

SAMPLE REPORT

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DICLARX CAREERS

Decision Intelligence Clarity Report

Arjun Mehta

FULL Plan

Member: DXI-SAMPLE · April 2026

ABOUT THIS SAMPLE REPORT

Meet Arjun Mehta

Arjun is a 36-year-old Senior Product Manager at a mid-size fintech company in Mumbai. He has 13 years of experience, manages a team of 6, and has been in his current role for 3 years. He describes himself as "growing steadily" but privately wonders if he has been playing it too safe.

He rates his work-life balance at 4/5 and is satisfied with his compensation. He is not actively looking to leave, but remains "open." His stated career goal: "deliver successfully and maintain balance." His biggest challenge: "knowing when to push and when to wait."

Arjun took the Full Plan assessment (36 questions) in Proficient English. His responses revealed patterns he did not explicitly describe in his profile — which is exactly what the assessment is designed to surface.

HOW TO READ THIS REPORT

Each section title tells you what it covers. The gray description beneath explains what that section will reveal about your decision patterns.

This is not advice. It is a mirror — reflecting how you make career decisions based entirely on your own responses. Every observation is grounded in data.

SCORING GUIDE

60-100% Strong — This area is working for you

40-59% Developing Room to grow, not yet a risk

0-39% Needs Attention Actively costing you

SECTION 1

Opening Frame

The mirror before the map

What this section covers: This section introduces who you are through your data — not your resume. It names your dominant decision pattern and sets the tone for everything that follows.

Arjun, you are not here because something is broken. You are here because something is humming along just well enough to make you wonder whether "well enough" is all there is.

Thirteen years into your career, you have built real competence. You read the landscape with unusual clarity — your Career Reality Fit at 72% places you in the top tier of professionals who understand where they stand. But understanding where you stand and deciding where to move are two different skills. And your data suggests the second one is costing you.

Your dominant pattern is **The Overthinking Strategist**. You see the board clearly. You map the variables. You anticipate the risks. But your hand does not move the piece.

Worth asking yourself: When was the last time you made a career decision that surprised you?

SECTION 2

Decision Snapshot

Your seven dimensions at a glance

What this section covers: A visual summary of your scores across seven career decision dimensions — from how accurately you read your career landscape to how sustainably you manage your energy.

D1	Career Reality Fit	72%	Strong
D2	Power & Influence Literacy	38%	Needs Attention
D3	Ethical Backbone	61%	Strong
D4	Emotional Regulation	55%	Developing
D5	Growth Signals	44%	Developing
D6	Decision Architecture	35%	Needs Attention
D7	Energy & Sustainability	48%	Developing

CORE PATTERN

The Overthinking Strategist

The Invisible Contributor

SECTION 3

Core Operating System

The pattern underneath the pattern

What this section covers: Looks beneath your dominant pattern to reveal the deeper operating logic — how your dimensions interact, where they reinforce each other, and where they quietly work against you.

Your responses reveal a specific architecture: strong perception paired with weak execution. You score high where understanding matters (D1: 72%, D3: 61%) and low where action matters (D6: 35%, D2: 38%).

This is not a thinking problem. It is a conversion problem. You have more insight than most professionals at your level. But insight without movement becomes its own kind of stagnation — comfortable, intellectually satisfying, and ultimately expensive.

The gap between your Career Reality Fit (72%) and your Decision Architecture (35%) is 37 points. That is one of the widest internal gaps the assessment captures. You see the moves you need to make. Your responses suggest you consistently stop short of making them.

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SECTION 4

Dominant Pattern

The Overthinking Strategist

What this section covers: A deep narrative exploration of your primary decision pattern — how it formed, where it serves you, and what it is quietly costing you. Includes a scenario showing how this pattern plays out in your specific industry.

You see the board clearly but your hand will not move the piece.

This pattern does not look like a problem from the outside. Colleagues see someone thoughtful, measured, strategic. What they do not see is the internal calculus that runs before every significant decision — the mental spreadsheet of risks, the anticipation of every way things could go wrong, the quiet preference for gathering more information over committing to a direction.

HOW THIS PLAYS OUT

A restructuring is announced. Three teams are merging. You see the political landscape immediately — who will gain power, which roles are safe, where the real opportunities sit. You map it all out. You even know which leader to align with. But instead of making your move, you wait for "more clarity." Two weeks later, a colleague with half your strategic awareness has already positioned themselves in the role you were analysing.

The cost of this pattern is not dramatic. It is cumulative. Each delayed decision costs a small amount. But thirteen years of small amounts is no longer small.

SECTION 5

Defining Tensions

Where your dimensions pull apart

What this section covers: Identifies the friction points where two or more of your dimensions work against each other — creating internal contradictions that drain energy and stall decisions.

Your data reveals two active friction zones:

The Awareness Trap (D1 vs D6): You see clearly but cannot act on it. Career Reality Fit at 72% means you understand your situation with uncommon accuracy. Decision Architecture at 35% means that understanding does not convert to action. This is not ignorance — it is paralysis dressed as prudence.

The Visibility Gap (D5 vs D2): Growth Signals at 44% and Power & Influence at 38% together paint a specific picture. Your capabilities are developing, but they are developing in the dark.

"The only thing more expensive than a bad decision is a good decision made too late."

— Peter Drucker

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SECTION 6

Strategic Capacity

How you read and position

What this section covers: Examines your hidden engine for strategic thinking (H8) — built from your reality fit, power literacy, and decision-making. Shows where your strategy is strong and where it breaks down.

Your Strategic Capacity engine (H8) scores at 44%. This is lower than your individual dimensions would suggest, because the weakest-link formula applies: your Decision Architecture at 35% drags the entire engine down.

Power & Influence Literacy is strong enough to read rooms but not strong enough to shape them. You understand organisational dynamics — your responses suggest a clear-eyed view of how decisions actually get made. But understanding the game and playing the game are different skills.

The internal tension here is significant: Career Reality Fit is strong (72%) but Decision Architecture drags it down (35%). These need to work together, but they are not.

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SECTION 7

Decision Quality

How you decide under pressure

What this section covers: Analyses the architecture of your decision-making — whether you rely on structured frameworks, gut instinct, consensus, or avoidance. Maps your biases and their costs.

At 35%, your Decision Architecture is the single lowest dimension in your profile. This does not mean you make bad decisions. It means you avoid making decisions until circumstances force them.

Your responses across this dimension consistently lean toward information-gathering over commitment. The pattern is not one of recklessness contained — it is one of caution overextended.

Worth asking yourself: What decision have you been "thinking about" for more than three months?

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SECTION 8

Power & Environment

Where your operating style fits

What this section covers: Maps your relationship with organisational power — whether you navigate it, resist it, or are invisible to it.

Power & Influence Literacy at 38% is in the "Developing" range, but your profile suggests this is not a knowledge gap — it is a participation gap. Your responses indicate you understand how influence works. You simply choose not to engage with it.

In environments where hierarchy runs deep and visibility is earned through assertion rather than output alone, this becomes a compounding cost.

Your responses suggest a tendency toward what researchers call "credit passivity" — allowing others to narrate your contributions, frame your impact, and define your value. This is not humility. It is an abdication of professional positioning.

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SECTION 9

Energy & Sustainability

What fuels you and what drains you

What this section covers: Assesses your energy reserves, boundary patterns, and long-term sustainability. Identifies whether your current operating mode can be maintained or is heading toward a wall.

Energy & Sustainability at 48% sits at the midpoint — not alarming, not comfortable. Your Sustainability Index (H10) paints a more nuanced picture: Emotional Regulation at 55% provides a reasonable buffer, but the overall engine is held back by lower dimensions.

Your responses around energy management suggest a pattern of absorption rather than regulation. The overthinking itself is an energy expenditure that does not show up in hours worked but accumulates in cognitive load.

You are not burning out. But you are running at a pace that borrows from tomorrow to fund today. The question is not whether this is sustainable — it is how long.

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SECTION 10

Professional Moat

What makes you hard to replace

What this section covers: Identifies your unique professional value — the combination of skills, instincts, and positioning that distinguishes you. Shows where your moat is strong and where it is eroding.

Your moat is built on perception. The ability to see organisational dynamics, anticipate market shifts, and map complex stakeholder landscapes is genuinely rare. A Career Reality Fit of 72% combined with an Ethical Backbone of 61% means you bring both clarity and integrity to the table.

But a moat built only on perception has an expiry date. Without the execution layer — visible output, decisive action, strategic positioning — perception becomes a private advantage that nobody else benefits from.

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SECTION 11

Risk Radar

What is quietly accumulating

What this section covers: Maps the risks you are not talking about — the slow costs that accumulate when patterns go unexamined. These are not crises; they are erosions.

Three risks are accumulating in your profile:

- 1. The Competence Plateau:** Growth Signals at 44% with 13 years of experience suggests that learning has shifted from active to passive. This is the groove-becoming-a-rut risk.
- 2. Decision Debt:** Every postponed decision accrues interest. At 35%, the backlog of unmade decisions is growing. Each one gets harder as context changes.
- 3. Invisible Contribution:** Power & Influence at 38% means your work is not getting the visibility it deserves. Perceived value drives career velocity — not actual value.

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SECTION 12

Directional Clarity

Environments where you would thrive

What this section covers: Based on your dimensional profile, identifies the types of roles, teams, and organisational cultures where your specific combination of strengths and gaps would be most productive.

Your profile suggests you would thrive in environments that value depth over speed — research-driven product teams, strategy roles, advisory positions where your perception is the product.

You would struggle in pure execution cultures where speed-to-decision is the primary metric.

The ideal environment for your profile provides structured decision frameworks (compensating for D6), visibility mechanisms built into the workflow (compensating for D2), and enough complexity to keep your strategic perception engaged (leveraging D1).

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SECTION 13

Precision Interventions

Three observations, three experiments

What this section covers: The most actionable section. Three specific observations from your data, each paired with its hidden cost and a 30-day reversible micro-experiment you can run immediately. Not advice — experiments.

Observation 1: Your responses around career decisions consistently lean toward gathering more information before acting.

The cost: Each month of additional "research" before a career move costs you roughly one month of compounding in the new direction.

30-day experiment: Make one professional decision per week within 48 hours of first considering it. Track what happens. Not to prove speed is better — but to discover what your judgment produces when the safety net of "more time" is removed.

Observation 2: Your responses around visibility lean toward letting work speak for itself.

The cost: Your manager likely does not know 40% of what you actually do. That invisible 40% is not building your career.

30-day experiment: Send one "here is what I shipped this week" email to your skip-level manager every Friday. Three bullet points. No self-promotion — just facts. Notice how the conversation changes.

Observation 3: Growth investment has shifted from deliberate to passive.

The cost: The skills that got you here are approaching their half-life. The next role requires capabilities you are not currently building.

30-day experiment: Identify one skill your role will need in 18 months. Spend 30 minutes per day on it for 30 days. Not to master it — but to discover whether deliberate growth still activates something in you.

SECTION 14

Reversible Experiment

Your 30-day test

What this section covers: Selects the single highest-leverage experiment from Section 13 and provides a structured 30-day framework — what to do, when to check in, and what to measure.

Of the three experiments, the 48-hour decision rule is your highest leverage move:

Week 1-2: Apply to low-stakes decisions — meeting agendas, email responses, project prioritisation. Build the muscle where the cost of being wrong is negligible.

Week 3: Escalate to one medium-stakes decision — a feature prioritisation call, a hiring recommendation, a vendor selection. Notice the difference between instinct and analysis.

Week 4: Reflect. Not on outcomes — outcomes are noisy on a 30-day timeline. Reflect on the process. Did faster decisions feel reckless or liberating?

This is not advice. This is a controlled experiment with your own decision-making.

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SECTION 15

Closing Insight

What the mirror shows

What this section covers: A final reflection that ties together the patterns, tensions, and possibilities surfaced throughout the report. Includes a 12-month orientation framework.

Arjun, you chose to look. That matters more than you think.

Most professionals at your stage operate on assumptions about themselves that were formed five or six years ago. The person who started this assessment is the same person who finishes it — but now, the patterns have names.

Your 12-month orientation:

Months 1-3 (Ground): Run the experiments. Observe your decision patterns in real time. The goal is not to change — it is to notice.

Months 4-8 (Build): Begin converting observation into movement. One visibility action per week. One decision at the speed of instinct rather than analysis.

Months 9-12 (Sustain): Evaluate what shifted. Not whether you became a different person — but whether the person you already are started showing up more accurately.

"Knowing yourself is the beginning of all wisdom."

— Aristotle

DISCLAIMER

This report is a Decision Intelligence Clarity tool generated by the DICLARX system. It is not clinical, psychological, or medical advice. It is not a personality test, aptitude assessment, or career recommendation engine. Every insight is directional, not definitive. Your decisions remain entirely your own.

DICLARX uses behavioural science frameworks and AI to surface patterns in how you make career decisions. The system does not advise, diagnose, prescribe, or recommend career changes. It reflects. What you do with the reflection is your call.

Questions? reports@diclarx.com

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