

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

Candidate Tested on Mon 4 September 2006

Test Type used: Direct

Report Printed on 23 Nov 2006

Candidate: Mr Steadiness

Address:

Telephone:

Fax:

Sex: Male

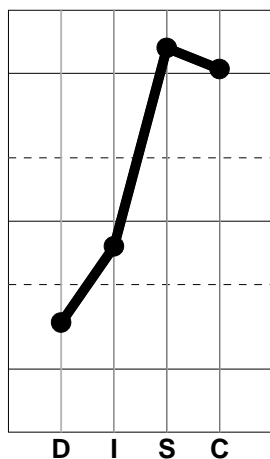
Date of Birth: Unknown

Current Position:

Position Applied For:

Notes:

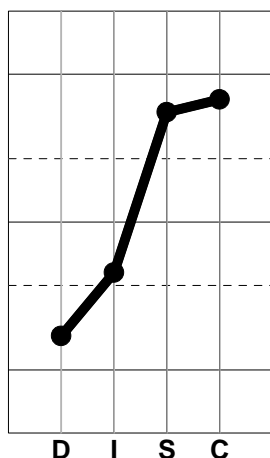
IMPORTANT: *Any purely personality-based tool should never be used to make a recruitment or redeployment decision unsupported by other techniques such as interviewing, etc.*



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.

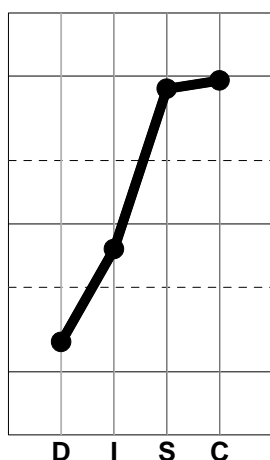
Dominance: 26%
Influence: 44%
Steadiness: 91%
Compliance: 86%



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.

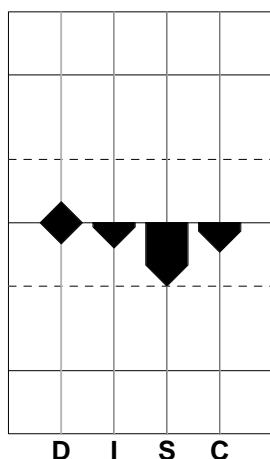
Dominance: 23%
Influence: 38%
Steadiness: 76%
Compliance: 79%



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.

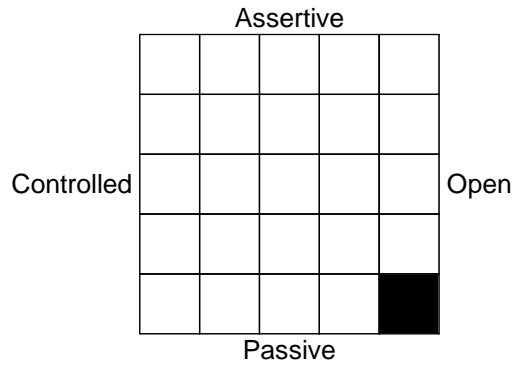
Dominance: 22%
Influence: 44%
Steadiness: 82%
Compliance: 84%



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: Down by 3%
Influence: Down by 6%
Steadiness: Down by 15%
Compliance: Down by 7%



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:

- ◆ Technical Potential
- ◆ Patience
- ◆ Cooperativeness
- ◆ Thoughtfulness
- ◆ Accuracy
- ◆ Social Orientation

Weak Traits

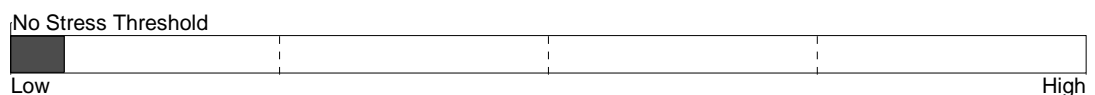
Weak Traits are traits that a personality does not possess, or at least are not well represented. This candidate's profile indicates the following weak traits:

- ◆ Self-Motivation
- ◆ Independence
- ◆ Enthusiasm
- ◆ Self-Confidence

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 under a very small amount of stress, but this is unlikely to be cause for concern. 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. The stress level shown is most likely to have its source in the work environment.

Notes:**Overview**

Calm and reliable, Mr Steadiness works at his own pace to produce work of consistently high quality. He is not demanding of others and is generally unambitious. He works best if he feels that he has the support of his work colleagues.

The precise, cautious and patient aspects of Mr Steadiness' personality combine to produce technical potential. With appropriate training and experience, candidates of his kind often perform well in tasks that others may find impossibly complex.

Personality Adaption

There are no shifts of any significance in Mr Steadiness' profile. The fact that he is making no attempt to modify his personality style to fit into his work environment means that he perceives no need to do so. Usually, this can be taken as an indication that he feels comfortable in his current surroundings.

Advantages

A receptive and somewhat compliant individual, Mr Steadiness accepts instructions and follows rules without difficulty, being prepared to accede to the requirements of management and the needs of colleagues in order to foster a co-operative, positive working environment. His work can be relied upon to be of consistently high quality, as he is prepared to expend time and effort to achieve the best results he can.

Disadvantages

Because of his unassertive personality style, this candidate tends toward a reactive approach. He will generally wait for others to act first, and then respond as he feels appropriate. He can be expected to contribute little to discussions or in group settings, not because of a lack of interest or ability, but simply because he is waiting to be directly asked to state his views.

A consequence of his lack of assertiveness is his reluctance to refuse others' requests, no matter how inconvenient or impractical these might be. A person of this kind will often agree to an impossible task rather than be drawn into a confrontation, and this can result in problems if not carefully controlled.

Communication Style

A key feature of this personality is his lack of assertiveness and confidence. This factor is particularly apparent in social matters, and he will need to feel completely at ease in a situation before he can respond effectively on an interpersonal level. In less relaxed surroundings, he will tend to communicate in a rather more formal, factual way, simply stating his opinions or responding to direct questions.

Relationships with others, whether at work or more generally, are relatively important to him, but because of his unassuming and passive nature, he rarely takes the first step in initiating social contact with others. This means that he relies to a great extent on other people to help him build and maintain relationships.

Decision Making

Risks or unplanned situations are unpleasant for a personality of this kind. Because of this, Mr Steadiness 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 this candidate possess a competent planning style, but, in a sense, he relies on organisation and structure in order to work well. He welcomes the support of others, in both a personal and practical sense, and the plans that he produces will normally be the result of a group effort. At the very least, he will take time to consult with his colleagues to verify the effectiveness of his proposals before attempting to implement them.

Motivation

Pressure is difficult for Mr Steadiness 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 Steadiness 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 Steadiness' style often develop a democratic nature, to the extent that his position of leadership might become obscured.

Style of Management Required

Mr Steadiness' fundamental lack of assertiveness means that he will often look to his manager for help in dealing with difficult problems, especially those involving other people. His skills lie far more in the areas of planning and organisation than in direct action, and allocating his tasks accordingly will have positive results.