

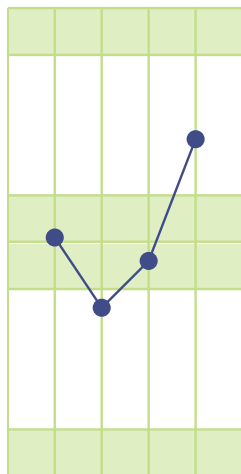


PPA PROFILE: Joe Steven Vosser

11/03/2016
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SELF IMAGE - GRAPH III

D I S C



Joe Steven is an active and alert individual who applies logic and analysis to most situations. His rather aloof approach could result in others seeing him as more negative than he actually is. It is important for subordinates, peers and superiors to realise that he is considerably more sensitive and self-conscious than his behaviour may convey.

While he is direct, he can antagonise others unknowingly because of not trusting people to perform to his standards. Joe Steven is a perfectionist. This can affect the speed of his decisions. He will want to double check all available information prior to taking any action. He does seek recognition for what he considers to be his specialist contributions/qualifications. He can become argumentative and defensive if his work is challenged or if found to be wrong.

Joe Steven's innate need to avoid error and ensure correctness can result in him failing to delegate. Joe Steven's value to the organisation lies in his ability to see things that other people miss and to apply a strategy for initiating action. He may lose interest once the challenge or novelty is gone.

SELF MOTIVATION

He is motivated by a clearly defined job specification and variety of task/authority in relation to his specific skills. Joe Steven responds positively to an intellectual challenge and the opportunity to prove himself.

JOB EMPHASIS

The application of assertiveness, logic and facts to task completion

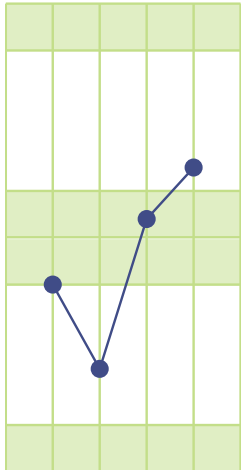
The job should allow Joe Steven to develop a logical approach to the completion of any project he is given. He will apply himself most productively when he is responsible for his own work schedule. The need to motivate or enthuse others on a daily basis should not be fundamental to the role. Authority should be vested both in his creativeness and the ability to solve problems.

DESCRIPTIVE WORDS

Accurate, precise, assertive, logical, detailed, specific, suspicious, sceptical, driving, inquisitive, serious, self-conscious, energetic, impatient, mobile and active, asks "how" and "what".

WORK MASK - GRAPH I

D I S C



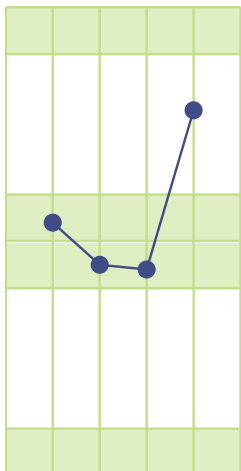
In the work situation Joe Steven is currently modifying his behaviour from that indicated in the self-image. The basic effect is that the dominance is changing to the extent that he may be seen as less direct, assertive and demanding in his attempts to succeed. This may well be the result of a loss of confidence and drive, or he may be in a job where he is not allowed to use his natural dominance and decision making ability. This may be the result of an aggressive boss who does not include him in the decision making process.

This could ultimately lead to him not showing his full potential within the job and the likely effect of the above modification should be carefully assessed.

As a result of the slight drop in influence all the indicators suggest that Joe Steven stands back even further from people, becoming less communicative, more serious and withdrawn than the self-image suggests.

BEHAVIOUR UNDER PRESSURE - GRAPH II

D I S C



The consistency of the pressure graph when compared with the self image remains stable, indicating that Joe Steven behaves in a similar manner when under pressure to that shown in the self image. Our view therefore, is that he does not change characteristics, regardless of the pressure on him.

GENERAL COMMENTS

There are no frustrations, problems or pressures showing in Joe Steven's profile.

The suggestion therefore is that he is able to cope with the behavioural requirements of the job, organisation and boss.

Motivators

Joe Steven is motivated by accomplishments, results and the need to know "why". Reassurance, the absence of sudden or abrupt changes, coupled with clear rules and guidelines are equally important.

Should Joe Steven have a boss, then ideally that person will be a democratic but direct leader, who communicates his assignments clearly, identifies what results are required, explains the importance of the job and gives him both support and the confidence to achieve results. There may be occasions where help and reassurance should be given if decisions occur which are outside Joe Steven'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 this person. Thomas recommend that consideration be given to using these further reports when appropriate.

INTERVIEWER'S GUIDE: Joe Steven Vosser

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INTERVIEWER'S GUIDE - PERSONAL PROFILE ANALYSIS

Joe Steven

We recommend that the following questions be considered by the interviewer when meeting with Joe Steven. These probing questions have been designed to assist the interviewer in gaining a more in-depth understanding of Joe Steven, his strengths, limitations and behavioural style. This exploratory approach has been prompted by the contents of the PPA report.

Major Movements Graph I

Joe Steven perceives the need, either consciously or sub-consciously to make certain important modifications to his preferred behavioural style within the current working environment and under current working conditions. It is recommended that the underlying causes for these workplace-related changes be probed, recognised, discussed and understood.

Caution and Conservatism

- You appear to be adopting a less direct and self-assured approach towards the fulfilment of your responsibilities at present. What are the reasons for this?
- Describe what type of person would best fit your current role. Why do you say that?
- Tell me about the relationship between you, your peers and manager?

The following series of questions can be used to verify the profile and the extent to which Joe Steven is aware of his impact on others within the working environment. They are also designed to identify whether he is adaptable in terms of modifying his behaviour to meet the needs of colleagues.

- In what situations, if any, would you be persuaded to modify your penchant for precision and dominance?
- Do you consider that there may be any negative aspects to your perfectionism? What are these?
- Have you ever declined to take firm corrective measures with subordinates who have consistently under-performed? Relate some instances to me.
- How comfortable are you and how competently do you manage situations where you may be challenged by peers and colleagues?
- What behavioural styles or personality traits irritate you most at work?
- In what ways do you believe you are able to contribute most effectively towards the maintenance of corporate values and realisation of its goals?
- What, in your opinion, inhibits most significantly your own overall level of performance?
- Have you ever found yourself in a situation where, quite unexpectedly, someone had to assume responsibility for the successful completion of a project? What was your immediate reaction? What role did you play?

And finally, is there anything else you would like to tell me that I have not asked about?

CANDIDATE FEEDBACK: Joe Steven Vosser

11/03/2016

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DESCRIPTIVE WORDS

Compliant, disciplined, careful, conventional, systematic, precise, conservative, accurate, perfectionist, logical, assertive, competitive, inquisitive, reserved, suspicious, probing, reflective, self-conscious, serious, restless, mobile, active and alert.

GENERAL CHARACTERISTICS

- Can be sensitive to situations; dislikes conflict, trouble and hassle.
- Analyses the facts and likely consequences before taking action or making decisions.
- Wants to achieve results, but at the same time strives to find the perfect solution.
- Probing and analytical; a good practical problem solver.
- Wants a variety of challenging assignments; becomes bored with routine tasks.
- Adheres to rules and procedures and respects authority.
- Needs standard operating procedures.
- A perfectionist who works well from factual data.
- Quick to detect errors.

Motivators

Joe Steven is motivated by standard operating procedures, security of situation, reassurance and an environment free of sudden or abrupt changes. Challenging assignments and the opportunity for advancement are also important factors.

Should Joe Steven have a boss, then ideally that person will be a democratic but direct leader who has the ability to communicate clearly the requirements of the job. It should be recognised that a secure, structured environment is extremely important, as are clearly defined work parameters, preferably given in writing.

Values that Joe Steven brings to the Organisation

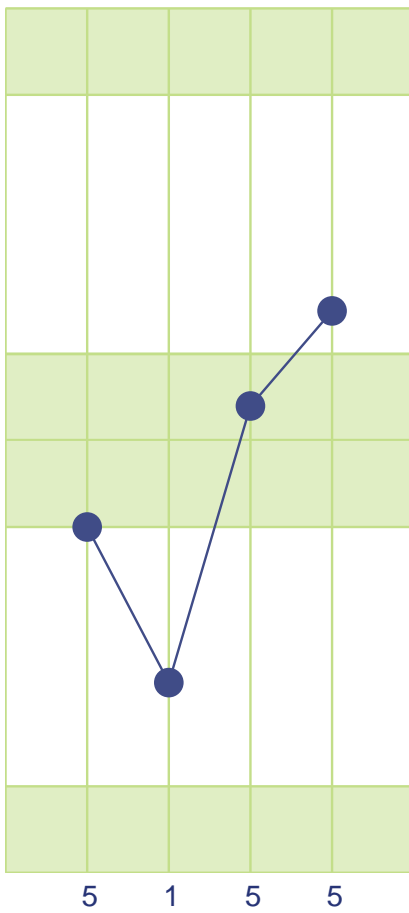
The values that Joe Steven is most capable of contributing to the organisation lie in the areas of complying with and enforcing standards, systems and quality controls. He will have above average abilities in appraising people and their performance in a most objective and diplomatic manner. In addition, people with this behavioural style bring with them the willingness to challenge established practices and procedures and to solve problems.

GRAPHS & SCORES: Joe Steven Vossler

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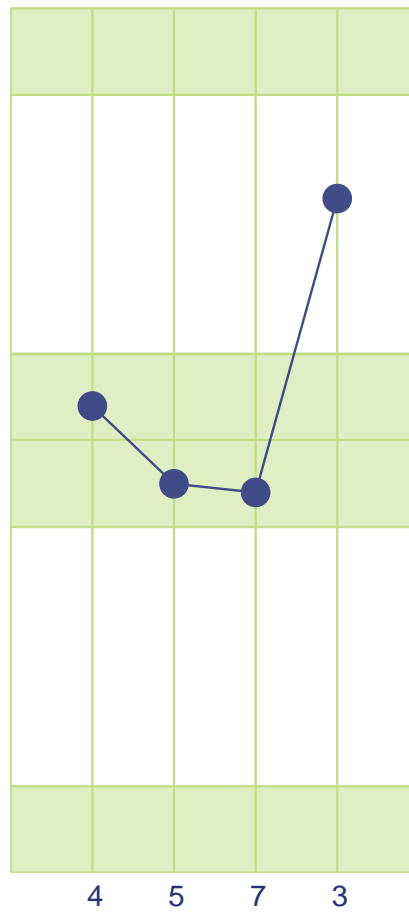
I
Work Mask

D I S C



II
Behaviour under pressure

D I S C



III
Self Image

D I S C

