



09/09/2015

STRENGTHS & LIMITATIONS: Mr Test Sample Private & Confidential

This report summarises Test Sample's positive behavioural traits which can be interpreted as his "Working Strengths". These are the values that he contributes to the organisation. It also includes "Possible Limitations" which describe those driving forces which may be seen by some as personal shortcomings.

Test Sample's strengths are a clear indication of those areas of accountability or operational involvement where he would likely be most comfortable and therefore most productive and successful. Conversely, the indicated limitations highlight those areas where Test Sample may, in all probability, benefit most from training, development and/or support.

Working Strengths of Test Sample

- Hard working and dedicated to quality
- Thorough, ties up all loose ends, ensures accuracy and meticulousness
- Sincere, loyal team member; helpful and accommodating nature
- Logical, practical and critical assessor of facts; cautious decision maker
- Often shows astute judgment of people and situations
- Persistent and steady when under pressure; remains unruffled and has a calming effect on others
- Patient and empathetic listener
- Diplomat who tries to prevent conflict or confrontations
- Creates structure, routine and predictability in the environment
- Supports systems and procedures
- Strong administrator; can concentrate on repetitive or routine work with little interruption or variety
- Able to absorb detailed, complex and highly technical information
- Good at maintaining smooth relations and cultivating enduring relationships

Possible Limitations of Test Sample

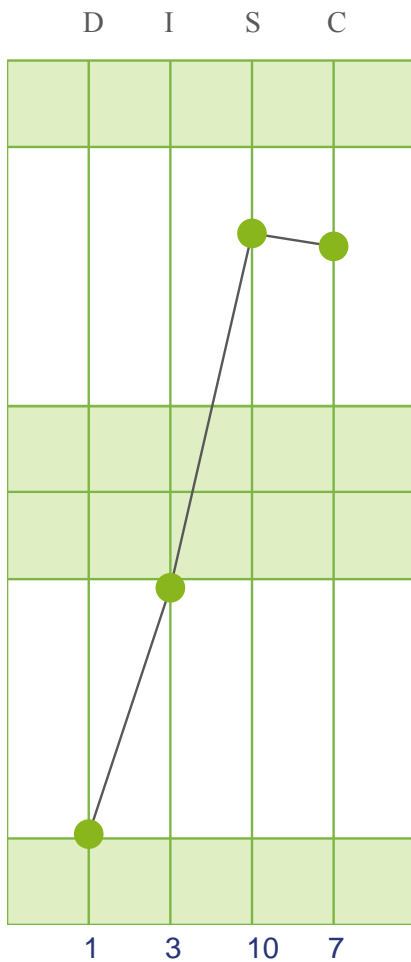
- Can be inflexible in work pace; dislikes being hurried or forced to cut corners
- Slow to respond to opportunities; may lack a sense of urgency
- Needs time to adjust to change; clings to the status quo; prefers to tolerate difficulties than consider change
- Perfectionism can lead to inappropriate priorities at times which could jeopardise deadlines
- Accommodating nature may be taken advantage of
- May be hesitant to voice concerns, doubts, fears and not address problems in general
- Needs help in getting projects and assignments started; may be seen to lack drive and initiative at times
- Will seldom take an independent and firm stand in the face of aggressive challenge
- Finds it difficult to discipline and motivate others on a daily basis
- Needs considerable support in taking or implementing tough decisions or those which may lead to confrontation
- Not really profit-orientated
- Satisfied with things as they are

In order to assess the above report it should be considered in the context of the job requirements. Therefore it is recommended that the Strengths & Limitations be compared with the Job Profile. The Job Profile defines those job requirements and the behavioural dimensions needed for satisfactory completion of the task, assignment or project.

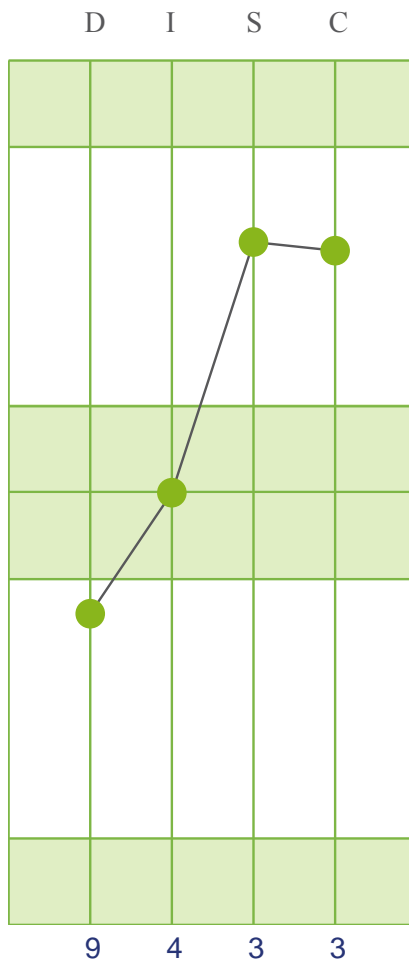
GRAPHS & SCORES: Mr Test Sample

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I
Work Mask



II
Behaviour Under Pressure



III
Self Image

