

PPA Profile

PRIVATE & CONFIDENTIAL

18/08/2008

Jason Chilman

| | I | II | III |
|---|---|----|-----|
| D | 5 | 9 | -4 |
| I | 2 | 8 | -6 |
| S | 7 | 2 | 5 |
| C | 8 | 4 | 4 |

SELF IMAGE - GRAPH III

A systematic and precise person who follows policy and procedure in his business life. Jason Chilman proceeds in an orderly, predetermined manner, is precise and attentive to detail, rarely antagonising others intentionally and normally acting in a highly tactful, diplomatic manner. He displays a good sense of timing and shrewdness in making the right decision at the right time. An extremely conscientious worker who demands accuracy as well as the establishment and maintenance of high standards.

Jason Chilman is most comfortable in an environment which requires the adherence to standard operating procedures. Responsibility should be geared to Jason Chilman's unique skills or specialised knowledge. Jason Chilman has a very strong technical/specialist profile.

He prefers challenging assignments of a precise nature, requiring in-depth analysis and evaluation. Due to the very high standards that this individual demands, he prefers to work with fellow specialists and experts. He may appear to be excessively detailed, very demanding and extremely critical of sub-standard performance or commitment from his colleagues.

SELF MOTIVATION

Stability, structure, tried and tested policies and procedures, order and personal attention are motivating factors.

JOB EMPHASIS

Performing in a structured manner to high standards

Jason Chilman should be required to operate in a well-structured environment which will encourage him to perform in a precise and accurate manner. There should be a need to concentrate on detail and lead others under controlled conditions. The functions of the job should require the provision of meticulous, painstaking controls, careful evaluation of information and the monitoring of the performance and output of other specialists or technically orientated individuals.

DESCRIBING WORDS

Careful, systematic, precise, diplomatic, logical, predictable, patient, non-demonstrative, deliberate, reflective, reserved, quiet, humble, modest and peaceful.

HOW OTHERS SEE YOU (MASK) - GRAPH I

Jason Chilman does not modify his behavioural characteristics at all when at work. As a result therefore he follows a similar behavioural pattern to that described in the self image. Regardless of whether Jason Chilman is working or at an interview, he will normally behave in the same manner as he sees himself.

BEHAVIOUR UNDER PRESSURE - GRAPH II

This naturally thorough and dependable individual emphasises these characteristics when the pressure is on.

He feels the need to be even more deliberate and persistent in his dealings i.e. spending more time tying up the loose ends and seeing a job through to its final conclusion.

GENERAL COMMENTS

There are indicators which suggest that currently Jason Chilman is showing frustrations/problems/pressure which appear to be personal/emotional rather than work related.

Personal problems can easily affect job performance, especially if this person is being considered for a new position. It is important therefore to clearly define the reasons behind such frustrations, as they may ultimately lead to failure in meeting business objectives.

Motivators

Jason Chilman is motivated by standard operating procedures, precise work details and no sudden or abrupt changes within the work situation. Reassurance, sincerity and a happy home life are equally important to him. He enjoys sincere praise for his accomplishments and recognition for long service.

Should Jason Chilman have a boss, then ideally that person will be a democratic leader who recognises a need for security and structure. Time should always be given to explaining the exact job requirement before expecting a task to be started. There may also be occasions when reassurance and help should be given to speed up the decision making process, especially if decisions occur outside Jason Chilman's area of expertise.

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 Jason Chilman. Thomas recommend that consideration be given to using these further reports when appropriate.

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