

# The Caplor House – Profile Exercise

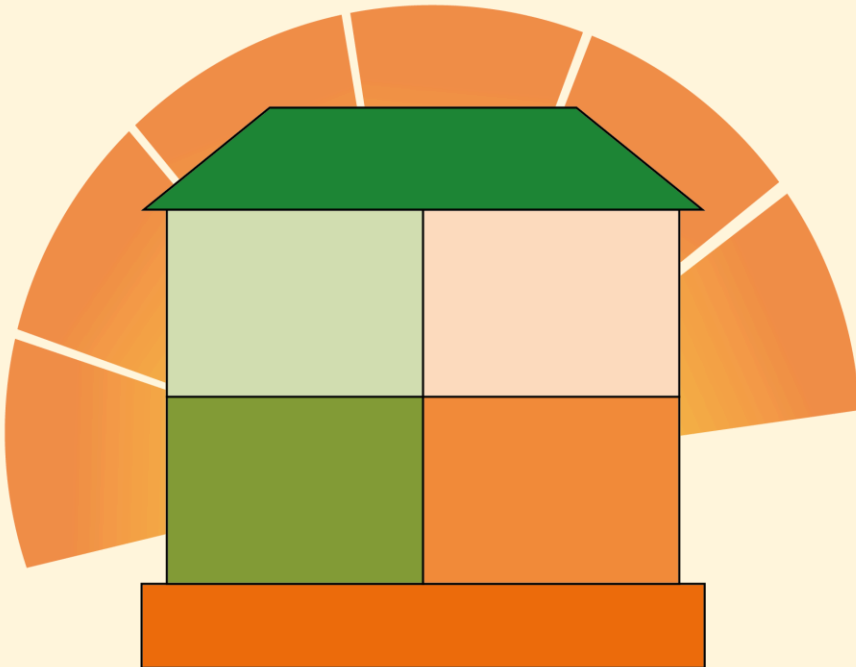
“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.”



*Margaret Mead*



# Introduction



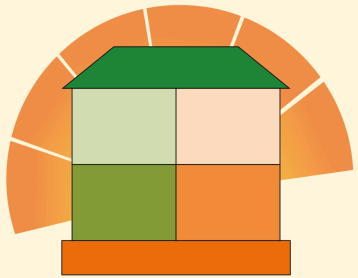
“The Caplor House is a unique model for developing organisational effectiveness and leadership. It’s fun, just go for it!”

*Dr Geoff Cox, Learning Design Advisor*

Score your ‘Room’ totals individually.  
10 mins  
Discuss your results with a neighbour.  
5 mins  
Finally, we will reveal what they mean.

*Lorna Pearcey, Programme Manager*





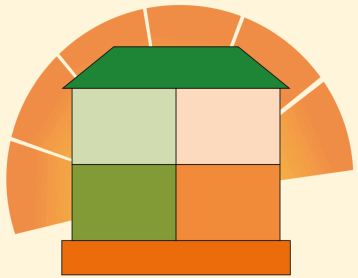
Consider the work activities below and then rate them collectively on a scale of 1 to 10

- Gather facts
- Analyse issues
- Problem solve logically
- Argue rationally
- Measure precisely
- Understand technical elements
- Consider financial aspects

## Profile Exercise

**Room 1 – On your hand-out, please circle the number that best defines your preference for this group of activities.**

1	2	3	4	5	6	7	8	9	10
Hate doing it		Don't mind doing it		Quite enjoy doing it		Enjoy doing it a lot		Rather do it than anything else	



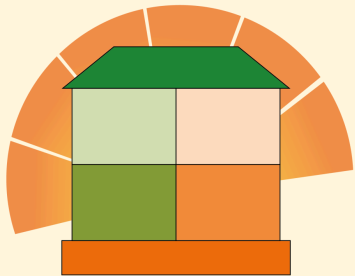
Consider the work activities below and then rate them collectively on a scale of 1 to 10

- Find overlooked flaws
- Approach problems practically
- Stand firm on issues
- Maintain a standard of consistency
- Provide stable leadership and supervision
- Read fine print in contracts and documents
- Organise and keep track of essential data
- Develop detailed plans and procedures
- Implement projects in a timely manner
- Articulate plans in an orderly way
- Keep financial records straight

## Profile Exercise

Room 2 – On your hand-out, please circle the number that best defines your preference for this group of activities.

1	2	3	4	5	6	7	8	9	10
Hate doing it		Don't mind doing it		Quite enjoy doing it		Enjoy doing it a lot		Rather do it than anything else	



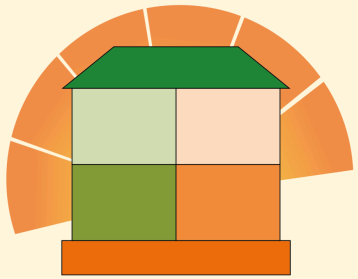
Consider the work activities below and then rate them collectively on a scale of 1 to 10

- Recognise interpersonal difficulties.
- Anticipate and intuitively understand how others will feel
- Pick up on non-verbal clues of interpersonal stress.
- Relate to others in empathetic ways
- Engender enthusiasm
- Persuade
- Teach
- Conciliate
- Understand emotional aspects
- Consider values and organizational culture

## Profile Exercise

**Room 3 – On your hand-out, please circle the number that best defines your preference for this group of activities.**

1	2	3	4	5	6	7	8	9	10
Hate doing it		Don't mind doing it		Quite enjoy doing it		Enjoy doing it a lot		Rather do it than anything else	



Consider the work activities below and then rate them collectively on a scale of 1 to 10

- Read signs of coming change
- See the “big picture”
- Recognise new possibilities
- Tolerate ambiguity
- Integrate ideas and concepts
- Bend or challenge existing policies
- Create new solutions by bringing together unrelated elements
- Problem solve in intuitive ways

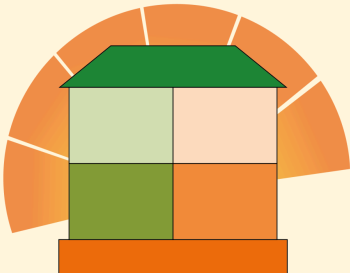
## Profile Exercise

Room 4 – On your hand-out, please circle the number that best defines your preference for this group of activities.

1	2	3	4	5	6	7	8	9	10
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Hate doing it	Don't mind doing it	Quite enjoy doing it	Enjoy doing it a lot	Rather do it than anything else
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# Score Sheet



Score for Room 1 _____	Score for Room 4 _____
Score for Room 2 _____	Score for Room 3 _____

Profile Exercise



# Want to learn more?



Picture by Liz Handy

*“The purpose of Caplor Horizons is to inspire and enable leaders to deliver a sustainable future. Charles Handy encourages all of us to do the best at what we are best at for the benefit of others. Within the parameters of our purpose, this sums up Caplor Horizons. We want to help individuals, teams and organisations to do the best at what they are best at for the benefit of others.”*

*Ian Williams, Executive Director*

**Ian Williams** - Executive Director

**Lorna Pearcey** - Programme Manager

**Jean Sellar** - Volunteer and Fundraising Co-ordinator  
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