

# MANAGING FOR SUCCESS®

Work Environment™ Version

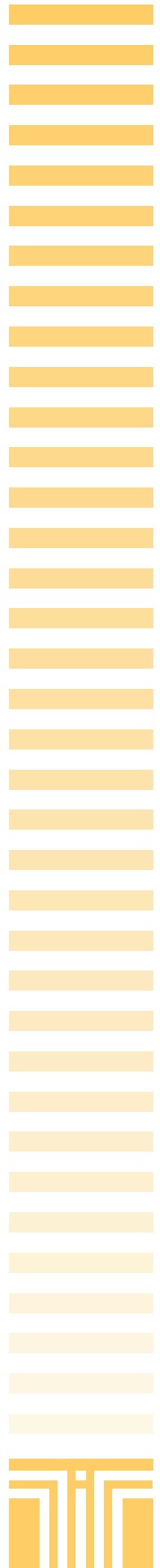
Corporate Sales Manager  
Sample Report  
**John Smith's perception**

30/11/2001

*"Enabling Businesses to Succeed through People"*

## **People Success Solutions**

EXPERTS IN UNDERSTANDING BEHAVIOUR, VALUES AND SOFT SKILLS  
26 SOUTH STREET, MILNATHORT, KINROSS, PERTSHIRE, KY13 9XA  
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# INTRODUCTION

Every job that requires human effort has a work environment. That work environment can be best described in terms of behaviour. Simply put, "If the job could talk, what behavioural characteristics would it ask for?" When you match the behavioural style of the person to the job, the person will be better able to perform the job requirements. If the behaviour of the person does not match the job, there will be tension between the job and the person's natural behaviour, which may affect longevity and work performance.

This report identifies how a person perceives a job. Most people tend to perform a job based on their perception of how the job should be done. By reading this report, you can identify and correct any erroneous perceptions of the job.

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# WORK ENVIRONMENT

*Our changing work environments require the need to clearly focus on the behavioural job roles. Conflict, misunderstanding, and poor performance can be the price paid for lack of job clarity. Use the report to clarify the behavioural demands of the job.*

John's perception overview:

- Ability to move quickly from one activity to another.
- Results through people-persuasion rather than directing.
- Verbal skills to influence or motivate people.
- Dissatisfaction with status-quo.
- Generating enthusiasm in others.
- Reacting quickly to change.
- Vision for the future.
- Achieving results and meeting deadlines.
- Authority and responsibility to meet challenges.
- Working on several projects simultaneously.
- Many people contacts.
- Actively seeking communications and relationships with a variety of people.
- Selling rather than telling.
- Negotiating people conflicts or solving people problems.
- Optimistic outlook toward all activities, including many social interactions.
- Persuasive verbal skills.
- Self-confidence.

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# DOMINANCE - CHALLENGE

*This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power and decisiveness may be key areas. Analyze carefully.*

John's perception:

1. Calculating the use of power and authority.
2. Responding to problems and challenges.
3. A drive to succeed.
4. Clarification of authority and parameters.
5. Challenging assignments.
6. Independent thinking.
7. Freedom from much detail work.
8. Flexibility.
9. Ability to solve problems and meet challenges.
10. Taking an idea and moving with it, but not beyond the scope of authority.
11. Supporting change.
12. Participating in decision making.

## INFLUENCE - CONTACTS

*This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.*

John's perception:

1. Social interactions.
2. High trust level.
3. Optimistic outlook.
4. Verbal skills.
5. Getting people emotionally involved.
6. Working with people.
7. Openness to new ideas.
8. Ability to move from one activity to another quickly.
9. Participatory management.
10. A flexible use of time.
11. Outgoing personality.
12. Creative approach to problem solving.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team approach.
16. Initiating contact with others.
17. Getting things done through people.

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# STEADINESS - CONSISTENCY

*This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.*

John's perception:

1. Juggling several balls at the same time.
2. Openness in communication.
3. Alertness and sensitivity to problems.
4. Ability to work on more than one project.
5. Flexibility.
6. Adaptability to change.
7. Support system to help with detail.
8. Questioning procedures.

# COMPLIANCE - CONSTRAINTS

*This page of the report lists how the job requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.*

John's perception:

1. Testing of rules and procedures.
2. Practical work solutions.
3. Persistent approach to winning.
4. Opportunity to test new ideas.
5. Challenging work.
6. Responsibility equal to authority.
7. Limited routine work.
8. Risk taking.
9. Independence to question procedures.
10. Challenging the status quo.
11. Individualism.

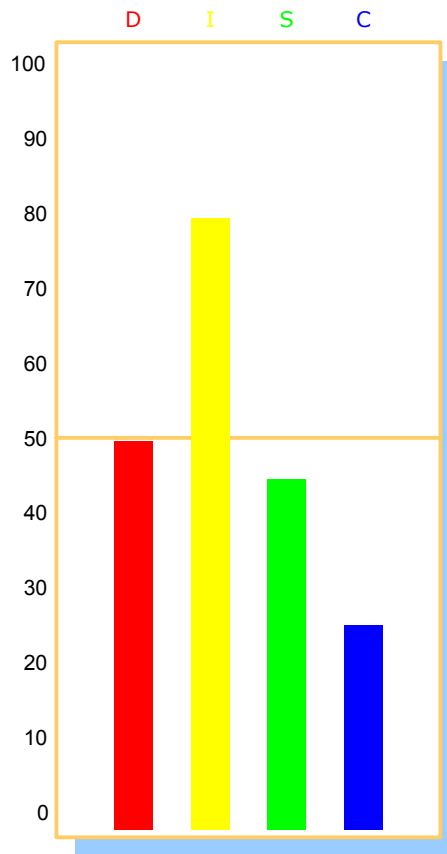
# WORK ENVIRONMENT™

**John Smith**

Corporate Sales Manager

Sample Report

30/11/2001



Score  
%

35	23	37	45
50	79	45	26

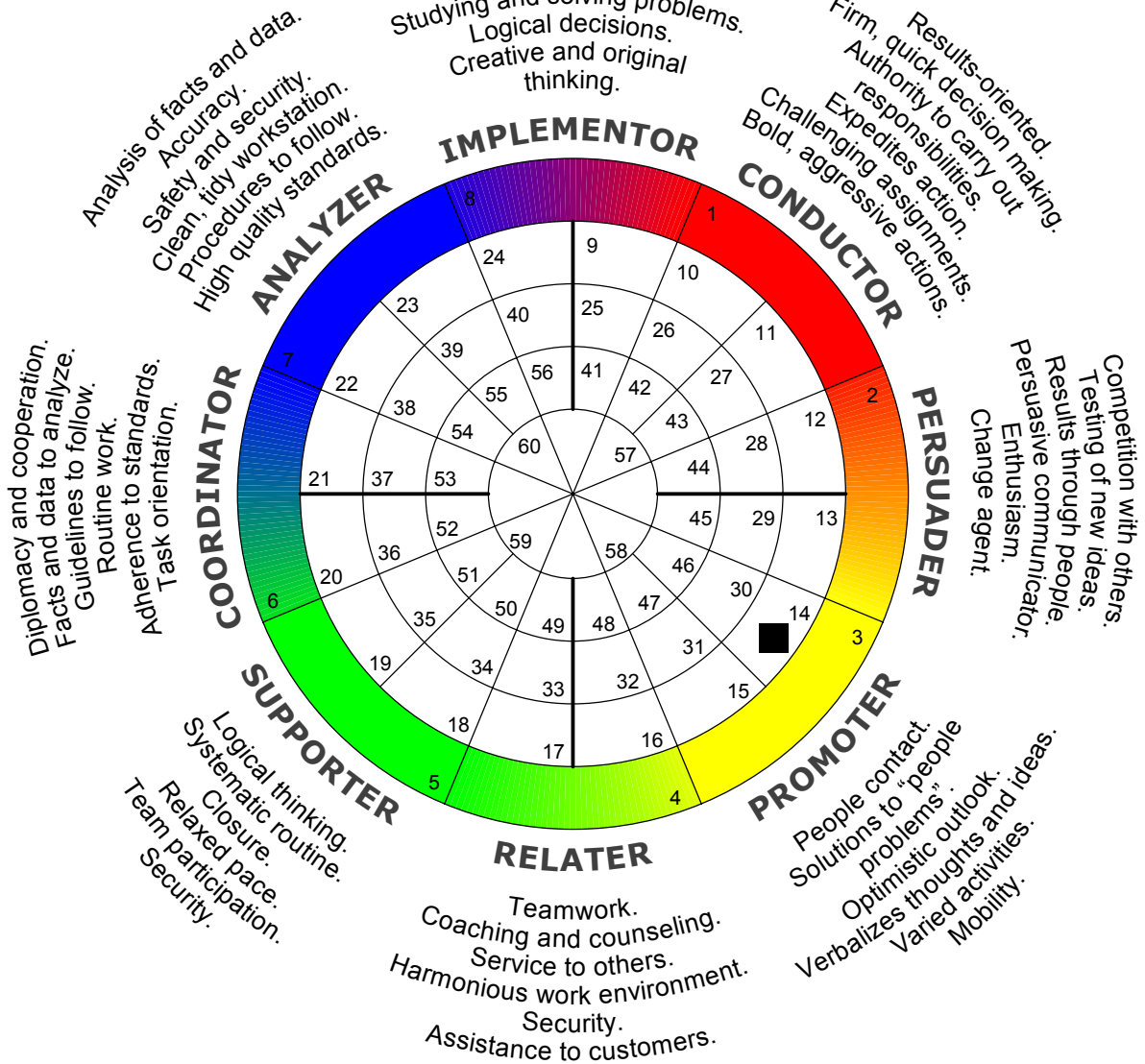
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# THE SUCCESS INSIGHTS® WHEEL

**John Smith**

Sample Report  
 Corporate Sales Manager  
 Fact-based conditions.  
 Effective time management.  
 Efficient methodology.  
 Studying and solving problems.  
 Logical decisions.  
 Creative and original thinking.



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