

COMPATIBILITY ASSESSMENT

01/09/2010



On John Thomas
and Thomas Sample

PRIVATE &
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BASIC CHARACTERISTICS

John Thomas is a forceful, creative individual who uses both assertiveness and persuasion to achieve his goals. Initially he tends to adopt a persuasive approach in order to convince others and gain their assistance in achieving goals. However, if persuasion does not have the desired effect, he will adopt a direct, assertive approach. John Thomas is a versatile, competitive self-starter who acts and reacts quickly to the demands of a situation. He enjoys challenge, variety, a wide scope of operations and independence. John Thomas expects reward for effort, advancement and commitment negotiated on a one-to-one basis. He can show impatience and intolerance if things move too slowly or fail to go his way.

Thomas Sample is an amiable, friendly, non-aggressive individual who is normally both accurate and organised. He tends to dislike conflict and confrontation. However, Thomas Sample enjoys discussion and debate and is quite a competent communicator. He is usually a good team member who prefers to support rather than direct or lead others. Thomas Sample can become anxious when faced with change, particularly if it is unplanned or unexpected. He has the ability to apply himself to both detailed and routine work. His approach to decision making tends to be one of suggesting rather than directing. Thomas Sample is naturally a relaxed individual despite being rather anxious to please.

MOTIVATORS AND FEARS

John Thomas is motivated by tangible goals, authority, prestige, a variety of tasks, pace, public recognition and the opportunity to advance. He seeks responsibility with authority to act and take decisions. John Thomas works best for a direct leader who is willing to delegate authority and with whom he can discuss issues on a one-to-one basis. He seeks result orientated colleagues who respond quickly to a challenge and are willing to accept personal responsibility. John Thomas has an innate fear of failure and loss of public face.

Thomas Sample is motivated by a sense of belonging, open democratic relationships, public recognition, harmony and a trouble-free environment. He prefers team roles that afford him the opportunity to counsel, coach, advise and negotiate with others. Thomas Sample works best for a democratic mentor who is sincere, explains "why" as well as "what" is required and then allows time for discussion, questions and clarification. He responds well to colleagues whom he can trust, converse and associate with on a social as well as a work basis. Thomas Sample has an innate fear of insecurity, rejection and making errors.

COMMUNICATION AND INTERACTION

John Thomas is an active, direct, demanding and fluent communicator. His style is energetic, goal orientated, quick-paced and challenging. John Thomas's vigorous verbal approach can be seen by Thomas Sample as impatient, lacking in

explanation and consequently inhibiting.

Thomas Sample is an open, friendly and relaxed communicator with good listening skills. His style is non-aggressive, patient, explanatory and gently persuasive. This tutorial approach to communication can be seen by John Thomas as lacking focus and goal orientation.

How well John Thomas and Thomas Sample communicate depends on John Thomas's self-awareness. Although Thomas Sample is the more natural communicator, John Thomas is the more dominant and thus will control the degree of interaction. To achieve optimum interactive communication, John Thomas must moderate his approach and listen more actively, whilst Thomas Sample needs to adopt a more assertive and goal orientated style of communication.

GENERAL COMPATIBILITY

The common trait of social interaction should provide the base for an acceptable level of general compatibility. However, the difference in assertiveness, pace and detail emphasis could give rise to significant dissonance in the workplace.

WORK COMPATIBILITY

As John Thomas will want to assert his influence and independence he will seek roles that allow him to lead, persuade and take decisions. This should not cause Thomas Sample undue concern as he tends to prefer roles that offer him the opportunity to advise and support rather than direct. However, he needs time to think through and check out the available options before making a suggestion or proffering an opinion. Thus, he will resent and resist attempts to pressurise him into making quick decisions or giving an instantaneous response.

John Thomas may find Thomas Sample's approach unnecessarily hesitant, slow and frustrating. Thomas Sample could find John Thomas's more assertive and urgent approach inconsistent and intimidating. Their ability to effectively reconcile their differences will be influenced by what each perceives as the intention of the other.

PERSONAL PERCEPTIONS

If John Thomas perceives Thomas Sample's slower, less assertive and more detailed approach as stubbornness or an attempt to use specifics and rules to avoid commitment and safeguard his own position, the opportunity for an effective working partnership will be significantly diminished. On the other hand, should John Thomas view these same attributes as an ability to explain in detail so that others can understand exactly what is required and as a consequence reduce the chance of costly error, then co-operation and competence will increase.

Likewise, should Thomas Sample view John Thomas's more assertive and urgent approach as the use of persuasion and influence to enhance personal popularity, rather than carry others with him to secure a successful result to the benefit of all, there will be little chance of cohesion.

Negative perceptions can often be avoided with effective education and training.

RECOMMENDATIONS

The primary intent of the recommended training is the reduction of negative perceptions and increased compatibility. In John Thomas's case we suggest training in administrative effectiveness and active listening skills and, for Thomas Sample, training in prioritising, managing change and decision making is seen as most appropriate. The foregoing should allow for a better understanding of each other and of the opportunities and threats that may emerge from their strengths and weaknesses.

We suggest that reference is also made to the "Strengths and Limitations Summary" and the detailed "Training Needs Analysis" report.

SUMMARY

Their mutual strength is their ability to influence others, albeit in different ways. Individual strengths are John Thomas's assertiveness, quick pace and ability to take decisions and Thomas Sample's patience, thoroughness and the ability to attend to detail and routine. Weaknesses are John Thomas's impatience and tendency to pressurise and Thomas Sample's over-concern with detail and wariness of change.

The most significant opportunity is the increased personal and combined competence to be gained from the successful amalgamation of their individual strengths with John Thomas providing the pace and drive and Thomas Sample the stability and follow through. Threats are negative personal perceptions and over-use of their individual strengths, i.e. pace turning into pressure and stability into stubbornness.

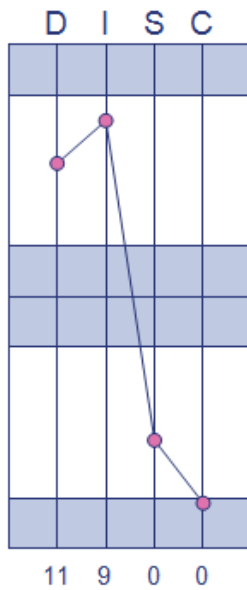
Both John Thomas and Thomas Sample are naturally communicative and interactive which should ensure an active attempt by both to try and understand each other. Therefore, even with such acute differences in pace and assertiveness, there is a real possibility of them working together effectively.

Please Note

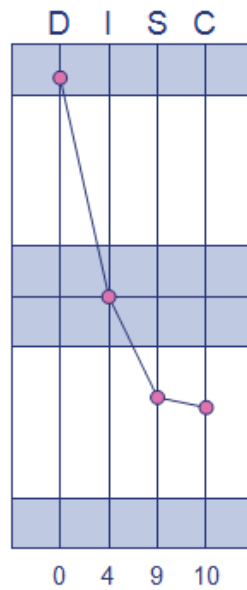
It should be noted that the compatibility process does not take into account the relative seniority of, or relationship between, the two people being assessed. The report should, therefore, be read with care and preferably with an understanding of the roles and responsibilities of the two individuals. An Executive Summary and Job Profile report may be helpful in this regard.

John Thomas

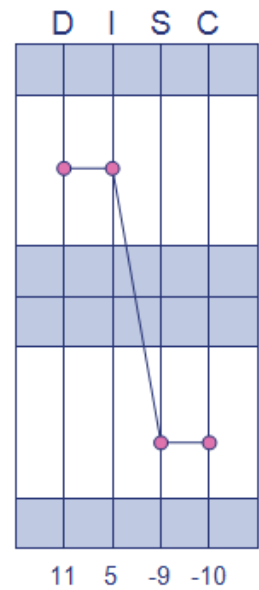
I
Work Mask



II
Behaviour Under Pressure

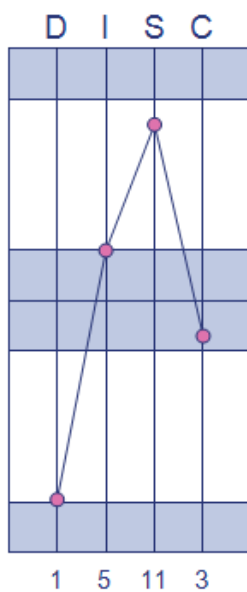


III
Self Image

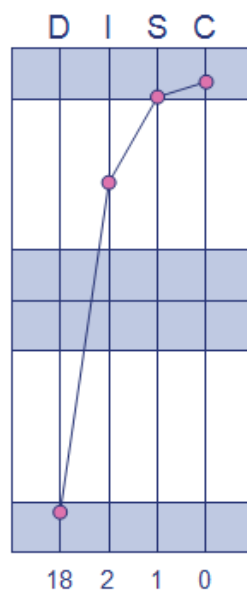


Thomas Sample

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Work Mask



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