

BRAIN BITES GROUP
DECISION INTELLIGENCE

The Decision Intelligence Profile Companion

A guide to understanding your profile, unpacking your competency signature, and knowing where your growth edge leads.

Know how you decide. Know where you grow.

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What This Document Is For

You just completed the Decision Intelligence Assessment and received your profile. That profile is a starting point, not a conclusion. It tells you something true about how you currently make decisions under pressure, and it points toward where the most meaningful growth is available to you. This companion document is designed to help you unpack that profile fully, understand what it means in real workplace situations, and see what development looks like from where you are.

Read your own profile section first and sit with it. Then read the profiles of the people you work with or lead. Decision intelligence is not a solo competency. It is shaped by the people, pressures, and environments around you, and understanding how others approach decisions will sharpen your own thinking considerably.

The Five Competencies

Every profile is built from five competencies that together describe a complete decision-making architecture. No one is equally strong in all five. The pattern of your strengths and your growth edge is what defines your profile.

Situational Awareness

The ability to read an environment accurately and quickly before committing to a course of action. This is not passive observation. It is the active interpretation of signals, the identification of what matters most in a given moment, and the discipline to let that interpretation inform decisions rather than moving on assumption alone.

Strategic Mindset

The capacity to think beyond the immediate decision to its downstream consequences, stakeholder effects, and systemic implications. Leaders with a strong strategic mindset do not just solve the problem in front of them. They are simultaneously working on the problem behind that problem.

Sense of Agency

The orientation toward ownership that drives a person to act, initiate, and take responsibility for outcomes rather than waiting for conditions to improve or for someone else to lead. Agency is not aggression. It is the willingness to claim accountability before it is assigned.

Reflective Synthesis

The practice of learning from outcomes with the same intentionality that others bring to producing them. This competency closes the gap between experience and wisdom. Without it, a person accumulates history without accumulating judgment.

Rapid Decision Making

The ability to make sound decisions in compressed time windows, often without complete information, by accessing existing knowledge and trusting practiced judgment. Speed without quality is not this competency. Speed with quality is.



Understanding Your Profile Graph

At the end of the Decision Intelligence Assessment you received a spider graph showing your profile across all five competencies. Each axis represents one competency. The shaded area shows your relative strength in each dimension. The shape of that area is your competency signature.

A profile strong in two or three dimensions will show a distinctive shape that extends further along those axes and pulls inward on the others. That shape points clearly toward a dominant working style and a growth edge. A more evenly distributed profile reflects the steadiness of The Anchor. No shape is superior. Each tells a different story about how you currently approach decisions and where your development is most available.

The axis where your shape pulls inward most significantly is your growth edge. It is not a weakness. It is the dimension where the most meaningful development is available to you right now.

Your Profile Graph in a Team Context

The spider graph becomes significantly more useful when you compare it to the graphs of the people you work with. When you lay two profiles side by side, you can see immediately where they reinforce each other and where they pull in different directions.

Opposite profiles do not produce bad teams. They produce teams with the potential for both exceptional breadth and significant friction, depending on whether the people involved have the language to name what is happening between them.

A Sentinel and an Architect, for example, will often reach the same conclusion through entirely different paths. The Sentinel reads the environment quickly and acts. The Architect maps the system before committing. In a time-pressured situation, the Sentinel may experience the Architect as slow and overly cautious. The Architect may experience the Sentinel as reactive and insufficiently considered. Both assessments miss the point. Each profile is doing what it does best. The tension comes from the absence of a shared framework for understanding that difference.

The same dynamic plays out across all eight profile combinations. A Commander and a Navigator will disagree about how much information is needed before acting. A Catalyst and

an Analyst will disagree about the cost of moving before the picture is fully formed. A pair of Anchors on the same team will rarely clash but may also fail to push each other toward the sharpness that high-stakes decisions require.

None of these tensions are personal. They are structural. They are the predictable result of different decision-making architectures operating in the same environment without a common language for what is actually happening. The Decision Intelligence Framework gives teams that language. When a Catalyst and an Analyst can name what is driving their disagreement, they stop treating it as a conflict of personality and start treating it as a difference in approach that the decision itself may actually benefit from.

When All Profiles Are Alike

Teams where most members share the same dominant profile move quickly and agree easily, but they share the same blind spots. A team of Commanders will build decisive momentum but may miss situational signals that a Sentinel would have caught. A team of Architects will produce thorough, well-considered strategies but may struggle to act before conditions shift. A team of Catalysts will generate extraordinary energy but may find that the same mistakes recur because no one is slowing down long enough to synthesize what the outcomes are teaching them.

Profile diversity on a team is not a problem to be managed. It is a structural advantage, provided the team has a way to make that diversity legible. This document, and the spider graphs that accompany it, are that tool.

The Eight Decision Intelligence Profiles

Find your profile below. Each entry includes the full description, your strength, and your growth edge explained in practical terms. The profile is not a fixed identity. It is a map of where you are right now and where the most meaningful development is available to you.



The Sentinel

Dominant: Situational Awareness + Rapid Decision Making | Growth Edge: Strategic Mindset

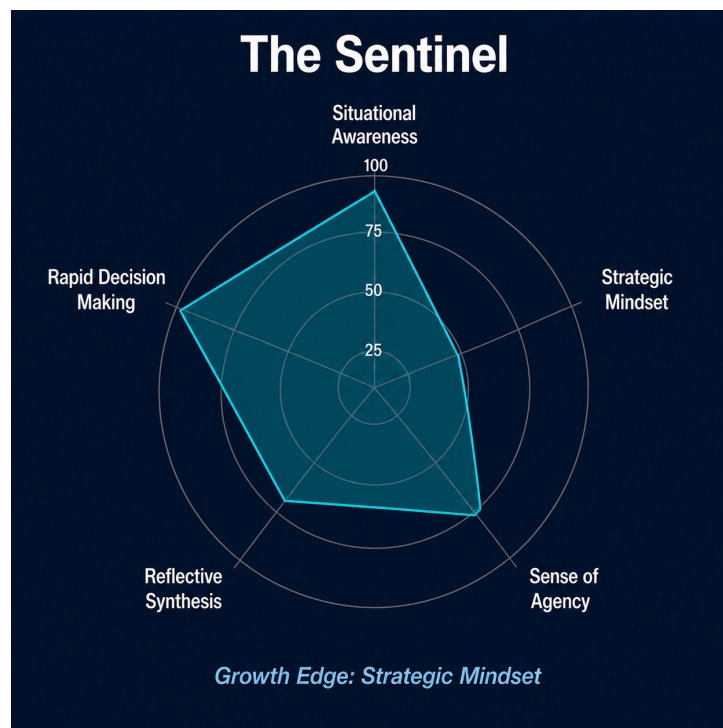
You read environments faster than most people realize they have one. Before a situation has been fully named, you have already taken inventory of the room, weighed the signals competing for your attention, and begun narrowing the field of viable responses. This is not instinct in the casual sense of the word. It is a trained capacity, built through practice and pressure, that allows you to absorb context quickly and act without waiting for conditions that never become perfectly clear. In fast-moving situations, the people around you tend to orient toward you first, not because you are the loudest voice, but because you are already calibrated when everyone else is still catching up.

YOUR STRENGTH

Your greatest strength is the confidence you bring to ambiguous situations. Where others stall at the edge of incomplete information, you move with a clarity that comes from trusting your read on the environment. That trust is earned, and the people around you feel it.

YOUR GROWTH EDGE

Your growth edge is not about slowing down. It is about extending the range of what your situational awareness feeds into. Developing your Strategic Mindset means applying the same precision you bring to the immediate moment to longer time horizons, broader systems, and decisions whose consequences will not be visible until long after the moment of choice.



The Architect

Dominant: Strategic Mindset + Reflective Synthesis | Growth Edge: Rapid Decision Making

[Insert spider graph for The Architect here]

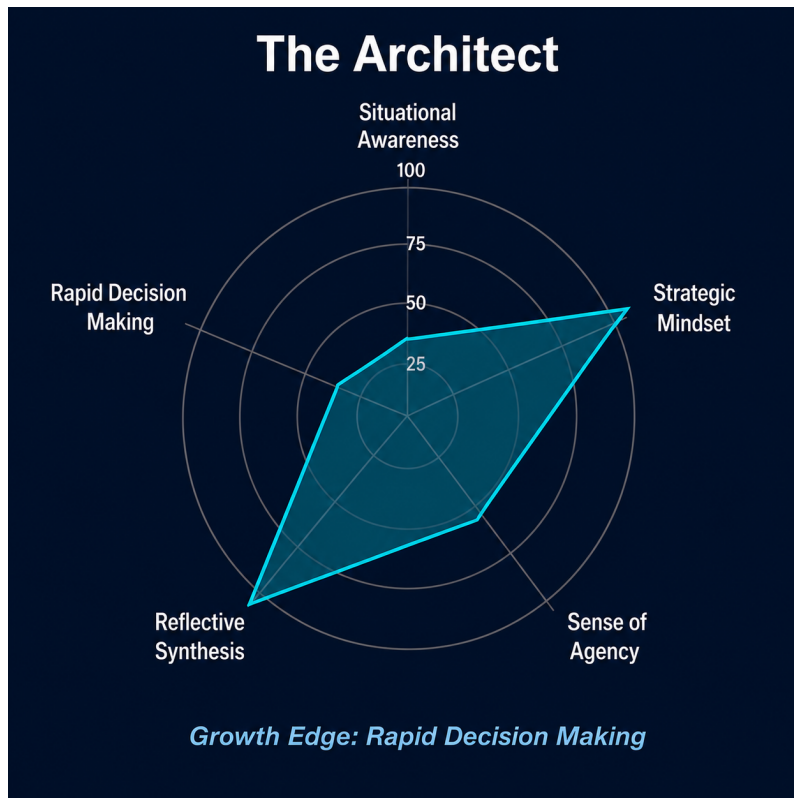
You think in systems. Where most people see a decision in front of them, you see the web of consequences, stakeholder dynamics, and second-order effects that the decision will set in motion. Your value is not only in what you decide but in how you define what needs to be decided in the first place. Combined with a deep capacity for reflective synthesis, your profile produces decisions that hold up over time. You stress-test your thinking before it becomes action, and that habit produces a track record of judgment that others learn to rely on.

YOUR STRENGTH

Your decisions are informed by layers of thinking that others did not know were relevant until the outcome proved them right. When you speak in a room, the people around you listen differently, because experience has taught them that you have already worked through the objection they are about to raise.

YOUR GROWTH EDGE

The growth edge in your profile is speed, specifically the comfort of committing to action in windows where reflection is a luxury the situation will not allow. Rapid Decision Making is not the abandonment of strategic thinking. It is the application of everything you have already built, deployed under time pressure.



The Catalyst

Dominant: Sense of Agency + Rapid Decision Making | Growth Edge: Reflective Synthesis

[Insert spider graph for The Catalyst here]

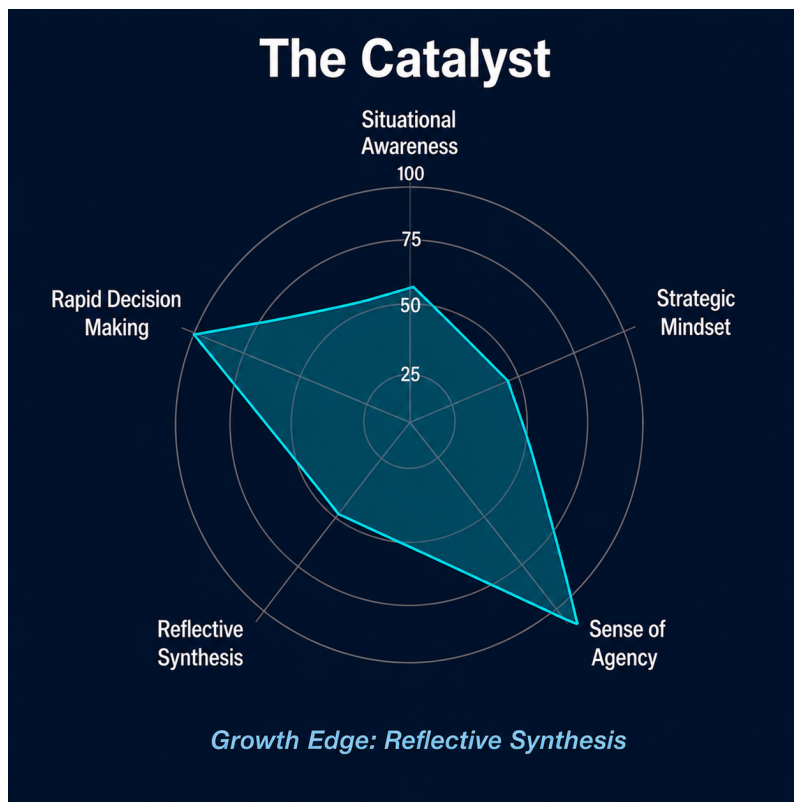
You do not wait for permission to begin. When you see a gap, a problem, or a moment that requires ownership, you move toward it with an energy that changes the temperature of the room. This is not impulsiveness. It is a genuine orientation toward accountability, a belief that what happens on your watch is your responsibility, and a willingness to act on that belief even when the path is not fully lit. That orientation is rare, and organizations built around people like you tend to move faster and produce more than those that are not.

YOUR STRENGTH

Your ability to act decisively under pressure is the kind of strength that stabilizes teams in moments where inaction is its own form of failure. You do not require consensus to move, and you do not mistake activity for progress. When the situation demands clarity and forward motion, you provide both.

YOUR GROWTH EDGE

Reflective Synthesis is the practice of learning from outcomes with the same intensity you bring to producing them, and developing it will compound the value of every decision you make going forward. The goal is not to slow down. It is to ensure that the speed you generate is continuously informed by what each experience teaches you about the environments you operate in.



The Analyst

Dominant: Reflective Synthesis + Strategic Mindset | Growth Edge: Sense of Agency

[Insert spider graph for The Analyst here]

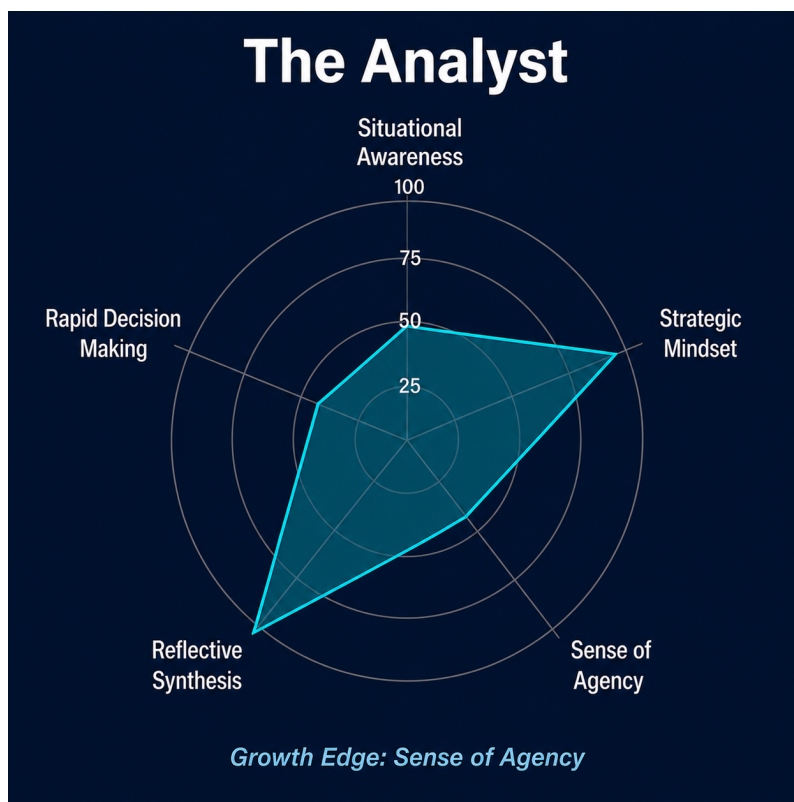
You are a learner in the deepest sense of the word. You absorb what happened, reconstruct why it happened, and translate that understanding into judgment that carries forward into the next situation. Combined with a strategic mindset that naturally sees patterns, systems, and the longer arc of consequence, you bring a depth of insight to complex problems that most people can only approximate. Your decisions tend to be informed by layers of thinking that others did not know were relevant until the outcome proved them right.

YOUR STRENGTH

When you speak in a room, the people around you listen differently, because experience has taught them that you have already worked through the objection they are about to raise. That credibility is built through the quality and consistency of your thinking over time, not through volume or visibility.

YOUR GROWTH EDGE

The gap in your profile sits between knowing and doing. Sense of Agency is not about recklessness. It is about the willingness to step forward, claim ownership, and initiate action before the picture is complete. Developing that capacity will close the distance between the insight you generate and the impact it is capable of producing.



The Anchor

Dominant: Balanced across all five competencies | Growth Edge: Depth in any one

[Insert spider graph for The Anchor here]

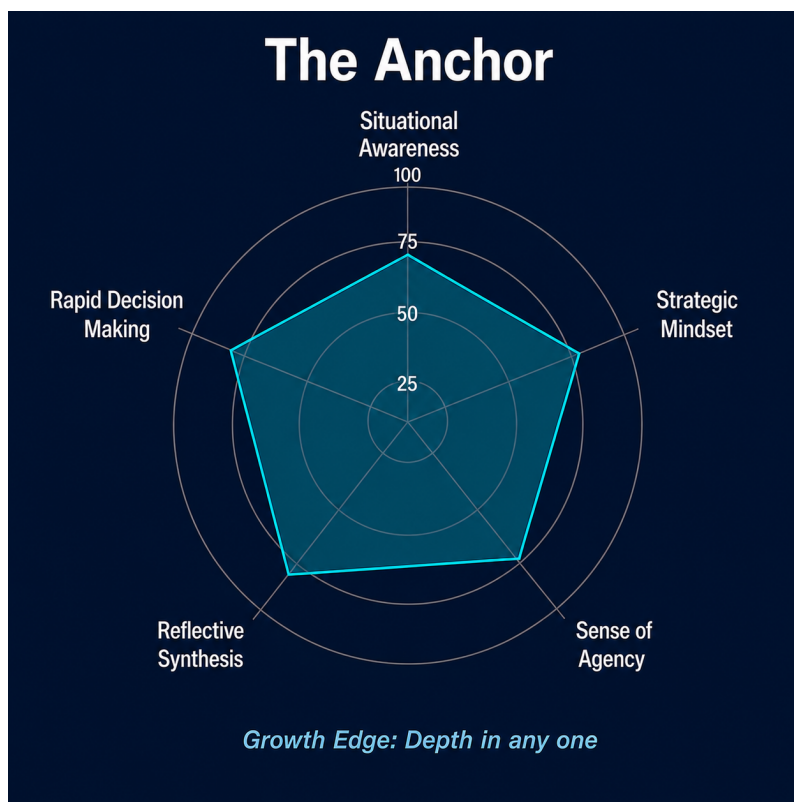
You are genuinely hard to rattle. Across every dimension of decision-making, your profile reflects a steadiness that others tend to organize around, often without consciously recognizing they are doing it. You are not the most extreme voice on any single dimension, but you are consistently present and reliable across all of them, which means you can step into almost any decision context and contribute meaningfully without needing a warmup period. That adaptability is an undervalued form of leadership, particularly in environments where conditions shift faster than roles can be redefined.

YOUR STRENGTH

The trust people place in your judgment is not based on a single impressive capability. It is based on the cumulative experience of watching your thinking hold up across different situations, different pressures, and different stakes. That is a reputation that compounds.

YOUR GROWTH EDGE

The invitation in your profile is not to become someone different. It is to choose one competency and pursue it with intention. Depth amplifies range. Identifying the dimension where you want to lead with a sharper edge will not narrow your profile. It will give you a more defined point of entry into the situations that matter most.



The Commander

Dominant: Sense of Agency + Strategic Mindset | Growth Edge: Situational Awareness

[Insert spider graph for The Commander here]

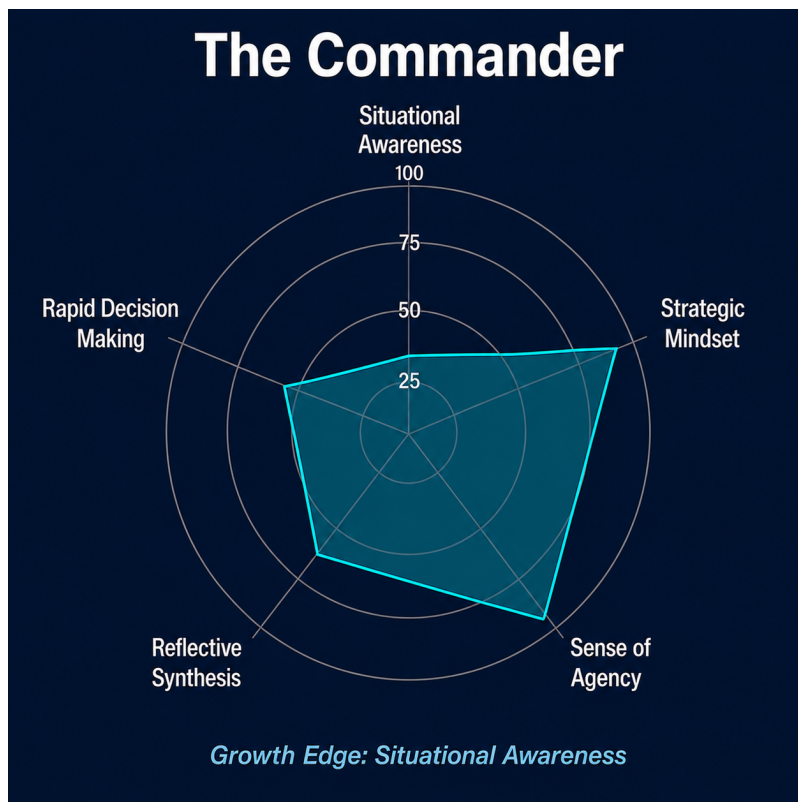
You operate from a clear internal compass. You know what you believe, you understand what needs to happen, and you are willing to take ownership of moving things in that direction even when the authority to do so has not been explicitly granted. Your strategic orientation means you are not simply reacting to what is in front of you. You are actively shaping how problems get framed and how resources get aligned. That combination of conviction and strategic thinking makes you a natural organizing force in complex situations where others are waiting for direction.

YOUR STRENGTH

The people around you know where you stand. That clarity is a stabilizing force in organizations where ambiguity tends to breed paralysis, and it gives your teams a fixed point to orient toward when conditions are uncertain.

YOUR GROWTH EDGE

Your growth edge is Situational Awareness, the practice of continuously calibrating your internal compass against the specific signals the environment is sending. Your instincts are strong, and the goal is not to second-guess them. It is to feed them better and more granular information so that the decisions you make from conviction are also grounded in a precise read of what the current situation actually requires.



The Navigator

Dominant: Situational Awareness + Strategic Mindset | Growth Edge: Sense of Agency

[Insert spider graph for The Navigator here]

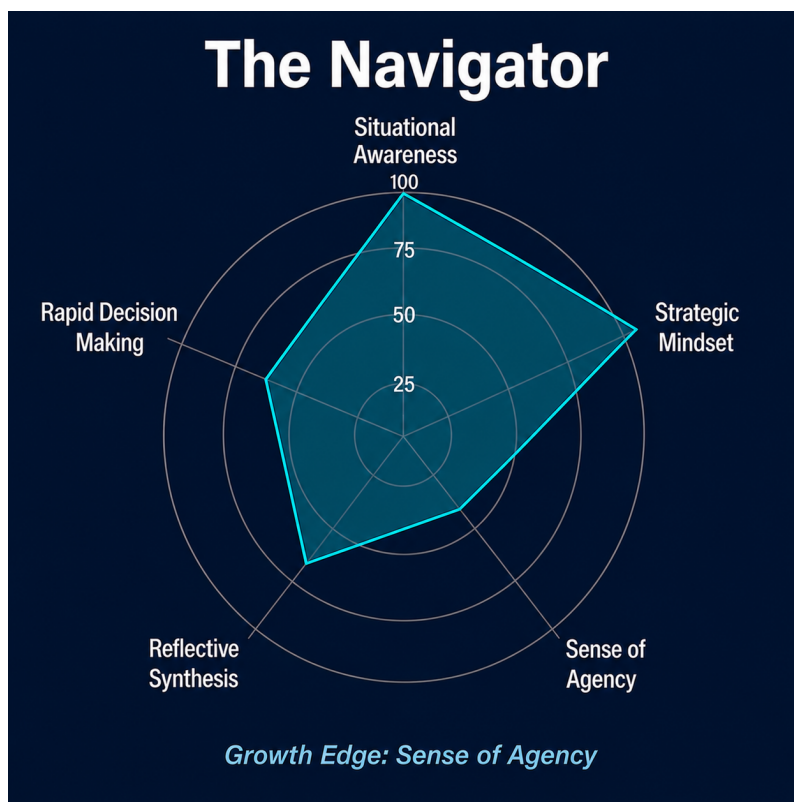
You see around corners. The combination of situational awareness and strategic thinking that defines your profile gives you the ability to read current conditions and project them forward simultaneously, which means you are rarely caught off guard and rarely surprised by outcomes that everyone else treats as unexpected. In complex, ambiguous situations, the quality you bring is anticipation, the capacity to interpret what is happening now in terms of what it will produce later. That anticipation reduces the cost of uncertainty for the teams around you, often before they have recognized the uncertainty exists.

YOUR STRENGTH

Your read on the environment is precise, and your strategic thinking gives that read a direction. Together, those two competencies produce a profile that is particularly effective in situations that require both perception and planning.

YOUR GROWTH EDGE

The gap in your profile is not in what you see or how you think. It is in the moment of commitment, the willingness to step forward, claim the outcome as yours, and move without waiting for the picture to resolve further. Sense of Agency is the activation energy that converts your clarity into consequence. When you bring the same decisiveness to action that you already bring to observation, your profile becomes one of the most complete in the framework.



The Integrator

Dominant: Reflective Synthesis + Sense of Agency | Growth Edge: Rapid Decision Making

[Insert spider graph for The Integrator here]

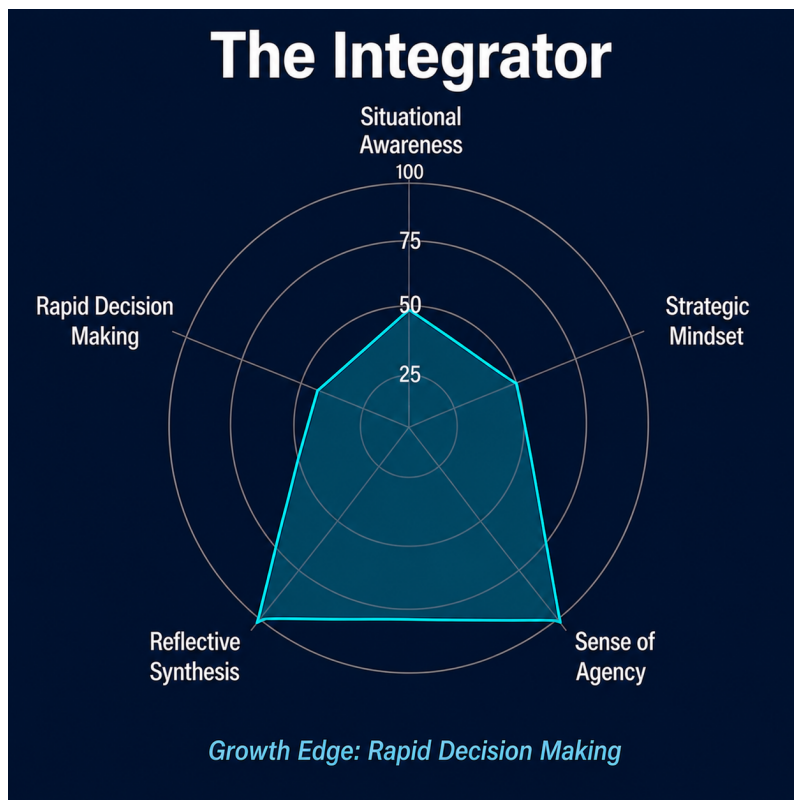
You learn and you act, and you treat both as serious responsibilities. That combination is less common than it sounds. Many people who reflect deeply become hesitant, uncertain whether they have gathered enough to justify committing. Many people who act boldly stop examining outcomes with the depth required to actually improve. You have found a way to do both, which means the decisions you make today are informed by everything you have learned from the decisions you made before. That compounding effect on your judgment is the defining quality of your profile.

YOUR STRENGTH

You are particularly effective in complex situations that require both initiative and calibration, where neither pure instinct nor pure analysis is sufficient and only genuine integration of the two will produce a sound outcome.

YOUR GROWTH EDGE

The competency to develop is Rapid Decision Making, specifically the comfort of trusting your accumulated learning in windows where there is no time to synthesize. The synthesis you have built through experience is already inside you. It does not disappear under time pressure. Developing your ability to access it quickly, and to act on it with conviction before conditions close, is the next meaningful frontier in your growth as a decision-maker.



Where This Goes Next

Your profile is not a final verdict. It is a starting point. The most meaningful use of this document is not to read it once but to return to it after a significant decision, a difficult conversation, or a moment where the outcome did not match your expectation. Ask yourself which competency was most active in that moment, which one was missing, and what that tells you about where you are growing.

Decision intelligence develops the same way any genuine competency develops: through repeated exposure to real stakes, reflection on what the outcome revealed, and a deliberate effort to bring more of your growth edge to the next situation. The framework gives you the language. The practice is yours.

Taking This Work to Your Team

Your profile makes the most sense in the context of the people around you. Decision intelligence is ultimately relational. The patterns you just identified in yourself become more visible, and more useful, when the people you work with can name their own patterns as well.

When a team shares this framework, something changes in how they talk about disagreement. A Catalyst and an Analyst who have both taken the assessment and read this document no longer have to interpret their recurring friction as a personality conflict. They have a structural explanation for it and a practical language for working through it. That shift, from personal to structural, is where the real organizational value of this framework lives.

Brain Bites Group offers a Decision Intelligence Team Strategy Guide designed for leaders and facilitators who want to take this framework to the group level. It covers how profiles pair together for maximum effectiveness at both the department and leadership team levels, which profile combinations produce the most powerful outcomes in specific functions, and how to run a facilitated team session that turns profile diversity from a source of recurring friction into a structural advantage.

Ask your leader or HR team about bringing the Decision Intelligence Assessment to your department as a team exercise. Or share the assessment link directly with the people you work with most closely. The conversation it opens is worth having.

brainbitesgroup.com/assessment

Ready to develop your growth edge?

Creative Focus Pro is an 8-week decision intelligence course that builds all five competencies through immersive scenario-based practice. Participants take the Decision Intelligence Profile at the start and again at the end. The shift between those two profiles is the measurable outcome.

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