

INNER WOLVES

PERSONAL DEVELOPMENT REPORTS



Communication Style

Prepared for

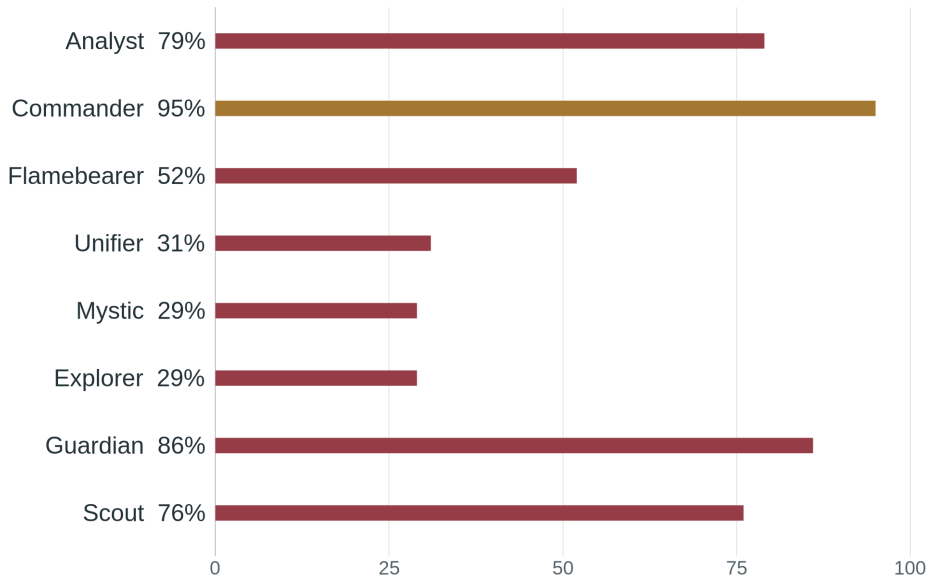
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Presented by Brian Lawrence | Life Trails Consulting Ltd

Personalised cognitive functions insight report

Your profile at a glance

Your Inner Wolves profile



Highest score: Commander (95%).

Lowest score: Mystic, Explorer (29%).

Values are shown on a common 0–100% display scale. Interpretation follows the approved Inner Wolves methodology. Scores are not labelled as population percentiles or measures of skill.

Your companion guide

Use alongside your report for the wider framework.

<https://bit.ly/IWC3ed>

Start with your own experience

Notice what resonates, where context changes the picture, and which insight you would like to explore in practice.

Your communication narrative

Executive Summary

Your main Wolves are Commander and Guardian, creating a communication pattern that is direct, structured, practical, and strongly focused on getting useful things done while protecting standards and reliability. You are likely to bring clear expectations, firm decisions, concrete detail, and a steady preference for action that can be followed through. Your key strengths are turning discussion into direction, noticing what needs to be controlled or checked, and giving people a dependable sense of what happens next. Your main communication growth edge is to make more room for the human and exploratory parts of a conversation before moving to the answer, decision, correction, or plan.

Hero Wolf - Commander

Commander is the strongest voice in your communication pattern. It gives your speech a purposeful pace: you tend to move towards the point, identify the decision, and ask what needs to happen next. Your tone can be confident, firm, and energising, especially when a situation is unclear or action is being delayed. You may naturally use clear verbs, practical requests, and outcome-focused language rather than spending a long time describing possibilities. This can make you easy to follow when people need direction. It can also mean that others experience you as moving faster than they are ready for, particularly when they are still forming their thoughts or trying to explain a concern.

Your warmth is likely to show through usefulness more than through extended emotional language. You may communicate care by taking responsibility, solving a problem, protecting progress, or making sure people know what is expected. That kind of care can be very reassuring to people who value steadiness and action. At the same time, someone who needs verbal acknowledgement may not immediately recognise your practical support as warmth. A short sentence such as “I can see why that is difficult” or “Thanks for raising this before it became a bigger problem” can help your intention land more clearly without making your communication feel unnatural or overdone.

You are likely to prefer enough detail to support a decision, not detail for its own sake. You may sort information into priorities, requirements, risks, and next steps, then leave background material aside unless it affects the outcome. This is a strength when a group is overloaded or drifting. Your brilliance is the ability to make communication operational: people can often tell what matters, who owns what, and when movement is expected. The risk is that you may compress the reasoning too much. If you already see the route clearly, you may forget that other people need to hear the evidence, context, or assumptions that made the route clear to you.

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Your directness can help people avoid guessing. You are less likely to hide the central issue behind vague wording, and you may be willing to name a gap, challenge an idea, or state that a decision is needed. Used well, this creates clarity and protects time. Overused, it can sound like a verdict rather than an invitation to think together. Questions such as “What am I missing?” or “What would make this plan difficult to carry out?” keep your directness while signalling that you are open to useful information. The aim is not to soften every message; it is to distinguish between being clear about the outcome and being closed about how the group gets there.

Under stress, Commander communication can become shorter, more urgent, and more controlling. You may interrupt, repeat the required standard, take over a task, or move quickly from hearing a problem to prescribing a fix. You might also show frustration when people appear unprepared, indirect, slow to decide, or unwilling to take ownership. These behaviours can produce quick movement, but they may also reduce honest reporting. People can begin to tell you only what they think you want to hear, or wait until a problem is serious before raising it. A useful stress check is to pause and ask one genuine question before giving direction, then repeat back the concern you heard before deciding what happens next.

Supporting Wolf - Guardian

Guardian colours your Commander communication with care for continuity, standards, and what has already been learned. You are not simply seeking movement; you are also likely to ask whether the approach is dependable, whether the details have been checked, and whether the same problem has appeared before. This gives your communication a grounded quality. You may refer to previous agreements, established processes, known risks, or practical experience when explaining what should happen. People can experience this as sensible and trustworthy because your recommendations are connected to what has worked, what has failed, and what needs protecting.

Guardian adds patience and substance to the Commander's pace. It can help you turn a broad instruction into a clear sequence, make expectations repeatable, and notice the small conditions that determine whether a plan will succeed. Your questions may be specific: what was agreed, what changed, what evidence is available, who has checked it, and what must happen before the next step. This is valuable in conversations where accuracy, safety, consistency, or follow-through matter. It also means that your communication may carry a quiet message of responsibility: do not promise casually, do not overlook the basics, and do not create avoidable work for others.

The risk is that Guardian can make your message feel heavier than you intend. When you draw on past examples or established ways of working, others may hear a warning that change is unwelcome, even when you are only trying to prevent repeat mistakes. You may also give more attention to what is known than to what is newly emerging. If the Commander pushes towards action while Guardian checks every condition, your communication can alternate between urgency and caution. Make the distinction explicit: say which parts are firm requirements, which parts are lessons from the past, and which parts are open to improvement.

If Guardian becomes overshadowed by Commander, you may communicate the destination without enough protection for the journey. Instructions can be clear but under-specified, leaving people to discover practical obstacles after they begin. You may also become impatient with questions that are actually attempts to make the work reliable. Bringing Guardian back in means slowing briefly to confirm resources, dependencies, timing, and known failure points. A simple “Before we start, what could stop this from working?” can turn your drive for action into a more durable plan and show that careful preparation is part of progress, not resistance to it.

If Guardian becomes exaggerated, you may over-explain the history, hold too tightly to precedent, or use standards as a reason to delay a needed change. Your tone may become corrective, and people may feel that they are being measured against an invisible rulebook. Balance comes from separating a genuine requirement from a preferred habit. You can say, “This part cannot change because it affects reliability; this part is simply how we have done it before.” That distinction protects the value of your experience while allowing others to contribute new evidence, new methods, and better options.

Synergy of Hero and Supporting Wolves

At your best, Commander and Guardian make your communication both decisive and dependable. You can state the outcome, explain the practical conditions, and help people move from discussion to consistent follow-through. Your messages are likely to have a useful shape: here is the issue, here is what matters, here is the standard or learning to keep in mind, and here is the next step. This combination can build confidence because people know you are willing to lead while also paying attention to the details that prevent avoidable trouble. Your authority is strongest when your direction includes enough context for others to act well without needing constant correction.

Under strain, the same combination can sound like pressure backed by precedent. Commander may push for an immediate answer while Guardian points to all the reasons the answer must be controlled, checked, or done a particular way. You might become blunt, repeat expectations, or treat questions as delay. Others may withdraw, comply without commitment, or stop offering information that could improve the result. The reset is to separate urgency from certainty: name what must happen now, what still needs checking, and where you are willing to hear another view. This keeps your leadership clear without making the conversation feel closed.

Functional Balance

Your Commander lens is the outward, executive part of your communication. It helps you frame ideas around purpose, priorities, decisions, ownership, and results. In everyday conversations, this may sound like summarising the issue, setting a direction, assigning a next step, or asking for a clear commitment. To use it well, make your request specific and explain why it matters. Then leave a deliberate pause. That pause gives others a chance to add information before the conversation becomes a completed decision. Commander works best when people experience your clarity as guidance rather than pressure.

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Your Guardian lens is the inward, integrative part of your communication. It helps you notice detail, sequence, reliability, past learning, and the practical effect of a decision on the work that follows. You can use this lens by checking assumptions, recording agreements, confirming definitions, and naming any condition that must be met for the plan to hold. It is especially useful after a lively discussion, when the group needs a stable account of what was decided. Keep the check proportionate, however. Not every conversation needs a full history or a complete risk review before a useful first step can be taken.

Together, these two lenses give you a communication rhythm of direction followed by grounding. You can first make the purpose and decision visible, then make the route dependable through clear details and follow-through. A practical habit is to structure important messages in four parts: the outcome, the reason, the key conditions, and the next action. This also creates room for other people to respond without asking you to abandon your natural directness. When the balance is right, you sound prepared rather than rigid, decisive rather than dismissive, and careful without losing momentum.

Your Communication Style and Tone

The sound of your communication is likely to be firm, organised, and purposeful. You may not need many words to make your position known, and you may prefer statements that can be acted on over language that leaves several interpretations open. When framing an idea, you are likely to begin with the practical problem or desired result, then move towards evidence, requirements, and implementation. This is strong communication for decisions, priorities, standards, and situations where people need to know what is expected. Your tone can carry authority even when you are not trying to dominate the conversation.

Across contexts, your style may remain recognisable because you tend to value clarity, usefulness, and dependable follow-through. In a work-focused discussion, this can make you reassuring: people know you will not let an important issue drift. In a personal or more sensitive conversation, however, the same consistency may be heard as intensity or evaluation. You may use the same efficient problem-solving sound when the other person first needs to feel heard. Adjusting the opening does not require changing who you are. A warmer acknowledgement, a slower first response, or a question about what support is wanted can make your directness easier to receive.

Your style helps when ambiguity, delay, or lack of ownership is the main problem. It hurts when the real need is exploration, emotional processing, or permission to offer an unfinished idea. You may be tempted to improve a conversation by making it more precise, but precision too early can narrow what people are willing to say. Before deciding how to respond, identify whether the conversation needs a decision, a diagnosis, a listening space, or a shared brainstorm. Matching your tone to that need lets your strengths do more good and reduces the chance that your competence will accidentally shut down useful openness.

Relationship Building

You are likely to build rapport through reliability. People may trust that you will be straightforward, remember important commitments, notice practical needs, and step in when something requires ownership. Your consistency can create safety for people who dislike mixed messages or uncertain expectations. You also show respect by taking matters seriously and by helping conversations reach a useful outcome. To deepen that trust, make your interest in the person visible as well as your interest in the issue. Use their name when appropriate, acknowledge effort, and ask how an agreed plan is affecting them rather than assuming that completion means everything is fine.

Approachability may depend on how much room your first response creates. If you immediately correct, solve, or decide, people who are less confident may hold back even when they have valuable information. You can make yourself easier to approach by signalling that early contact is welcome: “Bring me the concern while it is still small,” or “You do not need a finished answer to raise this.” When someone comes to you with a problem, try listening through the first explanation before moving into action. That small change can preserve your practical strength while making the relationship feel safer and more human.

Customer/Client Impact

Externally, your communication can create trust through confidence, clarity, and visible control of the details. Customers or clients may appreciate knowing what will happen, what you need from them, and how you will handle a risk or delay. Your Guardian side can add reassurance because you are likely to take accuracy and follow-through seriously rather than making casual promises. When your message includes a clear next step and a realistic timeframe, people can feel that the matter is in capable hands. Your directness is an asset when someone is looking for an answer rather than a long explanation.

The possible downside is overwhelm or confusion caused by too much certainty, detail, or urgency at once. A customer may not share your internal map of priorities, processes, and standards, so an efficient explanation can sound like a lecture or a refusal to adapt. Check understanding instead of assuming it: ask what is most important to them, summarise the agreed outcome in plain language, and distinguish firm limits from available options. Reassurance does not always come from adding more information. Often it comes from making the information easier to absorb and showing that you have understood the person's particular concern.

Collaboration & Influence Dynamics

In group discussions, you are likely to influence through structure and momentum. You may identify the central issue, pull separate comments into a decision, and make ownership visible. This can help a group that is circling, avoiding a difficult point, or losing sight of the outcome. To invite voices rather than simply

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collect agreement, ask for input before stating your preferred answer when possible. You can also invite specific forms of contribution: “What risk do you see?” “What detail would make this workable?” or “What option have we not considered?” Those questions make participation practical and reduce the chance that quieter people will assume the decision is already made.

Disagreement may be easier for you to handle when it is specific, evidence-based, and connected to an outcome. You may struggle more with disagreement that feels indirect, repetitive, or unsupported, and your response may become sharper as you try to restore focus. Influence without authority will work best when people can see that you are not only defending a standard but also testing your own view. When challenged, summarise the other position fairly before explaining yours. If the disagreement remains, state what evidence would change your mind, what decision has been made, and what can still be reviewed. This keeps the relationship intact even when the answer is not shared.

Your Brand Communication Signature

After repeated interactions, people may tell a story about you as someone who is clear, capable, dependable, and willing to make the call. They may remember that you brought order to complicated discussions, noticed details others missed, and followed through on what was agreed. They may also say that you can be intense, quick to correct, or difficult to interrupt when you are focused on getting to the result. That mixed story is not a contradiction: the same drive that creates confidence for one person can feel like pressure to another, depending on the conversation and the listener's needs.

You can own your signature by being explicit about the value you bring: practical direction anchored in reliable detail. You can refine it by adding more visible curiosity and warmth before the direction arrives. One useful sentence is, “I have an initial view, but I want to understand what you are seeing first.” Another is, “I am being direct because this matters, not because I am dismissing your concern.” These small signals help people experience your firmness as purposeful and your standards as supportive, while preserving the decisive reputation that is already part of your communication strength.

Flexing Your Other Wolves

Your remaining Wolves can contribute different communication resources when the moment calls for them. Scout, with its practical attention to what is happening now, can help you become more observant and responsive in live conversations. Use it by noticing the other person's pace, facial expression, energy, and immediate concern before choosing your response. It can also help you replace assumptions with direct observation: “I notice we have paused here—what is making this difficult?” Explorer can add range and possibility when a group is stuck on the first workable answer. Invite it by generating three options before selecting one, asking “What else could this look like?” and allowing ideas to remain unfinished for a short time.

Flamebearer can help you communicate personal meaning, values, and conviction more clearly. You do not have to become highly expressive to use it. You can explain why a standard matters, what principle is

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guiding a decision, or what you want people to protect while the plan changes. This gives your practical direction a human centre and helps others connect with the purpose behind your expectations. When a conversation involves identity, fairness, motivation, or a difficult trade-off, name your own position without presenting it as the only legitimate view: “This matters to me because...” followed by “How does it land for you?”

Unifier can strengthen rapport and shared ownership. Use it to acknowledge contributions, name common ground, and check the emotional temperature of the group. Before moving to a decision, you might say, “I hear two different concerns, and both matter to the outcome,” or “What would help everyone feel able to support the next step?” This does not mean making everyone happy or avoiding a firm call. It means helping people understand how their voice fits into the wider discussion. Mystic can support quieter pattern recognition and longer-range meaning. Give it room by taking a pause after information has been gathered, asking what may be developing beneath the immediate issue, and considering what this decision could create later.

These Wolves are not replacements for Commander and Guardian; they are additional communication choices. Use Scout and Explorer when you need present-moment awareness or fresh options, Flamebearer and Unifier when trust and meaning need more attention, and Mystic when a pause may reveal a deeper pattern. Your practical flexing question is: “What does this conversation need that my first instinct may not provide?” If the answer is more listening, possibility, emotional acknowledgement, or perspective, deliberately bring one of those contributions into your next sentence before returning to direction and standards.

Closing Reflection

Your communication repertoire includes strong direction, practical judgement, careful follow-through, and the ability to turn uncertainty into action. It also includes less-used ways of speaking: slowing down, exploring, acknowledging feeling, inviting contribution, and allowing a wider view before settling on the route. You do not need to follow one fixed script or become a different kind of communicator. Your greatest flexibility comes from choosing when Commander and Guardian should lead, when they should pause, and which other Wolf can add the quality the conversation needs.

Prepare for a conversation

The person and conversation

What I want them to understand

What they may need from me

How I will adapt my message

How I will check understanding

Your development map

Use these questions to connect the report with a real situation. Write a few words beneath the prompts that matter most to you.

01 Which Wolves are ready for deeper development right now?

Consider your mid-range Wolves and those that feel underutilised or misunderstood.

02 How are your Hero and Supporting Wolves showing up in real life?

Are they working in harmony, or is one overpowering the other?

03 What role do your mid-range Wolves play in everyday leadership?

Could one of them step forward more intentionally?

04 When it comes to your lowest-scoring Wolves, develop or delegate?

What would you like to grow, and where could collaboration help?

05 How integrated does your whole Council feel?

Are you drawing on your full range, or leaning too hard on a few trusted Wolves?

06 Where in life or work do you feel off-balance?

Which Wolf's voice is missing, and how could you invite it in?

About your report

The Inner Wolves Model is a personality framework inspired by Jungian psychology. It translates eight core cognitive functions into relatable archetypes – your Inner Wolves. Each Wolf reflects a distinct way you take in information, make decisions, and engage with the world around you.

This framework is about recognising the strengths already within you and identifying areas for growth. Your leadership is a living, evolving story.

Educational and developmental use

Inner Wolves is grounded in Jungian cognitive function theory and designed for educational and developmental use only.

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