

PPA PROFILE

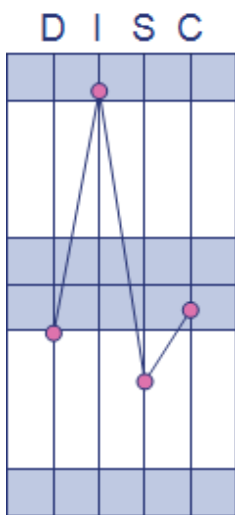
15/04/2010

Private &
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Martin Smith

SELF IMAGE - GRAPH III



Martin Smith is an outgoing, friendly, gregarious and highly social individual who uses charm and persuasion to achieve his goals. He dislikes antagonistic situations and while he may be verbally opinionated (which may make him appear more assertive than he really is) he will avoid making decisions, particularly those which could be seen as being unpopular. While knowing what he wants, this person may not always feel inclined to fight for it. Martin Smith has a great deal of work energy, is flexible, mobile and enjoys variety of both people and task. He has natural interpersonal skills, which he will always use to achieve his aims.

This highly social individual will always strive to win others over. He may, however, put popularity and people before the achievement of key tasks. It is likely that if challenged, he will yield in order to avoid controversy or antagonistic situations. Martin Smith will continually seek freedom from controls and democratic relationships with his subordinates, superiors and peers. He dislikes routine, detailed and repetitive work. Martin Smith is good at "getting things started" but may fail to follow through and provide the back-up, service and administration necessary. He is flexible, mobile, quick paced and has good work energy.

SELF MOTIVATION

Martin Smith will strive towards achieving popularity, respect and the admiration of others. He works well for praise but will tend to be demotivated by an authoritarian approach. He needs change and variety of both task and people. He will continually seek freedom of expression and the opportunity to influence/persuade others.

JOB EMPHASIS

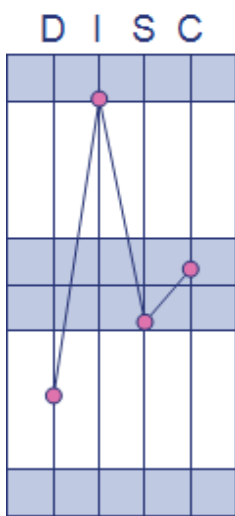
Persuading others to act positively towards a concept or product

The job should require this person to influence others to act positively towards a product, concept, advice or idea via the use of friendly persuasion, charm and guile. There should be variety of both task and people. There should be little need for him to make unpopular decisions or to discipline others on a daily basis. Emphasis should be placed on maintaining optimism and enthusiasm either in individuals and/or groups.

DESCRIPTIVE WORDS

Outgoing, friendly, gregarious, persuasive, optimistic, non-assertive, quick paced, variety-oriented, flexible, mobile, independent, influencing, asks "who".

WORK MASK - GRAPH I



There are indicators which suggest that Martin Smith is modifying his behaviour slightly in the current work situation.

He appears to be emphasising his non-assertive manner and is likely to be seen by others as even more hesitant and less demanding than the self-image describes.

He may appear over-cautious with decision making especially when he feels unsure and when decisions occur outside his area of expertise.

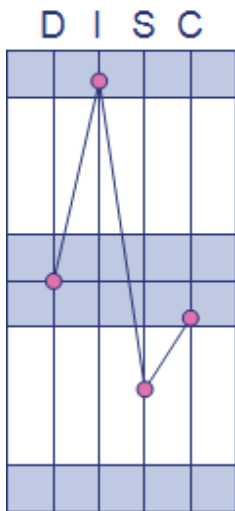
Martin Smith also perceives that he should be seen as steady, thorough and persistent. He is attempting to emphasise these characteristics in his current role.

This change in behaviour is fairly minor and the modification will not necessarily show through.

Additionally this strong-willed and firm individual is attempting to modify his behaviour slightly in the current job. He feels he should suppress his natural need to be independent and increase his compliance in order to work within the broad parameters of the organisation.

This change in behavioural style is fairly minor and is not likely to have a major effect on his natural characteristics.

BEHAVIOUR UNDER PRESSURE - GRAPH II



This normally mild and non-demanding individual modifies his behaviour slightly when pressure is placed upon him.

The indicators suggest that he does attempt to increase his dominance, but the degree of change is fairly minor and in behavioural terms may hardly be noticeable.

He is still likely to be seen by others as non-aggressive.

GENERAL COMMENTS

Martin Smith appears to have some minor frustrations/problems which are of a personal/emotional nature rather than work related. These are unlikely to affect work performance currently, but if the pressures were allowed to grow major problems could arise.

The situation should be carefully monitored.

Motivators

Martin Smith is motivated by popularity in the form of social recognition and monetary rewards to cover expensive living. He also enjoys freedom of speech and democratic relationships. Favourable working conditions, identification with the company, freedom from control and detail are equally important to him.

Should Martin Smith have a boss, then ideally that person will be a participative leader with whom he can relate. His boss should realise that there may be occasions when there is a need to take control of time, objectivity and business/profit emphasis.

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.

GRAPHS & SCORES

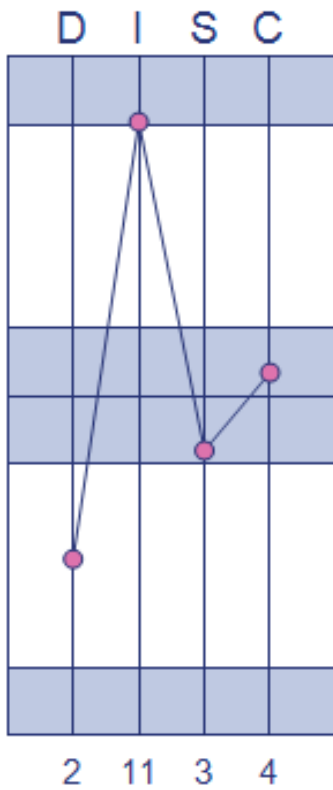
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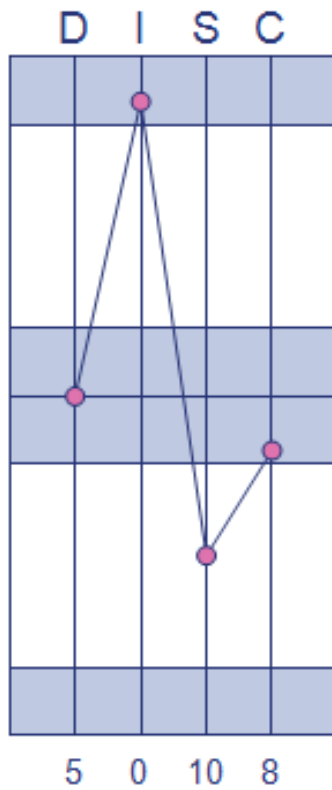


Martin Smith

I
Work Mask



II
Behaviour Under Pressure



III
Self Image

