

MYPROFILE BEHAVIOURAL REPORT



INTRODUCTION

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BEHAVIOURAL STYLES

A person's ability to perform tasks reflects their knowledge, skill and experience. Their willingness, desire and suitability to perform those tasks reflect their behavioural preferences.

Each individual has unique behavioural preferences that can be identified and indicates how that person deals with most situations.

People carry out tasks in their own preferred style and determining that style avoids placing "square pegs in round holes".

HOW WE PRODUCE THIS REPORT

Applicants respond to 32 questions that ask them to identify which word and phrase most and least describes their working personality. Their response determines their behavioural profile.

MYPROFILE uses four behavioural identifiers to describe the Applicant. All four in a number of combinations can be used to define a person's profile.

D.P.S.A is an acronym for DRIVER, PROMOTER, SUPPORTER and ADMINISTRATOR. These terms are used to describe the applicant (the person completing the evaluation).

D - DRIVER

Decisive and Direct

Drivers want to take charge in order to succeed and win.

P - PROMOTER

Outgoing and Optimistic

Promoters want to influence others and inspire them to act.

S - SUPPORTER

Sympathetic and Accommodating

Supporters want to help others and solve conflicts.

A - ADMINISTRATOR

Precise and Reserved

Administrators want to do things right and pay attention to detail.

Most people display a combination of behavioural types and MYPROFILE reflects these combinations by designating the dominant profile as the Primary Behaviour and the second and or third less dominant type as Secondary Characteristics. Combined they make up the applicants behavioural profile.

By knowing what profile type the applicant or your staff are, employers can avoid the costly mistake of hiring the wrong person. Some profiles will contain only the Primary Behaviour.

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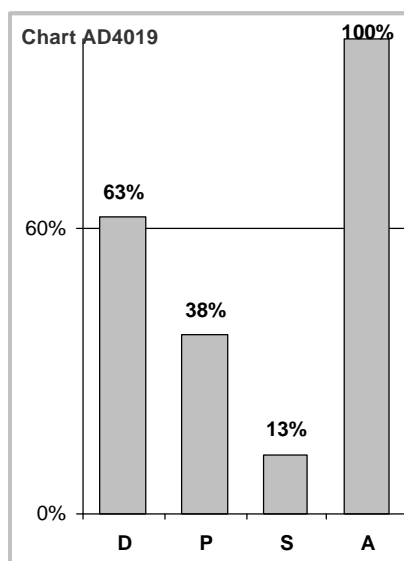
PROFILE TYPE

ADMINISTRATOR/Driver

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PROFILE SUMMARY



The Chart indicates the comparative intensity of each behavioural dimension. 60% and above are recorded as profile dominant

The Applicant is an analytical and assertive person who has the ability to react well to problems of a detailed nature. This creative person seeks power and authority, wants to be in charge and have sufficient information with clearly defined tasks. They can also be described as compliant, direct, logical, systematic, accurate, results orientated, factual, demanding and forceful.

The management style of this technical specialist is expressed in a logical, organized and demanding approach. They can enforce rules, push for accurate results and dominate a team to achieve, without the need to persuade and motivate people on a daily basis.

The Applicant seeks a no-nonsense organized, creative, and structured environment where they can have a certain amount of autonomy to assess, evaluate and investigate while performing independent assignments and research.

The Applicant is best suited for positions of creative, detailed and accurate nature where the emphasis is on problem solving and perfection rather than speed. Positions such as R&D, management, engineering, design, planning, accounting, finance, quality control, technical management and industrial marketing, are the most suited.

WORDS THAT BEST DESCRIBE THE APPLICANT

Primary behaviour - Administrator

Careful, Compliant, Dependent, Orderly, Precise, Logical, Perfectionist, Conventional, Accommodating

Secondary Characteristics - Driver

Ambitious, Competitive, Forceful, Determined, Innovative, Insistent, Self Starter, Enterprising, Demanding

PREFERRED WORKING CONDITIONS

As an **Administrator** the Applicant excels where there are defined performance expectations that require accuracy, quality of work and use of their analytical expertise. Administrators are very business-like, can be diplomatic and enjoy recognition of their abilities.

Drivers enjoy working conditions that include having power, authority, prestige and challenges. They benefit from individuality, variety and advancement. Drivers love to solve problems, make decisions and are very action oriented.

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HOW TO EFFECTIVELY COMMUNICATE WITH THE APPLICANT

Administrators prefer you to avoid personal questions and use logic rather than emotion when in discussion. Check for points of disagreement or misunderstanding and always prepare your case in advance. Stick to business and be direct. Providing tangible and practical evidence will always succeed. It's best not to introduce other peoples comments or opinions unless they are your own.

The Applicant is also a **Driver** so be direct to the point and don't ramble, avoid social chatter and stick to business. Don't direct or order but do ask them to repeat your instructions to avoid miscommunication. Use open questions and ask how, when, where, why, what to get to the real issue. If you disagree with them take issue with the facts not the person.

HOW DOES THE APPLICANT TEND TO BEHAVE

Administrators like to meet high personal standards and tend to think a lot about things before deciding what to do. They must have clear rules and assignments and dislike people questioning their work. Administrators prefer working with people who are organised and are good at their job.

Drivers like to solve problems and get results quickly. They tend to question the rules and definitely like being in charge. Drivers accept new tests, challenges and like direct answers.

VALUE TO THE ORGANISATION

Primary Behaviour - Administrator

They produce accurate and precise work
They follow directions and standards
They focus on detail and bring reality to the situation
They enjoy working to guidelines and adhere to procedures and policies
They are usually diplomatic and tend to avoid conflicts

Secondary Characteristics Driver

They accept challenges
They value time
They take risks and get results
They make decisions and solve problems
They love authority
They are very task oriented
They enjoy trouble shooting

CAREER CHOICES

Bookkeeper, Research Engineer, Librarian, Research and Development, Planning Manager, Chemist, Technician, Accountant, Accounts work, Specialist Finance, Financial Planning, Production Manager, Design Engineer, Safety Officer, Quality Control

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MANAGEMENT STYLE

The Applicant is **Administrator** dominant. Administrators are perfectionist and are accurate. They have persistent qualities that are often expressed as serious and orderly. They do tend to be critical, although they themselves dislike criticism.

The Applicant is also a **Driver**. Drivers are decisive, efficient and quick to change. They enjoy being competitive, and are independent. The Driver is practical and is usually impatient and domineering. They are quite tough when they need to be.

WORK STYLE REVIEW

STYLE & BEHAVIOUR	ADMINISTRATOR / Driver
At work they tend to use their	Knowledge & character
They mostly communicate by	Writing & telling
They are motivated by	Clear objectives, goals, ambition and power
They are de-motivated by	Conflict & failure
Their value to the company is	Detail, analytical, administrative and getting things done
Their management style is	Precise, assertive and competitive
Their negotiations strengths are	Technical contracts & closing
They enjoy	Clear logical presentations, with active participation
They dislike	Vagueness, inaccuracy and time wasting
They influence others by	Factual and logical arguments using their persistence and character

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CONCLUSION

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ABOUT MYPROFILE

MYPROFILE is an online behavioural personality assessment tool. It focuses on work related behaviour and provides suggestions for career opportunities depending on the behavioural profile of the applicant (person completing the profile).

MYPROFILE uses well known and proven personality research concepts called Psychometric tests which determine personality types and enables the applicant to maximise their potential.

Please visit www.myprofile.com.au for more information about MYPROFILE, including CareerMatch that matches profile types with career suggestions, and a detailed explanation about each profile type (D.P.S.A. methodology). A slide show presentation is also available on screen or downloadable from the web.

DR. ILAN KOGUS BEHAVIOURAL SPECIALIST

Dr. Kogus holds a B.A, M.A and Ph.D. degrees in Change Management and Sport Psychology and has more than 15 years experience in behavioural profiles.

Dr Kogus is a Director of MYPROFILE Pty Ltd and consults to organizations and individuals on how to achieve greater profitability and success. He is noted for his work in inspiring success, change, quality and teamwork. Dr. Kogus has a proven unique ability in solving conflicts and in creating a profitable and productive work environment.

Dr. Kogus is recognised for his innovations in applying psychological and behavioural models for peak individual and team performance with elite sporting teams. His clients include the Australian 2000 Olympic Team, the Wallabies, Junior Wallabies, the Sydney Flames and Tennis Australia.

Find out how Dr. Kogus can make your business successful and profitable by visiting www.kogus.com.au

CONFIDENTIALITY

This report is based entirely on the Applicants response to the questionnaire and is intended solely for the named addressee and is strictly confidential. Any confidentiality or privilege is not waived or lost if this report was sent to you by mistake. MYPROFILE makes no warranties, express or implied about the accuracy or reliability of this report. By using this report, the user agrees to release MYPROFILE from any and all liability.

PRIVACY & SECURITY

MYPROFILE does not view, retain, store or keep copies of the Applicants Profile. Profiles are sent electronically to the e-mail address specified by the Applicant. If the Applicant is requested by a Recruitment company to complete a Profile for the purposes of evaluating the Applicants worthiness for a job then a copy of the Profile is also sent to the Recruitment Company and may only be used by them for this purpose.

MYPROFILE has adopted a policy of sending Profile reports using a PDF format. PDF files are least likely to contain viruses and provide greater security. Strict confidentiality is maintained by the Applicants name not appearing in the Report.