

PATTERN MIRROR

THE PART THAT DOESN'T FIT · WIRING SERIES

Your Pattern Mirror

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June 1, 2026

Access code: JXPMIR

YOUR PATTERN PROFILE

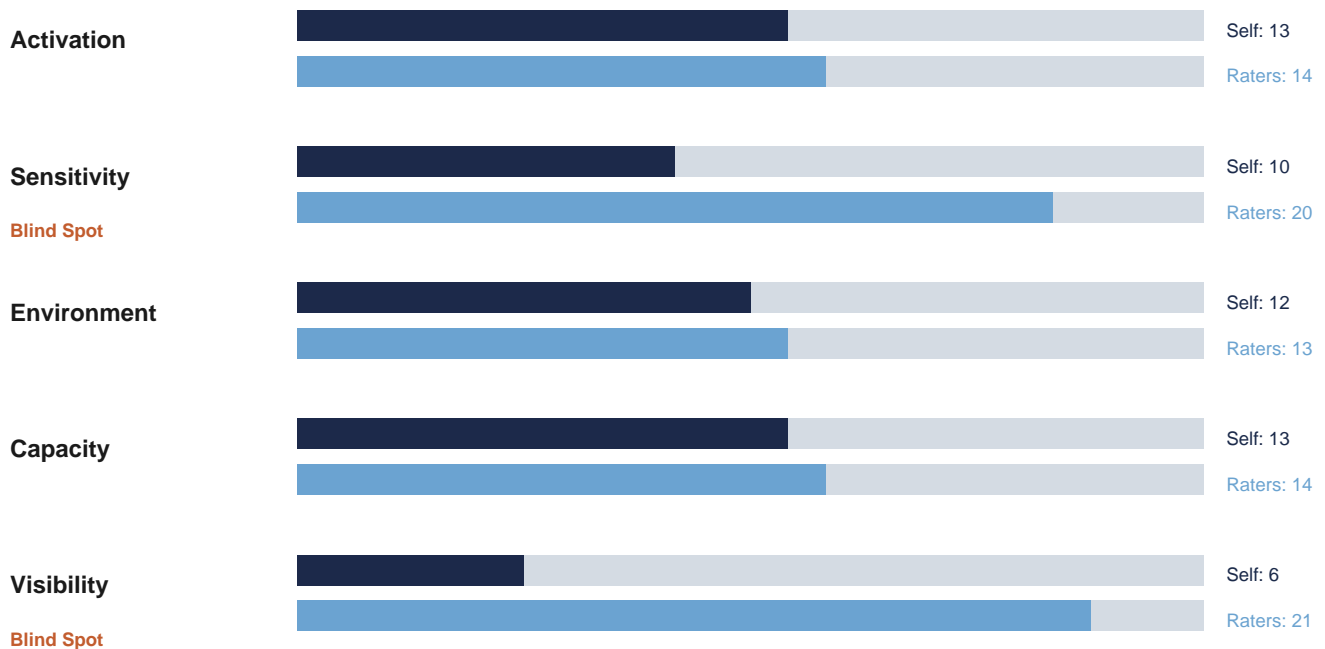
The five categories of your self-assessment, scored side by side. The loudest one — the category where the data clusters highest — is highlighted.



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 — a 28-point gap. That's a wide spread, and almost all of it lives in two categories.

In three of the five categories — Activation, Environment, Capacity — you and your raters are within a point of each other. That kind of alignment means your read on those patterns is accurate. You know what they cost you, and the people around you see roughly the same thing.

But Sensitivity and Visibility tell a different story. Your raters scored both far louder than you did — 10 points higher on Sensitivity, 15 points higher on Visibility. The pattern here is consistent across all four raters, which means it's not one person's projection. Something is showing up to others that you're not registering at the same volume from the inside.

BLIND SPOT ANALYSIS

On Sensitivity, you scored yourself at 10 — middle of the range, manageable. Your raters averaged 20, and the spread is tight: 18, 19, 20, 21. Boss, peer, report, and stakeholder all landed in the same place.

What this means is that your emotional processing — intensity, response to unfairness, how strongly things land — is more visible to others than it feels to you. You may experience these reactions as contained or proportionate. The people around you are reading them as significant. That gap of 10 points is large, and it suggests the energy you're spending to process intensity is leaking out in ways you're not tracking.

Visibility is the louder signal. You scored yourself at 6 — the lowest score in your entire profile, suggesting you feel mostly seen, mostly understood, low cost. Your raters averaged 21. That's a 15-point gap, the widest in the data.

A Visibility blind spot of this size usually means one thing — you believe your communication style and your effort are landing the way you intend, and they aren't. There's a recognition gap operating here that you can't feel. The fact that all four rater types scored it between 20 and 21 tells you this isn't a single difficult relationship. It's a consistent pattern in how you're being received versus how you think you're coming across.

HIDDEN COST ANALYSIS

There are no hidden costs in your data. In every category, your raters scored at or above your self-assessment. Nothing you're carrying internally is invisible to the people around you — if anything, the reverse is true. What you experience as quiet, others experience as loud. That direction matters, and it's the whole story of this report.

CATEGORY-BY-CATEGORY

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

A one-point gap means your read on starting, engagement, and consistency matches what others see. You know what it costs you to get moving and stay moving — and that cost is visible at roughly the level you feel it. No correction needed here. This is a category where your self-awareness is reliable.

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

Ten points is a wide gap, and it's confirmed by all four raters scoring you between 18 and 21. Your emotional intensity and your response to fairness are registering with others at twice the volume you feel. The risk is that you're spending real energy managing these reactions and assuming it's contained — while the people around you are watching it spill.

Start by getting curious about specific moments. When something lands hard for you, ask one trusted person afterward what they observed. You're not looking to suppress the response — you're looking to close the perception gap so you can decide what to do with it consciously rather than unknowingly.

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

Your sensory load and space needs read the same from inside and outside. This is a category where what you feel and what others see are matched — you can trust your own signals here without second-guessing whether you're missing something.

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

Transitions, decisions, depletion, structure — you and your raters see this at the same level. When you feel depleted or notice a transition costing you, that's showing up accurately to others too. No distortion in either direction.

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

This is your widest gap and your most important finding. You scored Visibility as your lowest-cost category — a 6 — meaning you feel seen and understood. Your raters put it at 21, near the top of the range, and again with tight agreement across boss, peer, report, and stakeholder.

This tells you that your masking, your communication style, or the recognition you're receiving is operating at a cost others can see clearly and you can't feel. You may be presenting in a way that doesn't match what's underneath — or working harder than anyone realizes to be understood, and assuming it's effortless. Closing this gap starts with naming it out loud to the people in your data and asking what they're seeing.

GAP-INFORMED STRATEGIES

SENSITIVITY

After your next emotionally charged interaction, debrief with one rater-level colleague within 24 hours. Ask specifically: what did you observe in how I responded? Compare their answer to your internal read. Track the gap over five instances to see where the 10-point difference actually lives.

VISIBILITY

Pick one person from each rater group — boss, peer, report, stakeholder — and ask each the same question: when I communicate, what do you think I'm trying to say versus what comes across? The consistency in your scores suggests their answers will overlap, and that overlap is the gap you're not feeling.

ACTIVATION

Because this category is aligned, use it as a calibration anchor. When you doubt your self-read elsewhere, remember that here your inside and outside match — proof your awareness can be accurate when the pattern is one you've already examined.

THE SINGLE SHIFT

The shift is Visibility. A 15-point gap, confirmed by four different raters, is the loudest signal in your entire profile — and it's the one you can't feel at all.

You experience yourself as seen. The people around you — across every role — are watching something else: a recognition gap, a communication style, or an effort that costs more than you let on. The danger of a blind spot this wide is that you'll keep operating as if the picture is fine while others adjust around what they're seeing.

Start by treating your own score of 6 as a hypothesis, not a fact. The data says it's wrong. Get into specific conversations with the people who rated you, ask what they see, and resist the urge to explain or defend. The gap won't close through your own reflection — it lives in the difference between your view and theirs. A coach or therapist can help you get to what the data alone cannot.

This assessment describes patterns. It does not diagnose conditions.