

wizer

Decision Profile Report



The Deliverer

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Introduction to Decision Profiles

What Makes Decision Profiles Unique?

Unlike traditional personality assessments, Wizer's Decision Profiles focus on your decision-making approach, emphasizing how you process information, assess risks, and collaborate with others. Based on Wise Crowd Theory, Cognitive Diversity, and the Big Five Personality Traits, this model doesn't just describe you—it helps you understand how to leverage your strengths and work effectively with others.

Decision Power Profile is a dynamic model crafted to capture the complexities of decision-making styles and strengths in diverse contexts. Unlike static personality tests, this profile adapts to each decision's context, providing individuals and teams with actionable insights to improve self-awareness and optimize collaborative decision-making. Through its advanced model, Wizer enables users to understand their strengths in decision-making, gain awareness of areas for growth, and support balanced, effective group decision-making in organizations.

Research Foundations

The Decision Power Profile is grounded in extensive research, drawing on the insights of Cognitive Diversity the Big Five personality traits and Wise Crowd Theory:

Cognitive Diversity

Based on Dr. Juliet Bourke's extensive work, cognitive diversity is vital for effective problem-solving and decision-making. Bourke's framework identifies six key decision orientations—Outcomes, Risk, People, Process, Evidence, and Options—that drive varied perspectives in decision-making. These orientations underpin the Decision Power Profile's structure and guide the creation of 30 unique combinations that reflect an individual's cognitive approach in different decision-making contexts.

Big Five Personality Traits

The Big Five personality model provides a comprehensive lens through which the Decision Power Profile examines individuals' tendencies across traits such as Openness to Experience, Conscientiousness, and Agreeableness. These traits, when combined with Bourke's orientations, enable a nuanced understanding of how each person approaches decisions, forming the basis for the seven distinct archetypes within the profile.

Wise Crowd Theory

Originating from **Wise Crowd** research, shows that independent, diverse groups consistently make better decisions than individuals or homogeneous groups. Court's studies emphasize that effective "wise crowds" start with as few as six participants if they combine diversity, independence, and relevant expertise.

Key Features and Structure

1. Dynamic Profiles

The Decision Power Profile offers an adaptive view of decision-making, reflecting how individuals may shift their approaches across various situations. This flexibility mirrors real-world dynamics, acknowledging that decision-making is not one-size-fits-all. By observing these shifts, individuals gain a more accurate picture of their decision-making tendencies, while organizations can better align teams for specific challenges.

2. 30 Unique Combinations Integrating Cognitive Diversity

The profile's 30 trait-based combinations capture a diverse spectrum of decision-making orientations. Each combination reflects a specific alignment between Big Five personality traits and Bourke's cognitive orientations. These 30 distinct combinations are organized into seven overarching archetypes—Analyzer, Collaborator, Guardian, Explorer, Deliverer, Achiever, and Visionary—providing both granular insights and a broader, archetypal understanding.

3. Organizational Insights and Complementary Profiles

For teams, aggregating Decision Power Profiles across members reveals strengths and potential gaps. By identifying and utilizing complementary profiles, leaders can assemble balanced, effective decision-making teams that leverage diversity. The model also aligns with Wise Crowd Theory by promoting diversity and independence, essential factors for strong group decisions.

The Seven Decision-Making Archetypes

The Decision Power Profile identifies seven primary archetypes, each illustrating a unique decision-making approach based on a blend of the Big Five traits and Bourke's cognitive orientations. This structure combines individual insight with team-wide applications, supporting organizations in forming balanced, well-rounded teams:



The Deliverer

Prefers a structured, process-oriented approach, excelling in fields requiring precision and focus.



The Analyzer

Prioritizes evidence and data, excelling in roles that require critical analysis and logical thinking.



The Collaborator

Values team harmony and interpersonal connections, striving for consensus and mutual goals.



The Guardian

Skilled in risk management, bringing caution and stability to high-stakes decisions.



The Explorer

Focuses on generating and assessing options, highly creative in surfacing potential pathways.



The Visionary

Driven by high Openness to Experience, focuses on innovative and transformative ideas, inspiring others to think big.



The Achiever

Goal-oriented and outcome-focused, adept at driving practical, results-based decisions.

Applications of the Decision Power Profile

For Individuals

The Decision Power Profile fosters self-awareness by highlighting an individual's decision-making strengths and areas for growth. With 30 specific combinations feeding into seven archetypes, individuals receive a personalized view of their approach to decision-making. This deeper understanding aids in personal and professional development, helping individuals identify complementary profiles to enhance collaboration and balance within teams.

For Organisations

Organizations use Decision Power Profiles to identify and optimize team decision-making dynamics. By aggregating individual profiles, leaders gain a clear picture of team strengths and potential areas where additional perspectives are needed. Additionally, the profile assists in unearthing hidden talent by revealing strengths not immediately visible in an individual's current role, aligning team members with tasks that play to their decision-making strengths.

Understanding Your Decision Profile



The Deliverer

Prefers a structured, process-oriented approach, excelling in fields requiring precision and focus.

Understanding You In Depth

What We Know About You

As a Deliverer, you thrive in environments that value depth of knowledge, precision, and structure. Your meticulous approach and commitment to processes make you a dependable and trusted expert in your field. Deliverers like you excel in roles requiring thoroughness, adherence to best practices, and the ability to maintain high-quality standards consistently.

You're probably the type of person who:

- Prefers consistency, structure, and clarity in your work.
- Takes pride in developing a deep mastery of your subject area.
- Values accuracy and reliability over speed or improvisation.