



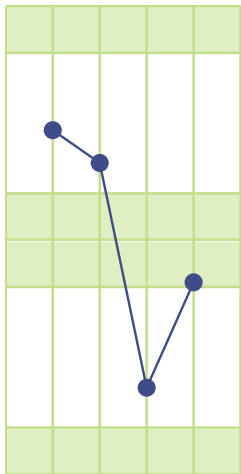
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Private & Confidential

## PPA PROFILE: Sample Report

### SELF IMAGE - GRAPH III

D I S C



This is an assertive person who can take a creative idea and make it serve a practical purpose. He uses a direct method but still considers people and can convince them through persuasiveness when necessary. Aggressive and confident, this person is goal-minded and incorporates others into the process. He generally plans well ahead and integrates activities to assist in getting results. This versatile, eager self-starter acts positively in both competitive and social environments.

Sample Report may be impatient and irritable when things do not happen fast enough, but he is an excellent director of people when trying to achieve results. Sample Report seeks earned respect from associates and needs variety/change. He strives for the independence of a wide-scope operation.

He loves challenging assignments that will offer the opportunity to move up the management ladder. Sample Report requires negotiated commitments on a person-to-person basis, as well as outlets for drive and freedom of expression. He possesses excellent leadership qualities. Sample Report can delegate, communicate, solve problems and make decisions.

### SELF MOTIVATION

Sample Report wants prestige, authority and position. He likes to be in charge of an operation where tangible, measurable results can be shown and progress demonstrated. He seeks earned respect from associates.

### JOB EMPHASIS

#### Managing work and people for a profit

Sample Report's job should require tangible results to be obtained through people. This individual works well when under pressure to produce. Planning, problem-solving and organising should be key responsibilities. Authority to make decisions and the independence to act on these decisions, should be given to this person.

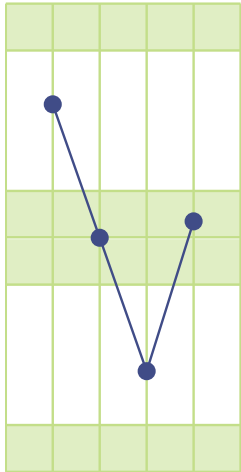
The working environment needs to be unpredictable. Several projects need to be actioned concurrently. Although operating policies should exist, this person should frequently be able to act without a precedent.

### DESCRIPTIVE WORDS

Self-starter, direct, decisive, demanding, self-assured, confident, friendly, verbal, active, mobile, alert, restless, firm, independent, strong-willed.

## WORK MASK - GRAPH I

D I S C



The work mask shows some slight modification in Sample Report's behavioural characteristics when compared to those of the self- image.

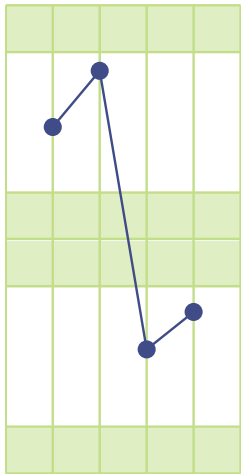
Whilst he remains friendly and fairly confident the clear indicators are that he may not be as persuasive as the self- image would suggest. The change is not likely to have a major effect on his performance, although he may be seen as less verbal and slightly more reserved.

This normally independent, strong-willed and stubborn individual is also currently attempting to comply and work within the company guidelines whilst still remaining independent.

The above modification is of a fairly minor nature and unlikely to have any significant effect on his natural characteristics.

## BEHAVIOUR UNDER PRESSURE - GRAPH II

D I S C



In reaction to pressure situations we note that Sample Report emphasises his influencing skills.

He is likely to rely more heavily on friendliness and persuasion to win his way and he may become extremely optimistic about his own ability.

## GENERAL COMMENTS

There is no indication of frustration, problems or pressure showing in Sample Report's profile.

As a result he is likely to feel compatible and able to cope with the behavioural requirements of the job, organisation and boss.

### Motivators

Sample Report is motivated by power and authority, challenge, tangible rewards, and an opportunity for advancement. Popularity, freedom of speech and democratic relationships are also important to him.

Should Sample Report have a boss, then ideally that person will be a direct but participative leader, who has good people skills, is prepared to communicate well with this individual and at the same time, set fair but very objective tasks, which ideally should be negotiated on a one-to-one basis. Sample Report enjoys being challenged by difficult assignments and once a requirement has been agreed he should be given sufficient authority and freedom to achieve the result.

### Please note

The above report is a guide. The Personal Profile Analysis is a work orientated inventory. This report is designed to assist in the selection, appraisal, development or coaching and mentoring process.

The report should never be used in isolation but always in conjunction with both an interview and a process whereby a person's experience, education, qualifications, competence and trainability can be assessed.

Other reports are available on the Thomas program which will provide additional useful information about this person. Thomas recommend that consideration be given to using these further reports when appropriate.