

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

Candidate Tested on Thu 23 November 2006

Test Type used: Direct

Report Printed on 23 Nov 2006

Candidate: Mr Dominant

Address: 151 Boss Street
#30-88
Singapore 188888

Telephone:

Fax:

Sex: Male

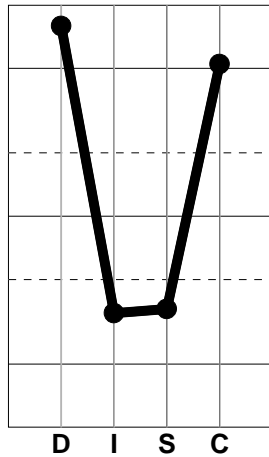
Date of Birth: Unknown

Current Position:

Position Applied For:

Notes:

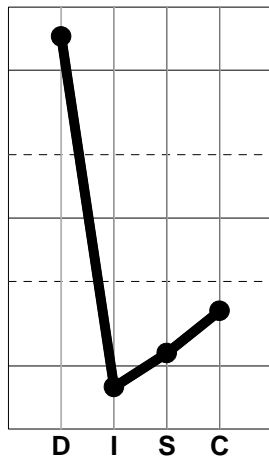
IMPORTANT: *Any purely personality-based tool should never be used to make a recruitment or redeployment decision unsupported by other techniques such as interviewing, etc.*



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.

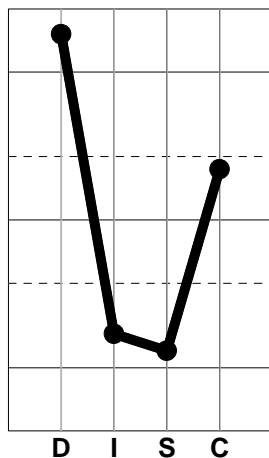
Dominance: 95%
Influence: 27%
Steadiness: 28%
Compliance: 86%



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.

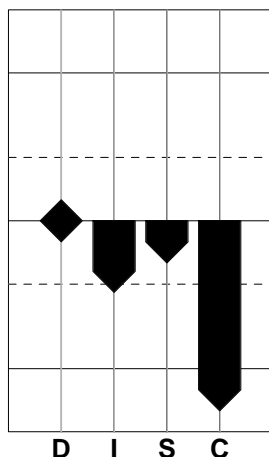
Dominance: 93%
Influence: 10%
Steadiness: 18%
Compliance: 28%



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.

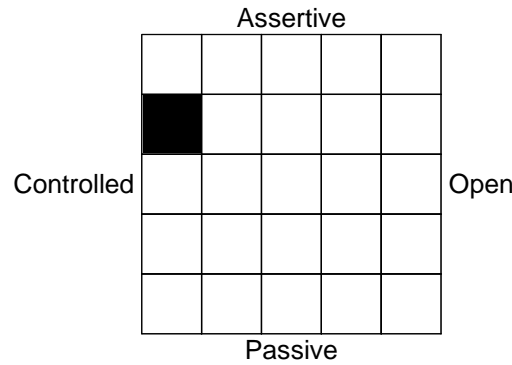
Dominance: 94%
Influence: 23%
Steadiness: 19%
Compliance: 62%



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: Down by 2%
Influence: Down by 17%
Steadiness: Down by 10%
Compliance: Down by 58%



Style Name: ANALYTICAL DRIVER
Primary Traits: Active and Controlled

An assertive and controlled type of candidate like this can be described as being a Driver. This type of personality relates to the DISC factor of Dominance, and describes a direct, demanding type of person who is highly motivated to succeed and somewhat competitive in their dealings with others.

- ◆ **Overview:** Assertive
 Direct
 Ambitious
 Cautious
- ◆ **Values:** Results (and Procedure)
- ◆ **Seeks:** Power (and Facts)
- ◆ **Avoids:** Weakness (and Uncertainty)
- ◆ **Under Pressure:** Dictates (may also Evade)
- ◆ **Best Approach:** Efficient
 Responsive
- ◆ **Strategy:** Power (also responds to Proof)

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:

- ◆ Objectivity
- ◆ Efficiency
- ◆ Self-Motivation
- ◆ Accuracy
- ◆ Sensitivity

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:

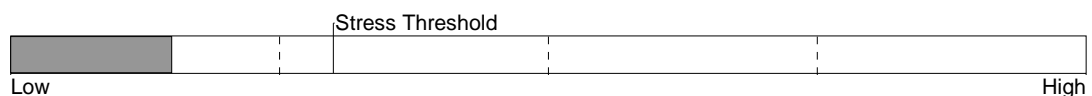
- ◆ Friendliness
- ◆ Patience
- ◆ Self-Confidence
- ◆ Persistence
- ◆ Social Orientation

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 is simulating the following traits at present:

- ◆ Independence
- ◆ Persistence
- ◆ Self-Confidence

Stress Analysis



This candidate is suffering from some stress, but this is relatively low and unlikely to be impacting on their performance. They have an sufficiently assertive and resilient personality to deal effectively with this stress, however, and even apply it as a source of motivation. The stress level shown is most likely to have its source in the work environment.

Notes:**Overview**

Phlegmatic and controlled, Mr Dominant is nonetheless determined and ambitious. His personality is suited to positions of control, and he excels in taking personal responsibility and managing his own affairs. He is responsive in nature, and adapts quickly to changing situations.

His general style is self-contained in nature; while he will interact effectively with others when necessary, he places little importance on the building of personal relationships if he sees no clear benefit, and for this reason others can see him as somewhat cold and calculating.

Personality Adaption

Mr Dominant's personality adaptation describes movements more related to avoiding inappropriate actions at work than making positive modifications to his style. His adaptation seems to be primarily aimed at displaying less dependence on other people; he is not only less concerned about others' opinions of him in the working environment, but also shows a correspondingly greater willingness to act independently, without waiting for confirmation of his intentions by management.

Advantages

Mr Dominant has a driving personality with a strong emphasis on achieving results. Efficient and motivated, he is ready to take personal responsibility and work with energy and determination towards his goals. He is rarely swayed by emotional considerations and is able to make judgements and take decisions on an impartial and dispassionate basis.

Disadvantages

Mr Dominant focuses far more on matters of practicality than on personal questions, a factor that can be a distinct disadvantage in dealing with other people. More open, emotional styles tend to perceive him as cold and calculating, and he will often find it difficult to establish the trust of those around him. This is especially true as he is naturally direct and demanding, tending to state his point of view in a forthright manner, and expecting others to obey his instructions without question.

Communication Style

Questions of interpersonal communication are not high on Mr Dominant's agenda. He considers communication, especially in a work environment, as a way of telling others what he wants, and of gathering sufficient information to reach appropriate decisions. His assertive personality style can sometimes belie this basically analytical approach, but his demanding nature and often belligerent response to pressure situations makes him difficult to cope with for less direct types of personality.

Mr Dominant likes to see an advantage for himself in almost everything that he does, and this often affects his relationships with others. His inherently assertive personality style means that he will usually take a dominant role in his dealings with those around him.

Decision Making

Mr Dominant is a driving and demanding decision maker who reaches his decisions quickly and uses his innate forcefulness and strength of will to ensure that his conclusions are effectively implemented. He focuses strongly on the efficient and practical, concentrating on these elements, sometimes at the expense of less quantifiable effects of his decisions.

Organisation And Planning

Mr Dominant has a very direct and determined style of personality. He acts quickly and responsively, and will want to act on an idea as soon as it occurs to him. This natural style makes it difficult for him to pause and concentrate on detailed planning - he will more normally act on his instincts, and deal with any obstacles as they arise.

Motivation

If Mr Dominant is to be motivated to follow a course of action, he will need to be convinced that it is a positive direction to follow. His practical turn of mind means that he will be far more interested in solid evidence, demonstrations and figures, than personal appeals. At a deeper level, he will also want to see that, by agreeing to a proposal, he will derive some kind of advantage for himself. This is certainly not to suggest that he is mercenary in his attitude, but the achievement of his own goals in life is so important to him that it tends to underpin the rest of his motivational factors.

Managing Style

An effective and adaptable manager, Mr Dominant's style emphasises the need for rapid results, and his assertive and motivated nature helps him to achieve these. He tends to be autocratic rather than co-operative, and will expect his subordinates to follow his instructions immediately and responsively. He can become extremely impatient and demanding with members of his team who fail to live up to his extremely high standards.

Style of Management Required

Mr Dominant is a highly assertive and competitive individual, and it is an important part of the manager's role to deal effectively with these traits. On the positive side, they lend Mr Dominant a dynamic, direct approach that allows him to act efficiently and quickly, and respond reactively to changes in his situation. Less positively, however, his impatience and desire for personal responsibility can make him quite difficult for a manager to control.