



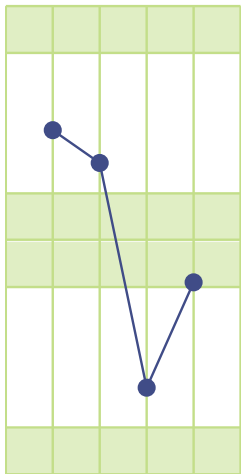
PPA PROFILE: Sample Report

07/12/2018

Private & Confidential

SELF IMAGE - GRAPH III

D I S C



This is an assertive person who can take a creative idea and make it serve a practical purpose. He uses a direct method but still considers people and can convince them through persuasiveness when necessary. Aggressive and confident, this person is goal-minded and incorporates others into the process. He generally plans well ahead and integrates activities to assist in getting results. This versatile, eager self-starter acts positively in both competitive and social environments.

Sample Report may be impatient and irritable when things do not happen fast enough, but he is an excellent director of people when trying to achieve results. Sample Report seeks earned respect from associates and needs variety/change. He strives for the independence of a wide-scope operation.

He loves challenging assignments that will offer the opportunity to move up the management ladder. Sample Report requires negotiated commitments on a person-to-person basis, as well as outlets for drive and freedom of expression. He possesses excellent leadership qualities. Sample Report can delegate, communicate, solve problems and make decisions.

SELF MOTIVATION

Sample Report wants prestige, authority and position. He likes to be in charge of an operation where tangible, measurable results can be shown and progress demonstrated. He seeks earned respect from associates.

JOB EMPHASIS

Managing work and people for a profit

Sample Report's job should require tangible results to be obtained through people. This individual works well when under pressure to produce. Planning, problem-solving and organising should be key responsibilities. Authority to make decisions and the independence to act on these decisions, should be given to this person.

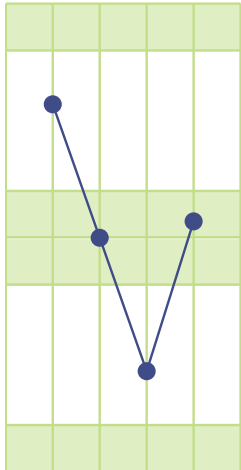
The working environment needs to be unpredictable. Several projects need to be actioned concurrently. Although operating policies should exist, this person should frequently be able to act without a precedent.

DESCRIPTIVE WORDS

Self-starter, direct, decisive, demanding, self-assured, confident, friendly, verbal, active, mobile, alert, restless, firm, independent, strong-willed.

WORK MASK - GRAPH I

D I S C



The work mask shows some slight modification in Sample Report's behavioural characteristics when compared to those of the self- image.

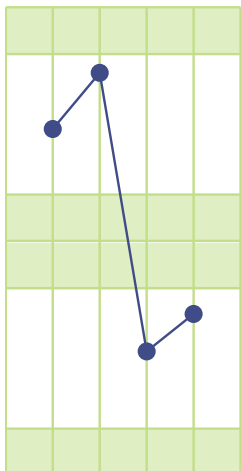
Whilst he remains friendly and fairly confident the clear indicators are that he may not be as persuasive as the self- image would suggest. The change is not likely to have a major effect on his performance, although he may be seen as less verbal and slightly more reserved.

This normally independent, strong-willed and stubborn individual is also currently attempting to comply and work within the company guidelines whilst still remaining independent.

The above modification is of a fairly minor nature and unlikely to have any significant effect on his natural characteristics.

BEHAVIOUR UNDER PRESSURE - GRAPH II

D I S C



In reaction to pressure situations we note that Sample Report emphasises his influencing skills.

He is likely to rely more heavily on friendliness and persuasion to win his way and he may become extremely optimistic about his own ability.

GENERAL COMMENTS

There is no indication of frustration, problems or pressure showing in Sample Report's profile.

As a result he is likely to feel compatible and able to cope with the behavioural requirements of the job, organisation and boss.

Motivators

Sample Report is motivated by power and authority, challenge, tangible rewards, and an opportunity for advancement. Popularity, freedom of speech and democratic relationships are also important to him.

Should Sample Report have a boss, then ideally that person will be a direct but participative leader, who has good people skills, is prepared to communicate well with this individual and at the same time, set fair but very objective tasks, which ideally should be negotiated on a one-to-one basis. Sample Report enjoys being challenged by difficult assignments and once a requirement has been agreed he should be given sufficient authority and freedom to achieve the result.

Please note

The above report is a guide. The Personal Profile Analysis is a work orientated inventory. This report is designed to assist in the selection, appraisal, development or coaching and mentoring process.

The report should never be used in isolation but always in conjunction with both an interview and a process whereby a person's experience, education, qualifications, competence and trainability can be assessed.

Other reports are available on the Thomas program which will provide additional useful information about this person. Thomas recommend that consideration be given to using these further reports when appropriate.

INTERVIEWER'S GUIDE: Sample Report

12/11/2018

Private & Confidential

INTERVIEWER'S GUIDE - PERSONAL PROFILE ANALYSIS

Sample Report

We recommend that the following questions be considered by the interviewer when meeting with Sample Report. These probing questions have been designed to assist the interviewer in gaining a more in-depth understanding of Sample Report, his strengths, limitations and behavioural style. This exploratory approach has been prompted by the contents of the PPA report.

The following series of questions can be used to verify the profile and the extent to which Sample Report is aware of his impact on others within the working environment. They are also designed to identify whether he is adaptable in terms of modifying his behaviour to meet the needs of colleagues.

- How do you rate yourself at problem solving? What is your preferred approach to critical problem solving?
- What are some of the more complex problems to which you have had to apply your trouble-shooting capabilities?
- Where, in your current role, have poise, charm and participation proved to be either a benefit or a hindrance?
- What is your assessment of the strategic options available to your organisation, your team or work-group? What changes, if any, would you like to make?
- Do you consider yourself to be more an enthusiastic, committed and participative team player or a respected, independent and highly specialised individualist contributing valued expertise to the organisation?
- What is your vision for your own career over the next five years?
- Why do you believe that self-confidence and positive attitudes are admired traits in many roles? How have they benefited you recently?
- Are you, or have you ever occupied, a position of leadership? What were your most significant achievements and your most disappointing moments?

And finally, is there anything else you would like to tell me that I have not asked about?

CANDIDATE FEEDBACK: Sample Report

12/11/2018

Private & Confidential

DESCRIPTIVE WORDS

Competitive, self-starter, individualistic, friendly, enthusiastic, challenging, mobile, alert, demanding, forceful, driving and assertive.

GENERAL CHARACTERISTICS

- Driving and forceful but considers people.
- Results orientated.
- Enjoys challenging situations.
- Competitive by nature.
- Looks for the opportunity for advancement.
- Displays confidence in most situations.
- Looks for a quick result.
- Ventures into the unknown and questions the status quo.
- Enjoys a wide-scope-operation.

Motivators

Sample Report is motivated by power, authority and achieving good results. Popularity in the form of social recognition and monetary rewards are also highly important to him. He enjoys, challenging assignments, prestige and position and will continually be looking for opportunity and advancement. Sample Report looks for freedom of speech, favourable working conditions, identification with the company and a wide scope operation. He should also be given freedom from control, direct answers, new and varied activities.

Should Sample Report have a boss, then ideally that person will be a direct but participative leader, who is prepared to communicate with him but at the same time, negotiate on a one-to-one basis, setting clear objectives and timescales. Sample Report should then be given the responsibility and authority needed to achieve the results.

Values Sample Report brings to the Organisation

Sample Report has several important values that he is capable of contributing to most organisations. He will willingly seek to assume authority, expedite action and achieve profitable results. In addition, he possesses attributes that enable him to influence, persuade and motivate others in an assertive yet friendly manner. These important skills can best be summarised as the ability to accomplish personal and corporate goals working with and through others.

GRAPHS & SCORES: Sample Report

12/11/2018
Private & Confidential

