

Prepared by Christopher Ho
On behalf of Synergi New Asia Consult P/L

Candidate Tested on Mon 18 September 2006

Test Type used: Direct

Report Printed on 23 Nov 2006

Candidate: Mr Compliance

Address:

Telephone:

Fax:

Sex: Male

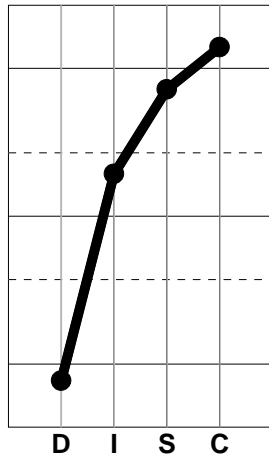
Date of Birth: Unknown

Current Position:

Position Applied For:

Notes:

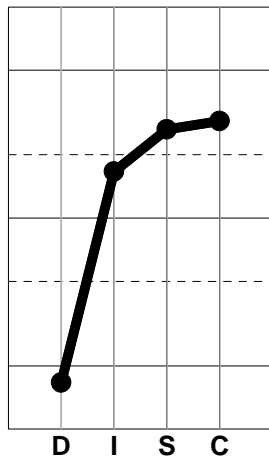
IMPORTANT: *Any purely personality-based tool should never be used to make a recruitment or redeployment decision unsupported by other techniques such as interviewing, etc.*



Internal Profile

The Internal Profile reflects the candidate's true motivations and desires. This is the type of behaviour that often appears outside a working environment, or when an individual is placed under pressure.

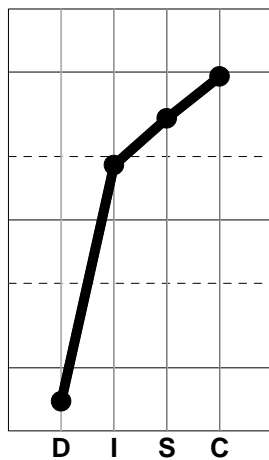
Dominance: 11%
Influence: 60%
Steadiness: 80%
Compliance: 90%



External Profile

The External Profile describes the candidate's perception of the type of personality they should ideally project. This shape usually represents the type of personality that an individual will try to adopt at work.

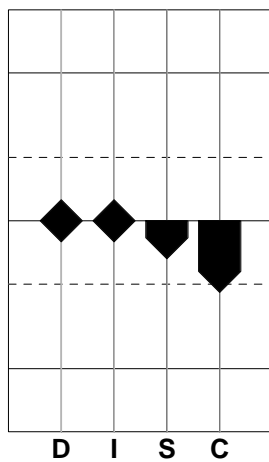
Dominance: 11%
Influence: 61%
Steadiness: 71%
Compliance: 73%



Summary Profile

In reality, candidates will usually act in ways consistent with elements from both profiles. The Summary Profile is a combination of the other two graph shapes, describing a person's likely normal behaviour.

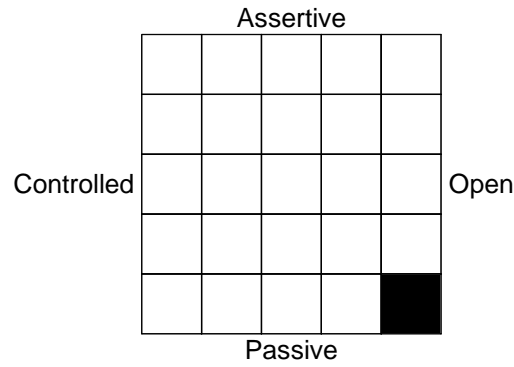
Dominance: 7%
Influence: 63%
Steadiness: 74%
Compliance: 84%



Shift Pattern

The Shift Pattern graph shows the changes between the candidate's Internal and External Profiles, and so highlights the adaptations the candidate is making to their character.

Dominance: No change
Influence: Up by 1%
Steadiness: Down by 9%
Compliance: Down by 17%



Style Name: PLANNER
Primary Traits: Passive and Open

A steady, amiable type of person, relating to the DISC factor of Steadiness, can be described as a Planner. People of this kind are patient and persistent, dislike change, and like to take time to plan carefully before acting (hence the name of the style).

- ◆ **Overview:** Patient
Steady
Amiable
Calm
- ◆ **Values:** Support
- ◆ **Seeks:** Time
- ◆ **Avoids:** Change
- ◆ **Under Pressure:** Compromises
- ◆ **Best Approach:** Patient
Supportive
- ◆ **Strategy:** Promise

Trait Analysis

Strong Traits

Strong Traits are traits that are particularly well represented in a personality. This candidate's profile indicates the following strong traits:

- ◆ Cooperativeness
- ◆ Technical Potential
- ◆ Patience
- ◆ Friendliness
- ◆ Social Orientation

Weak Traits

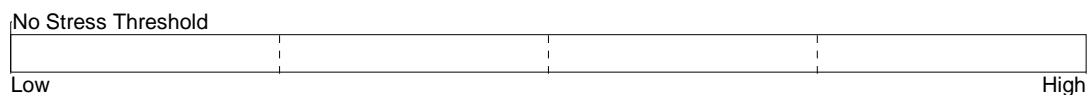
Weak Traits are traits that a personality does not possess, or at least are not well represented. This candidate's profile indicates the following weak traits:

- ◆ Independence
- ◆ Self-Motivation
- ◆ Efficiency

Simulated Traits

Simulated Traits are traits that are not present in a candidate's underlying personality pattern, but are being simulated to meet the needs of the current condition. This candidate's profile does not indicate that any traits are being simulated at present.

Stress Analysis



This candidate is not suffering from stress. Although they are experiencing little or no stress at present, it should be noted that their personality is not well equipped to deal with stress when it does arise.

Notes:**Overview**

Mr Compliance's approach to life is controlled to a great extent by the way that he believes others see him. His self-image is based on his need for the attention, approval and support of others, and for this reason he is communicative, open and co-operative. He needs to feel that he is liked and respected by those around him if he is to work at his best.

There is little sense of urgency or impatience in Mr Compliance's personality style. He prefers to work at his own pace, concentrating on the details of a task and working to ensure that the end result is of high quality. For this reason, he finds deadlines difficult to work to, and prefers a more open working environment in which he can develop at his own rate.

Personality Adaption

The changes that Mr Compliance is making to his personality style are not particularly strong, suggesting that, to a large extent, he feels comfortable in his present environment. The only personality shift of any significance is a reduction in his focus on practical issues in favour of a more open, trusting style.

Advantages

The particular strengths of Mr Compliance's personality will be at their most effective when he is working as part of a team. He assimilates well into such an environment, being prepared to put the needs of the group as a whole ahead of his own needs or ambitions. He has a warm and friendly way with other people, and this also helps him to integrate well into an existing group, and to help it to develop effectively over time.

Disadvantages

A lack of strong ambition or need for personal success means that Mr Compliance can be seen as unmotivated by others. He operates quite well on a social level, but is not naturally competitive or assertive, and it is not unusual for him to miss opportunities while others take advantage of a situation.

Communication Style

Mr Compliance has a strongly socially-oriented personality with a range of effective interpersonal skills. He communicates easily with others on a social level, but also possesses a receptive side allowing him to listen to and appreciate others' problems. Allied to this is a sense of co-operation and an ability to work according to rules or guidelines. He is also able to use tact and diplomacy where appropriate. Conflict is difficult for him to deal with, however, and he will try to avoid situations of possible confrontation by whatever means are available.

It will be clear from the foregoing that relationships with other people are significant to Mr Compliance; he enjoys close contact with others on a social level without being blinded to the needs of practicality, and these social abilities mean that not only is he able to form such contacts relatively easily, but he also possesses the ability and the motivation to work at relationship management over time.

Decision Making

Risks or unplanned situations are anathema to a personality of this kind. Because of this, Mr Compliance will try to ensure that such circumstances are avoided. He tries to achieve this by careful planning and detailed analysis before making a decision, and by consultation with all interested parties to make sure that he has missed no significant points.

Organisation And Planning

Not only does Mr Compliance possess a competent planning style, but, in a sense, he actually needs organisation and structure in order to work well. He looks for the support of others, in both a personal and practical sense, and the plans that he produces will normally be the result of a team effort. At the very least, he will take time to consult with his colleagues to verify the effectiveness of his proposals before implementing them.

Motivation

Pressure is difficult for Mr Compliance to deal with, and he reacts badly to aggressive actions from other people. He much prefers to find himself in a relatively pressure-free environment in which he can take time to plan his actions carefully and accurately, and become completely familiar with his surroundings and colleagues.

Managing Style

Mr Compliance tends to rely on the support and co-operation of his subordinates to achieve his ends. He is naturally reserved and undemonstrative, and tends to feel uncomfortable if placed in a position of authority without this support. For this reason, teams managed by people of Mr Compliance's style often develop a democratic nature, to the extent that his position of leadership might become obscured.

Style of Management Required

All the indications in Mr Compliance's personality suggest that he will be both happier and more productive operating within a well managed team structure than being given individual responsibility. He values an open group situation for its opportunities for positive interaction with others, but far more importantly, he relies on the sense of collective responsibility that can be gained from such an environment. In addition, he will need to feel sure of his actions and understand their likely consequences, and will benefit considerably from being given full information by his manager.