes modesty, trust in others, and altruism (Big 5).
 - I am an advocate personality that believes everyone is on a journey toward growth and this is team (16 P).
 - I am a dependable team player (Indigo). This was a very nice surprise since I played a lot of team sports.
 - My testing shows that I am low on sensitivity to stress, moodiness, self-consciousness and hostility which can enable me to help a team with our team work to the dreamwork (Big 5).
 - Contradictory Evidence
 - When I have my firmly held beliefs challenged I may have an issue on overreaction and this will kill any teamwork and team building efforts so I will be careful of my very emotional side (16 P).
- **Reflection:** The innovations that can be achieved when one person isn't seeking all the credit is immense. Teamwork and diversity are the new hash tags to keep a group out performing their competition. It takes modesty, sensitivity, communication and dedication to the cause but the rewards are amazing. Go Team!



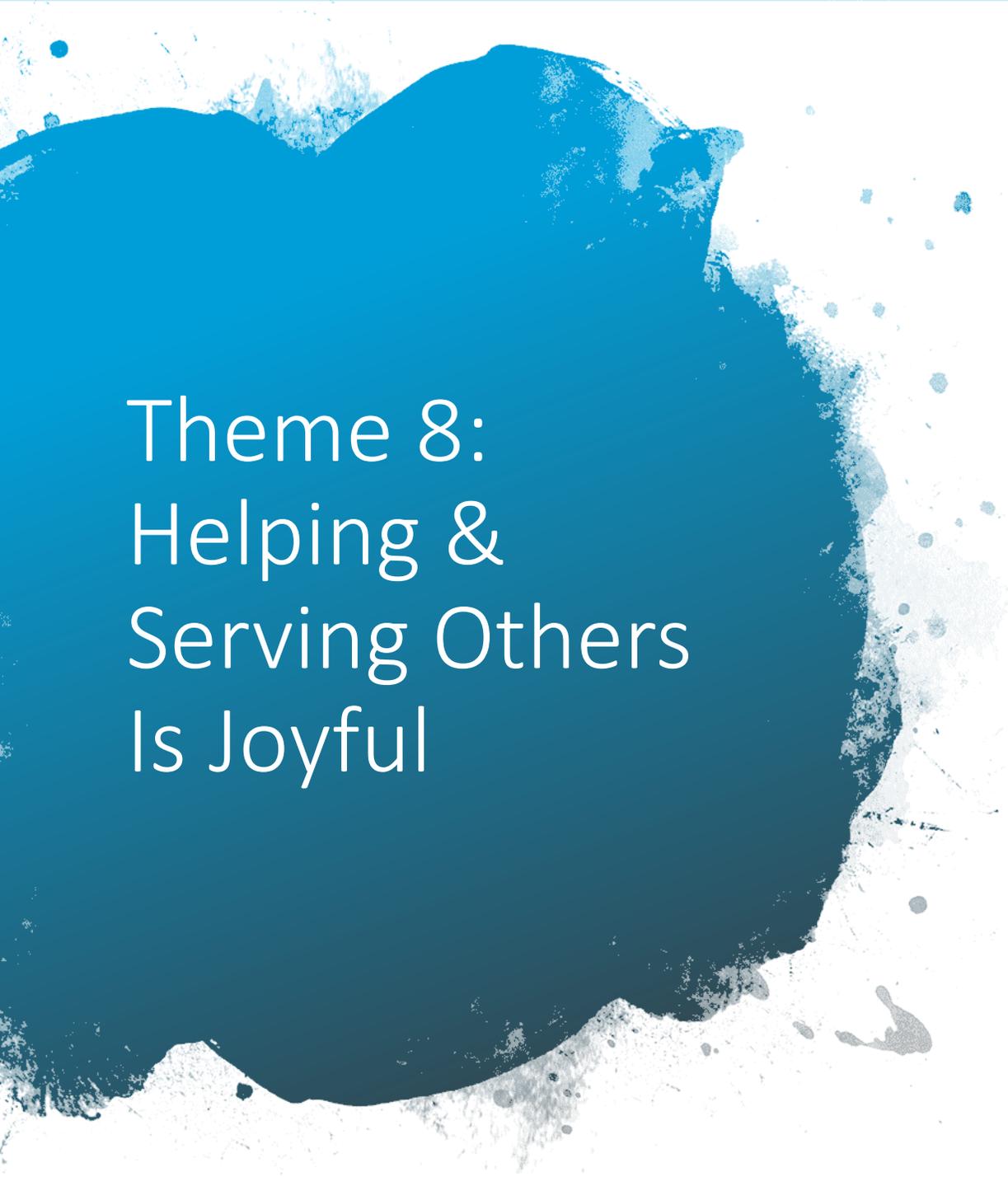
Theme 6: I Seek Technical Challenge

- **Theme Statement:** In my career I have excelled at technical challenges and derive a great amount of energy from solving these challenges.
 - Supporting Data
 - I chose computers and visualizing in my testing in relating to my early career in HTML5 (AZCIS).
 - In my experience with Neoscript, Shell, and the Houston Chronicle's Chron.com I excelled at highly technical challenges (LNPS).
 - Leading with technical skill was a great and rewarding part of my career that required a skill of orderliness and deliberateness which I scored very high in as well as my intellectual curiosity (Big 5). Good code has every piece done neatly and in the proper sequence, or orderly and deliberate.
 - I am rated high with in this schema in my melancholy attributes within my personality profile(PPL).
 - In my Career Clusters Inventory my Information technology score was twelve along with my visual technology (AZCIS CC).
 - WorkStylePatterns® shows my desire to use my technical knowledge and to lead with my expertise (WSP).
 - The Career Anchor clearly used my technical bent as my secondary anchor (CAA).
 - Contradictory Evidence
 - I do not feel there is a contradictory evidence other than my industry being at a very low wage for this skill presently.
- **Reflection:** I am a web developer and an illustrator who has thirty years experience and has had many critiques in school and in my career. I recently took a CIS 300 DD for my business minor and received an A in writing code by hand. I was so absolutely thrilled.



Theme 7: Creativity & Design Enriches Me

- **Theme Statement:** I seek opportunities to be creative and to use my design skills in my career, in volunteering, and in my academics.
 - Supporting Data
 - I chose creativity as the fourth skill in my summary of selected skills (AZCIS).
 - In my experience as a graphic designer, web developer, and illustrator, I have received many praises and guidance(LNPS).
 - I scored well on imagination and intellectual curiosity although I thought I should have scored higher(Big 5).
 - I am an Advocate personality who uses my creativity and insight to serve others (16 P).
 - I use my leadership opportunities to exercise my creativity in expressing authenticity, and making a difference (16 P)
 - I have lead many volunteer projects in art with my local elementary, junior high, high school, and church (LNPS).
 - Contradictory Evidence
 - I was not linked with the artist profile in my 16 personalities review(16 P).
 - My creativity scoring was 26 my AZCis Holland Personality and at a 12 on Interest Profiler (AZCis H) (AZCis I).
- **Reflection:** The truth is I am very creative and have used my skills as a graphic designer and an illustrator in my career and in volunteerism over forty years and have had many critiques in school and through my career. I am good but in this testing it is seeking a different ideal other than my artistic skill. I am not a performer and I would be crushed if I had to illustrate on stage.



Theme 8: Helping & Serving Others Is Joyful

- **Theme Statement:** Volunteerism is a call that I have chosen as I stepped out of my career to help and to be present in my community and in my family's lives. I am focused and in the moment.
 - Supporting Data
 - I chose assisting and caring as my skills in my summary of selected skills (AZCIS).
 - As I stepped into full-time parenthood and part-time graphic design, I began helping and serving others (LNPS).
 - I am a guardian worker in my WorkStylePatterns® who likes to help others through personal involvement (WSP).
 - I am an Advocate personality I get to the root and step in when people need help and hope to solve long term problems(16 P).
 - I use my leadership I see the incredible potential in the people and seek to uplift them and equip them to succeed (16 P)
 - I have lead many volunteer projects with Texas PTA, church, and the community (LNPS).
 - Strong supporter who is always willing to help others, strong listener who can become a lifelong friend (Indigo).
 - Contradictory Evidence
 - I have no contradictory evidence other than currently I am very busy with college and have much less time to help but I pray and seek smaller commitments currently.
- **Reflection:** Service brings me joy. All of the many tests have illustrated my desire to act upon the needs in my community. I receive a private and precious joy from it. I really do not like awards and public praise but I have received the president's volunteer award with Texas PTA during my service at the junior high.



Theme 9: A Learning Life Continues

- **Theme Statement:** I have chosen to return to college as I was blessed with this opportunity because I love learning.
- **Supporting Data**
 - I chose to attend the university to gain a degree in a field of leadership after leading in many areas of design, children's ministry, PTA and in the community (LSPN).
 - As I stepping into my parenting years I realized there was so much I needed in raising my children and served in the local church that helped to educate me further (LNPS).
 - My WorkStylePatterns® suggests for my current work alignment I should continue to educate myself for my professional and personal satisfaction since my current work title does not use all of my organizational needs and my position requires more project expertise (WSP).
 - In my Advocate assessment it accurately details my stalled vision and also instructs that I should do whatever it takes to realize the dream(16 P).
 - I use my leadership to share my information from my learning mindset to enrich and equip those I serve at my current work as the Advocate personality wees not personal gain but the service of others with creativity and insight (16 P).
 - I seek to make learning positive and hope to aspire my friends, coworkers, and sons to achieve their educational aspirations (LNPS).
 - My continuous learning score was in the well developed range and this is very representative of my desire to continue to learn (Indigo).
- **Contradictory Evidence**
 - I have no contradictory evidence. Live can be difficult to manage with a college education but one can also educate themselves with research and reading on their industry as my husband has done to accentuate his career in marketing.
- **Reflection:** I see myself enriched and fulfilled with my learning mindset. I seek to keep achieving more goals to facilitate great mental health. I actually love Discovery and PBS. Their features are so informative.



Theme 10: My Faith Is My Compass To Life

- **Theme Statement:** I chose to be a Christian very early in life and focus on my life being lived as a testimony to the world of my love for God.
 - Supporting Data
 - I chose to take many opportunities to follow my faith as it is very important in my mission, vision, values, and goals (LNPS).
 - My passion measure in my Indigo testing is very far to the right of 60 percent of society. I believe this score comes from my servant heart and my desire to serve my God (Indigo). I was very honest in this first test at ASU. I wanted authenticity.
 - I am stated as one who will fight for her beliefs and those she is passionate about (Indigo).
 - I would not “cut someone else down for success”(16 P). This is relevant to my beliefs.
 - I use my leadership to be a godly example to share my faith by my actions and not quoting scripture but by doing the right thing. (16 P)
 - I have sought to serve others in my serving the Lord and following the example of Jesus Christ who was a servant in many ways to all of humanity (LNPS).
 - Contradictory Evidence
 - In living my faith I feel my faith can cause others to feel like they are being judged by me. This isn't true but in my testing it shows that I am not accepting of diversity (Indigo).
- **Reflection:** I feel very rewarded by my life as a Christian. It is my belief system and I am not a judgmental Christian. I do believe that I am called not to judge since I am flawed and believe that my sin is no greater or less than anyone else's. I believe I am doing what I am called to do which is to understand, help, serve selflessly and to love always.



VISION STATEMENT

In my vision statement: I see myself obtaining a degree in organizational leadership that I will then use to impact my career and my local community with ethical leadership. I seek to bring efficiency and an diversity to an organization that I am a part of. I seek to create an environment of teamwork and cohesive mutual respect. I will strive to equip and support others on my team and help them to achieve their highest potential. In this leadership, I will seek to embody love, joy peace, patience, kindness, goodness, gentleness, faithfulness and self-control.

Reflection: In striving to be this version of myself I know I can impart more moral and ethical behavior in all of my business and personal interaction and hope to make an impact great impact in our culture and nation.

My Personal Mission Statement

I desire the very best for everyone. I desire to deliver my very best in everything I do from learning to leadership. I have a servant's heart. I serve with humility, mercy, understanding, compassion, and love. In my service I desire to bring others closer creating teamwork, diversity, and love in the world.

Reflection: With understanding myself and seeking the best feedback from a wealth of sources from the Bible, course work, my personal narrative, assessments, and insight from others I can achieve my very best.



Conclusion

I have learned that in my theme I am a servant. I have enjoyed the various assessments and the ability to look into my heart and see the intrinsic qualities that make me the creative person I am. In my service to others I am realistic to my failings and my attributes. I can see how I will benefit the organization I volunteer with and the company I will be employed by. I see how to bring my skills, my mission, and to deliver my very best leadership skills to their group and to mitigate those contradictions in my skills.

I hope to use these tools to keep learning and keep reassessing my progress over the next months and years.

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