

# Instinctive Attitude X-ray Chart



Performance in any activity is governed by what the performer naturally focuses on: aspects of the situation he or she pays the most attention to *instinctively*.

	CONTEXT ↓	CONTENT →	PRODUCT-ORIENTED	PEOPLE-ORIENTED	NUMBER-ORIENTED
↑ E N T H U S I A S T I C S  ↓	<b>ENTHUSIASTIC</b> Focuses on creation, function, innovation, permission, inspiring, energising, spirit of play, improvising, liberating, sovereignty		A1	A1	A1
	<b>OPTIMISTIC</b> Focuses on big picture, future visions, integration, consequences, silver linings, developing, encouraging, establishing		A2	A2	A2
	<b>PRODUCTIVE</b> Focuses on actions, results, commitment, control, progress, certainty, decisiveness, dynamics, force, opposition		A3	A3	A3
	<b>ANALYTICAL</b> Focuses on info, evaluation, plans, processes, clarity, answers, details, guiding, explaining, effort, authority, rightness		O1	O1	O1
	<b>ASSOCIATIVE</b> Focuses on positives, connections, resources, equity, sharing, common ground, mutual support, belief & faith, vulnerability		O2	O2	O2
	<b>RESPONSIBLE</b> Focuses on necessities, responsibilities, flaws, threats, protecting, convictions, correcting, criticising, rectitude, cynicism		O3	O3	O3
	<b>CONFIDENT</b> Focuses on pleasures, competencies, comforts, gratification, rewards, winning, qualities & accomplishments of self, ego, irritations		S	S	S
	<b>OTHER</b> Net ineffective preoccupations (employable in special circumstances only)				

Identify the principal instinctive preoccupation and accurately predict how well they will perform.

A = Alpha 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> Class, O = Operative 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> Class, S = Specialist

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The following illustrations bring alive the instinctive attitudes or “modes of attending” in the X-ray Chart. They show how a person operating in each mode would be likely to deal with a problem: in this case, being stuck with wearing a ball and chain.

Two decades of applications research (thousands of case studies) have isolated fifteen distinct ways that humans cope with what life throws at us—15 instinctive styles of approaching situations—which arrange themselves into a hierarchy of effectiveness. Every human being habitually favours one of these approaches over the others. The lower eight, however, are not flexible enough to enable a person to respond appropriately to the usual demands of the workaday world, (except in jobs designed to accommodate limited mental capacity). So only the seven “work-effective” approaches are shown here:



### How do I cope with this?

(Notice how the ball gradually shrinks in each illustration: because the closer you are to having “great instincts”, the less daunting problems appear to be.)

## CONFIDENT

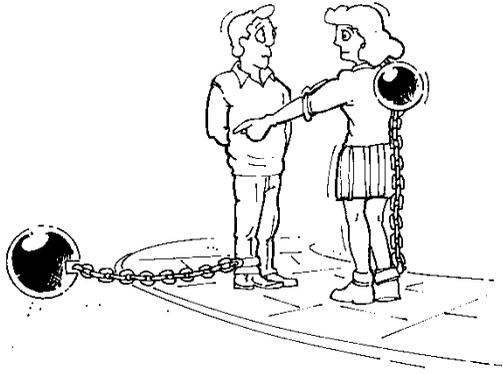
Instinctively focuses on pleasures, rewards, winning, qualities & accomplishments of self, ego



I am confident I’m going to get the result I go for. I enjoy my competence and my comforts. I do trust my judgment.

## RESPONSIBLE

Instinctively focuses on necessities, responsibilities, convictions, defects, correcting, protecting, criticising



I tell it like it is, which includes criticism if it's called for. If something is wrong it shouldn't be ignored and should be corrected, for everyone's benefit.

## ASSOCIATIVE

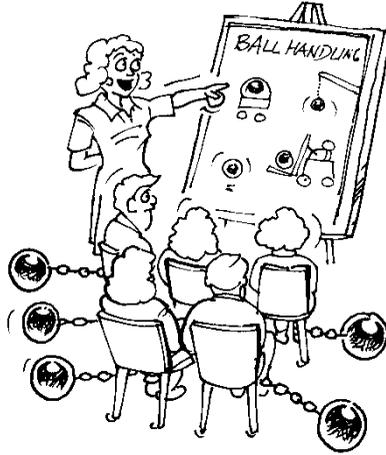
Instinctively focuses on positives, connections, resources, affinities, mutual support, belief & faith



Let's get together on this. We can help each other. Let's look at the positives and make things better.

## ANALYTICAL

Instinctively focuses on information, details, answers, calculations, evaluations, guiding, explaining, planning, effort



I'm a clear thinker. I estimate situations well with the info I've got. I can usually see what is needed for myself and others and endeavour to guide or get it happening somehow.

## PRODUCTIVE

Instinctively focuses on actions, results, control, progress, certainties, dynamics, force, opposition



I do know how things are and this is what needs to be done. And whatever it takes, it's going to get done. Make it happen!

## OPTIMISTIC

Instinctively focuses on big picture, future visions, silver linings, integration, consequences, developing, establishing

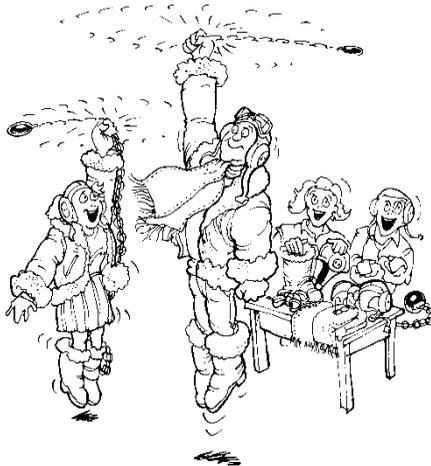


I expect things can turn out well for myself and others.  
I look forward to the positive future I see is possible, then  
develop and integrate available resources to bring that about.

## ENTHUSIASTIC

(GREAT INSTINCTS!)

Instinctively focuses on function, innovation, creation, renewal,  
adaptation, energising, spirit of play, improvising, liberating



I create and re-create the game I am playing.  
I pour energy into my ideas and they light up for others too.  
Whatever I do I go for it, wing it as necessary, and get there.

For more detailed descriptions of these instinctive levels of effectiveness, see the *Instinctive Performance Guide* (pdf):

<http://www.gusgriffin.net/blog/predicting-performance-accurately>

For the full rundown on the Instinx screening process, see the *Screening for Employment & Promotion* module:

<http://www.gusgriffin.net/blog/356-2/instinx-modules/instinx-screening-for-employment-and-promotion>

For other discoveries and services which have come out of the last 22 years of research into harnessing human instincts:

<http://blog.instinx.com> and <http://www.instinx.com>