

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 Influence

Address:

Telephone:

Fax:

Sex: Male

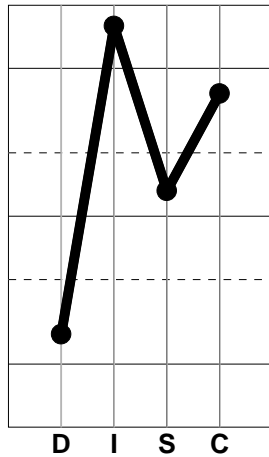
Date of Birth: Unknown

Current Position:

Position Applied For:

Notes:

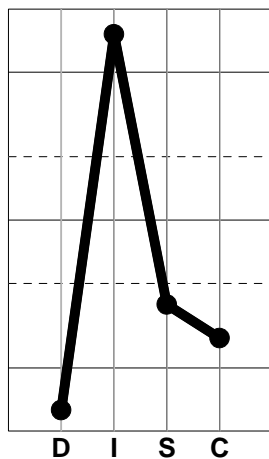
IMPORTANT: *Any purely personality-based tool should never be used to make a recruitment or redeployment decision unsupported by other techniques such as interviewing, etc.*



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.

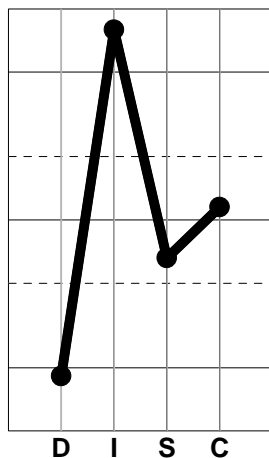
- Dominance:** 22%
- Influence:** 95%
- Steadiness:** 56%
- Compliance:** 79%



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.

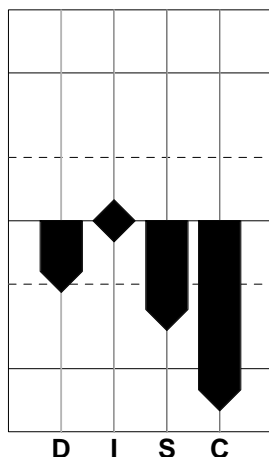
- Dominance:** 5%
- Influence:** 94%
- Steadiness:** 30%
- Compliance:** 22%



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.

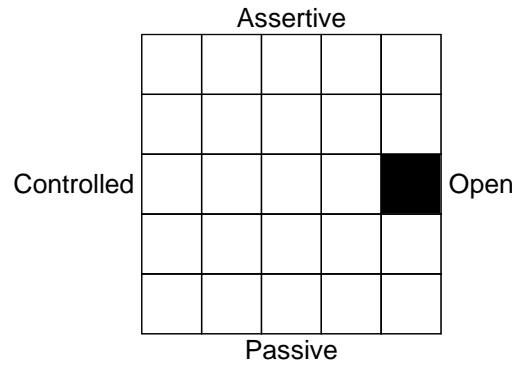
- Dominance:** 13%
- Influence:** 95%
- Steadiness:** 41%
- Compliance:** 53%



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 17%
- Influence:** Down by 1%
- Steadiness:** Down by 26%
- Compliance:** Down by 57%



Style Name: COMMUNICATOR / PLANNER
Primary Traits: Open

Between the Communicator and the Planner, lies a personality type which is described as Open. People of this kind are primarily open in style, tending to think in social terms. They may be active or passive in approach, however, depending on circumstances.

- ◆ **Overview:** Friendly
Patient
Sociable
Steady
- ◆ **Values:** Attention, Support
- ◆ **Seeks:** Approval, Time
- ◆ **Avoids:** Isolation, Change
- ◆ **Under Pressure:** Attacks / Compromises
- ◆ **Best Approach:** Friendly
Supportive
- ◆ **Strategy:** People / 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:

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

Weak Traits

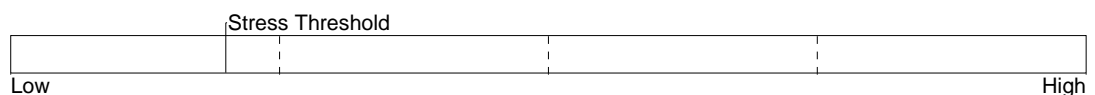
Weak Traits are traits that a personality does not possess, or at least are not well represented. This candidate's profile indicates the following weak traits:

- ◆ Efficiency
- ◆ Independence
- ◆ Thoughtfulness
- ◆ Self-Motivation

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 traits of **Self-Confidence** and **Independence** at present.

Stress Analysis



This candidate is not suffering from stress. Even if they do find themselves under stress, they have a resilient personality in this sense and will, in most cases, be capable of coping without noticeable difficulty.

Notes:

Overview

Mr Influence enjoys the positive attention of others and is very much at ease when meeting with new people. Extrovert and outgoing, he places happiness and personal fulfilment above purely material considerations, and works at his best on a social level, rather than in a position where accuracy and precision are required.

In his general dealings with other people, he will prefer to avoid conflict, but when placed under pressure (especially if his social standing is threatened) he will react intensely.

Personality Adaption

The combination of personality shifts within Mr Influence's personality will have the effect of emphasising matters of communication and self-expression. This is a consequence of the fact that he is reducing all other important factors within his personality at work, however, rather than specifically focusing on his more outgoing side. This, in turn, may indicate a certain amount of uncertainty or confusion about his role, rather than an attempt to meet what he sees as specific requirements.

Advantages

Mr Influence is open to other people and builds effective relationships quickly and easily. He is outgoing and frank, having a real desire to enjoy the company of other people and working especially well when communicating ideas and intentions.

Disadvantages

While he operates effectively on a social level, this sociability will tend to detract from the effectiveness of Mr Influence in a practical sense. His preference for positive communication with others means that he becomes easily distracted from what he sees as mundane questions of planning and detail, and focuses far more on his social needs.

Communication Style

Friendly and open to others, Mr Influence's highly communicative profile means that he values positive relations with other people for their own sake, and is genuinely concerned with others' feelings, especially in relation to himself. He is socially assertive in nature; he is unafraid to make contact with others, and enjoys meeting new people and making new friends.

Relationships are not only important to Mr Influence, but critical to his self-image. To work effectively, he will need to feel that those around him both respect him and enjoy his company. His outgoing, sometimes brash, style can often belie the considerable sensitivity he has to other people's responses.

Decision Making

The focus of Mr Influence's personality lies in the realms of social contact. For him, decision making is based on the need to foster positive feelings with others. This is not to say that he entirely ignores more pragmatic considerations, but he will rarely make a decision that will cause unhappiness and hardship for other people, especially his own acquaintances.

Organisation And Planning

Personable and open, Mr Influence's responses will tend to be immediate. His enthusiasm and exuberance mean that he seldom spends time compiling detailed plans, and when he does, he concentrates on the short term. His capable social style means that he will be able to talk himself out of many difficulties, however, and so he often avoids serious consequences from his sometimes impulsive actions.

Motivation

There are two main motivating factors within Mr Influence's personality; a need for certainty and a preference for positive interaction with other people. In terms of certainty, he needs to feel sure of his position and confident about the consequences of his actions before proceeding. In social terms, he needs to feel that he is liked by those around him, and reacts badly if he feels rejected or disliked.

Managing Style

As a manager, Mr Influence is an effective representative of his team. His friendly and enthusiastic demeanour makes him a competent communicator, and he is usually found to be popular among his staff. His wish to present himself in the best possible light, however, can lead at times to his committing his subordinates to unreasonable time-scales.

Style of Management Required

The relatively compliant nature of Mr Influence's personality should not be confused with submissiveness. While he is certainly prepared to follow direct instructions, he will do this far more responsively if he respects, and more importantly, likes his manager, and feels that he can adopt an open and relaxed style with them.