

MANAGING FOR SUCCESS®

Work Environment™ Version

Corporate Sales Manager
Sample Report
John Smith's perception

vs.

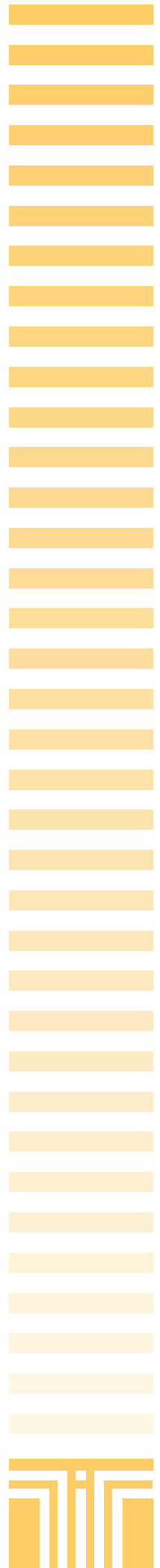
Sample Report
John Smith's Natural Style

29/11/2002

"Enabling Businesses to Succeed through People"

People Success Solutions

EXPERTS IN UNDERSTANDING BEHAVIOUR, VALUES AND SOFT SKILLS
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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 allows you to compare the natural behavioural style a person brings to the job with a person's perception of the behaviour required by the job. Differences may indicate the need to discuss the requirements of the job, so the person will have a clearer picture of the behaviour required for success.

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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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John's "Natural Style" overview:

- Vision for the future and planning skills.
- Ability to change gears quick and often.
- Sense of urgency and wide scope of activities.
- Self-starter who seeks challenges.
- Quick response to crisis and change.
- Getting results through people.
- Knowledge to carry out authority and responsibility.
- Wide scope of authority.
- Questioning the status-quo.
- Decisions that could be unpopular or without precedent.
- Sensitivity to changes in social and work environment.

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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.

John's "Natural Style":

1. Complete authority to carry out responsibilities.
2. Immediate response to problems or crisis situations.
3. Demanding attitude of self and others.
4. Direct answers from others.
5. Challenging assignments.
6. Creative and original thinking.
7. Freedom from routine and details.
8. Freedom to act independently.
9. High sense of urgency as a catalyst for obtaining results.
10. Appropriate title to acknowledge status and prestige.
11. Accepting and initiating change.
12. Decisive and firm in decision making.
13. Self-starter who enjoys all phases of competition.
14. An environment where the leader needs to be direct and to the point.
15. Strong leadership and directive skills.
16. Future orientation and abstract thinking ability.

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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 and John's "Natural Style":

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 and John's "Natural Style":

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

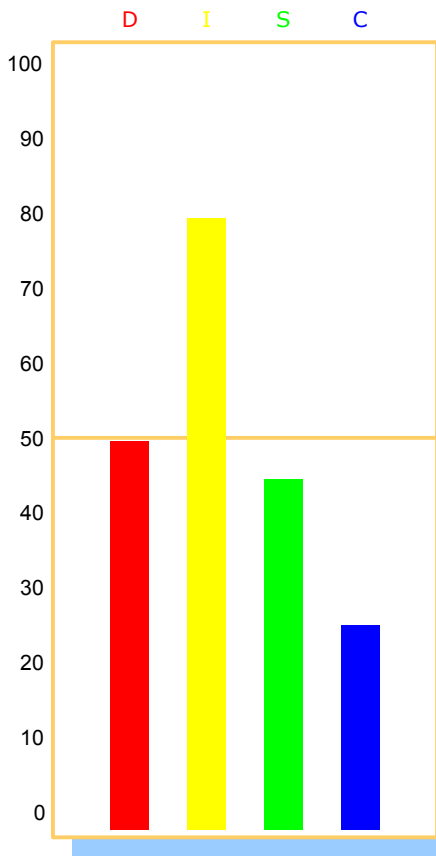
This page of the report lists how the job requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.

John's perception and John's "Natural Style":

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™

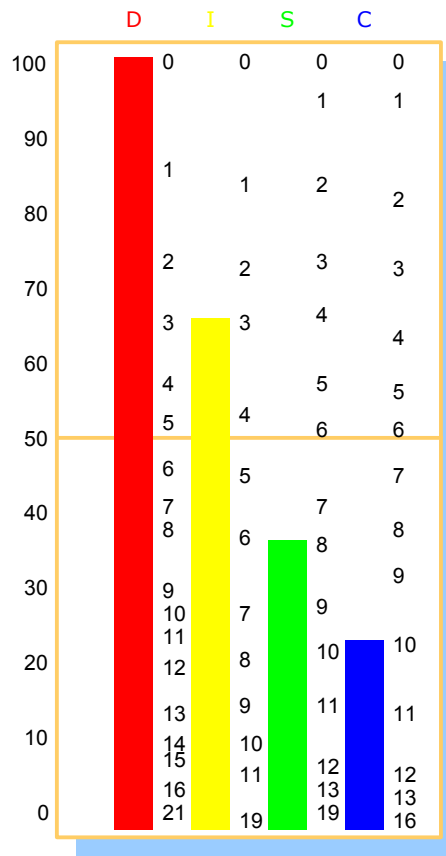
Work Environment
Corporate Sales Manager
John Smith



Score
%

35	23	37	45
50	79	45	26

STYLE ANALYSIS
Natural
John Smith

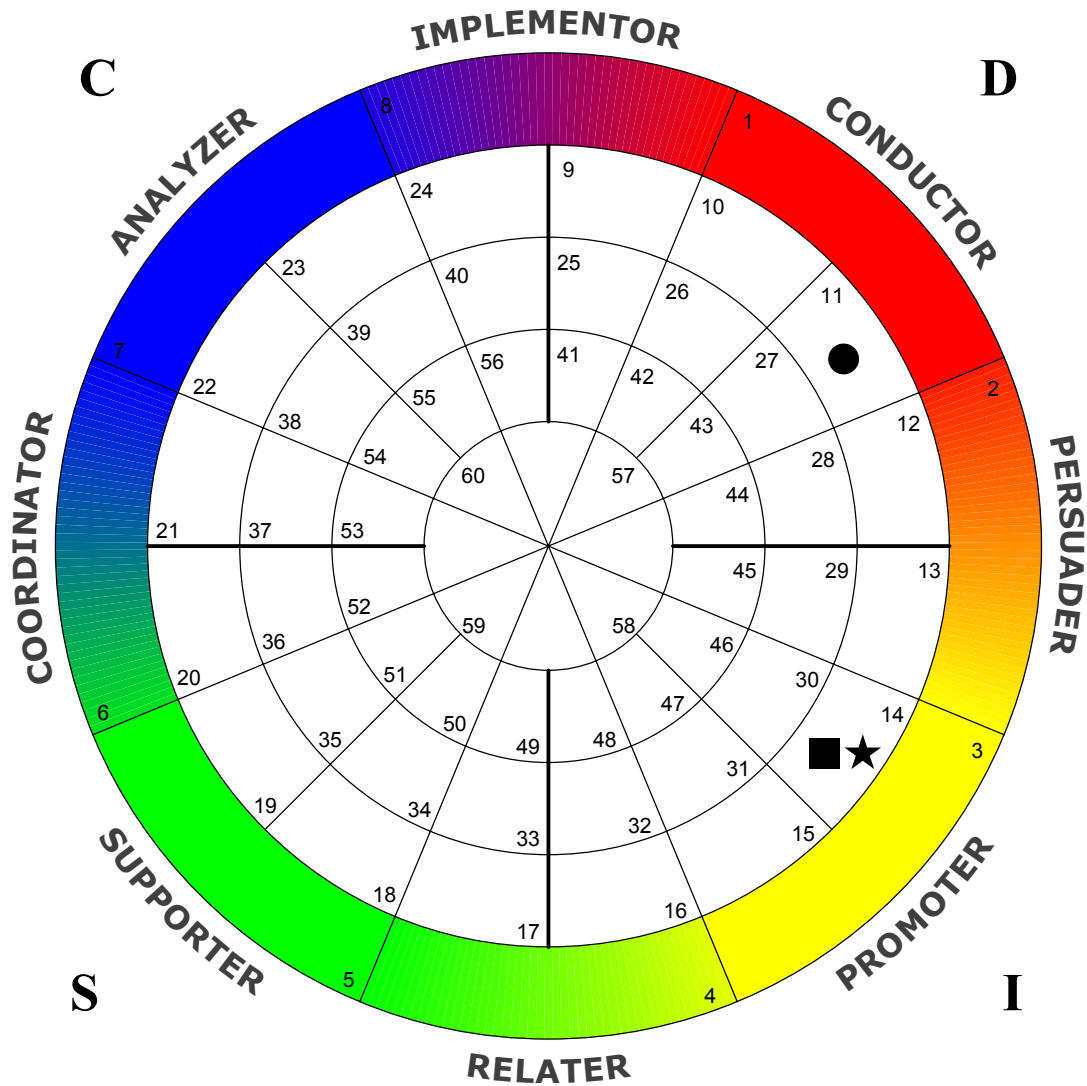


0	3	8	10
100	66	37	24

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THE SUCCESS INSIGHTS® WHEEL



- Work Environment: ■ (14) PERSUADING PROMOTER
- Natural: ● (11) PERSUADING CONDUCTOR
- Adapted: ★ (14) PERSUADING PROMOTER

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