

PATTERN REVIEW

THE PART THAT DOESN'T FIT · WIRING SERIES

Your Pattern Review

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June 1, 2026

Access code: JXCPRV

YOUR PATTERN PROFILE

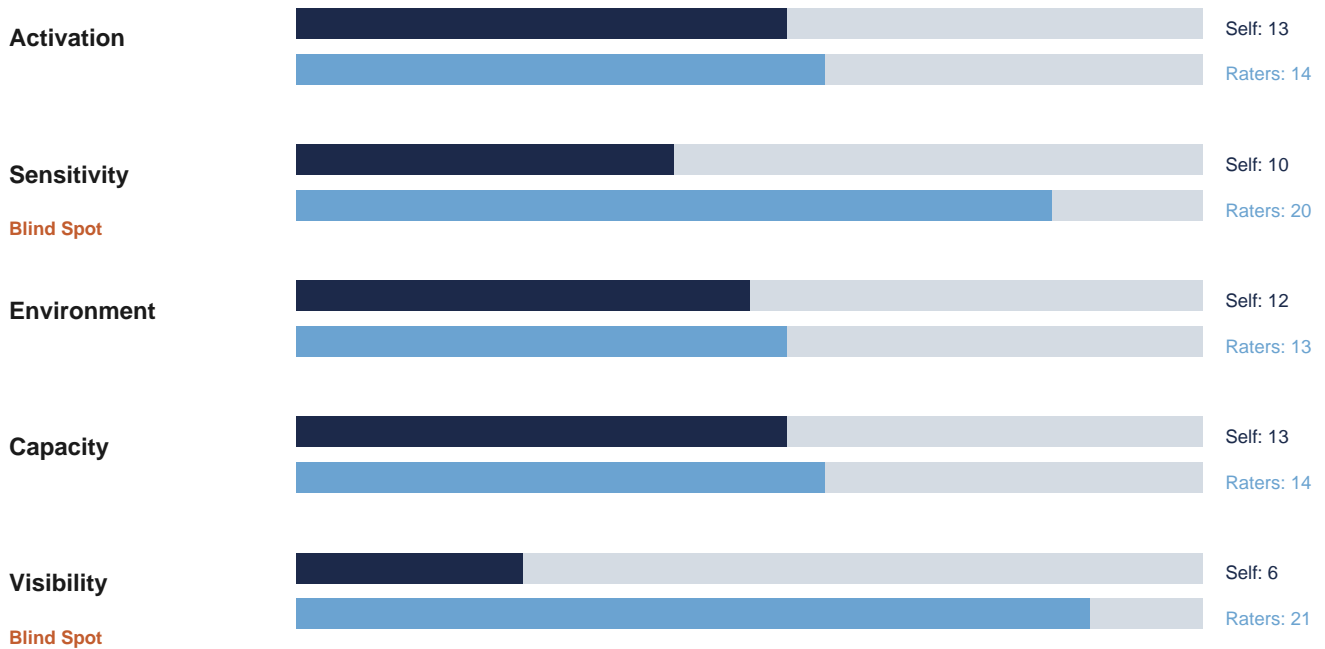
The five categories of your self-assessment, scored side by side. The loudest one — the category where the data clusters highest — is highlighted.



Each category is scored from 0 to 24, with 24 being loudest. Total possible: 120.

SELF VS. RATER COMPARISON

How your self-assessment compares to how your raters experience you. Gaps of 3+ points are flagged as blind spots or hidden costs.



BLIND SPOTS

Categories where raters scored you higher than you scored yourself by 3+ points. They see something you don't — or something you're undervaluing.

Sensitivity: You scored 10, raters averaged 20

Visibility: You scored 6, raters averaged 21

WHAT THE GAPS MEAN

Your total self-score was 54. Your raters put you at 82. That is a 28-point difference — and it is not spread evenly across the five categories. Three of them line up almost perfectly. Two of them do not.

Activation, Environment, and Capacity all came back within a single point of how you rated yourself. That kind of alignment means you have an accurate read on how you start work, how you handle sensory and energy load, and how you manage transitions and depletion. What you feel inside matches what others watch from outside.

The entire gap lives in two places — Sensitivity and Visibility. Your raters scored these 10 and 15 points higher than you did. These are not small misreads. These are the two patterns where what you experience and what others observe have come apart in a significant way.

BLIND SPOT ANALYSIS

Sensitivity is your first blind spot. You scored it 10 out of 24 — a quiet pattern, by your own read. Your four raters averaged 20. Every one of them, from your manager to the report, landed between 18 and 21.

That consistency matters. When four people who see you in different contexts all land in the same high range, it is not a fluke of one relationship. It means your emotional processing, your intensity, or your response to fairness is showing up far louder to others than you are aware of. You may be experiencing these reactions as measured and contained. They are reading as large.

Visibility is the wider gap — 6 from you, 21 from your raters. A 15-point difference is the largest single signal in this report. You see yourself as someone whose patterns are well-managed and not particularly visible. Your raters see the opposite.

A high Visibility score from others usually means the effort is showing. The masking, the communication style, the work of regulating yourself in front of people — it is not landing as invisible. People are picking up on something. You think you are covering it; the data says the cover is thinner than you believe.

Taken together, these two blind spots point the same direction. The internal experience you treat as private — your reactions, your effort to manage them — is more public than you realize. That is worth slowing down on.

HIDDEN COST ANALYSIS

There are no hidden costs in your data. On no category did you score yourself 3 or more points above your raters.

That tells us something specific. You are not carrying a heavy internal load that no one can see. Whatever you are experiencing, it is reaching the surface — in some cases more than you intend. The work here is not about being understood. It is about the gap between what you think you are showing and what is actually visible.

CATEGORY-BY-CATEGORY

ACTIVATION — SELF: 13 / RATERS: 14 (ALIGNED)

Your read on how you start, engage, and sustain work matches what others see. A one-point gap is noise, not signal. Whatever cost you carry around activation, you carry it with clear eyes — and people around you see the same thing you do. No correction needed here. Trust your own read on this one.

SENSITIVITY — SELF: 10 / RATERS: 20 (BLIND SPOT)

You rated this as one of your quieter patterns. Your raters rated it as one of your loudest — and they did so unanimously. The thing you experience as contained is reading as intense to the people around you.

Start by noticing the moment of reaction itself, not the reaction. You may not feel the size of what you are putting out because you are inside it. Ask one trusted person to name, in real time, when they see it. You need an outside signal because your internal gauge is reading low.

ENVIRONMENT — SELF: 12 / RATERS: 13 (ALIGNED)

Sensory load, space needs, and energy management all line up. You know what this costs you, and others see it too. This is a stable, accurate part of your self-picture — no adjustment required.

CAPACITY — SELF: 13 / RATERS: 14 (ALIGNED)

Transitions, decisions, and depletion — your read and your raters' read are effectively the same. You have a clear sense of where your capacity sits and how it shows. Keep doing what you are doing here.

VISIBILITY — SELF: 6 / RATERS: 21 (BLIND SPOT)

This is the widest gap in your report by a wide margin. You see yourself as low-visibility — patterns well-managed, effort hidden. Your raters see something close to the top of the scale.

The work you are doing to regulate and present is showing through. That is not a failure — but it is a fact you are not currently working with. Before you can decide what to do about it, you have to first accept that it is visible. Get specific feedback on what exactly people notice, because right now you are managing for an audience you think isn't watching.

GAP-INFORMED STRATEGIES

SENSITIVITY

Pick one recurring situation where you feel a reaction rise — and afterward, ask one person who was present to rate how intense it looked to them on a 1-to-10 scale. Compare it to your own. Repeat until you can predict their number. You are calibrating an instrument that currently reads low.

VISIBILITY

Ask each of two trusted colleagues a single question: 'When you can tell I'm working hard to hold something together, what is it that gives it away?' Their answers will tell you what your mask is actually doing — and what it isn't.

THE SINGLE SHIFT

The shift is this — stop treating your inner world as private. The data says it isn't.

Your three aligned categories prove your self-awareness is real and usually accurate. That makes the two blind spots more interesting, not less. In Sensitivity and Visibility, you have a systematic blind spot in the same direction: you believe you are containing and concealing more than you actually are. Four raters, in four different roles, all confirm it.

The lever is not to manage harder. It is to find out what is already showing, and then decide on purpose what you want to do with it. You are spending energy on a cover that the people around you can already see through. A coach or therapist can help you get to what the data alone cannot.

COACH'S ANALYSIS

WHAT I SEE IN YOUR DATA

Here is what the data says, Jordan, and it is unusually clean. Three of your five categories — Activation, Environment, Capacity — came back within a point of how your raters scored you. That kind of alignment is rare. It means your read on yourself is accurate almost everywhere. So when two categories miss badly, I pay attention, because it is not a self-awareness problem in general. It is specific. The entire 28-point gap lives in Sensitivity and Visibility, and it points one direction: what you treat as private is far more public than you think.

YOUR LOUDEST PATTERN

Your loudest signal is Visibility — you scored 6, your raters averaged 21. A 15-point gap is the widest single number in your report. You experience yourself as low-visibility, patterns well-managed, the effort hidden. Every rater sees close to the top of the scale. Read that plainly: the work you do to regulate and present is not landing as invisible. The cover is thinner than you believe. Sensitivity runs the same direction — you scored 10, they scored 20, and all four raters landed in the same high band. The thing you feel as contained is reading as intense.

THE RECOGNITION GAP

The recognition gap here is not that people misunderstand you — it is that they see more than you think they do. On Sensitivity and Visibility both, the people around you scored you far higher than you scored yourself, and they did it consistently. That rules out one bad relationship or one off read. What it means is that the effort you spend looking regulated, contained, unbothered, is itself the thing being seen. You are working hard to hold an impression that is not actually landing. The masking is visible. That is not a failure of the mask — it is a signal that the room already reads the effort.

WHERE TO START

Where to start is not 'manage harder' — that is the trap, and it is the move you will reach for. It is the opposite. Stop treating your inner world as private, because the data says it is not. Find out what is already showing, then decide on purpose what you want to do with it. Begin with one situation where you feel a reaction rise, and afterward ask one person who was there to rate how intense it looked, 1 to 10. Compare it to your own number. Repeat until you can predict theirs. You are calibrating an instrument that currently reads low.

COACHING PRIORITIES

Three things, in order. First, Visibility — get specific feedback on what people actually notice when you think you are covering. You are managing for an audience you believe is not watching; they are. Second, Sensitivity — build an outside signal, because your internal gauge reads low; one trusted person naming it in real time is worth more than any amount of self-monitoring. Third, the meta-pattern — both blind spots run the same direction, which means the work is not five separate fixes. It is one shift: accept that what you feel as hidden is seen, and stop spending on the cover.

WHAT I'D WATCH FOR

Watch for the moment you hear all of this, agree with it, and then resolve to regulate even more carefully — to make the mask better. That is the pattern running. It will feel like diligence, like being responsible, like protecting the room from your reactions. It is the exact instinct keeping Visibility at 6 in your own read while everyone else sees 21. The harder you work the cover, the more visible the working becomes. A coach or therapist can help you get to what the data alone cannot: why being seen as effortful feels more dangerous than being seen at all.

— Don

This assessment describes patterns. It does not diagnose conditions.