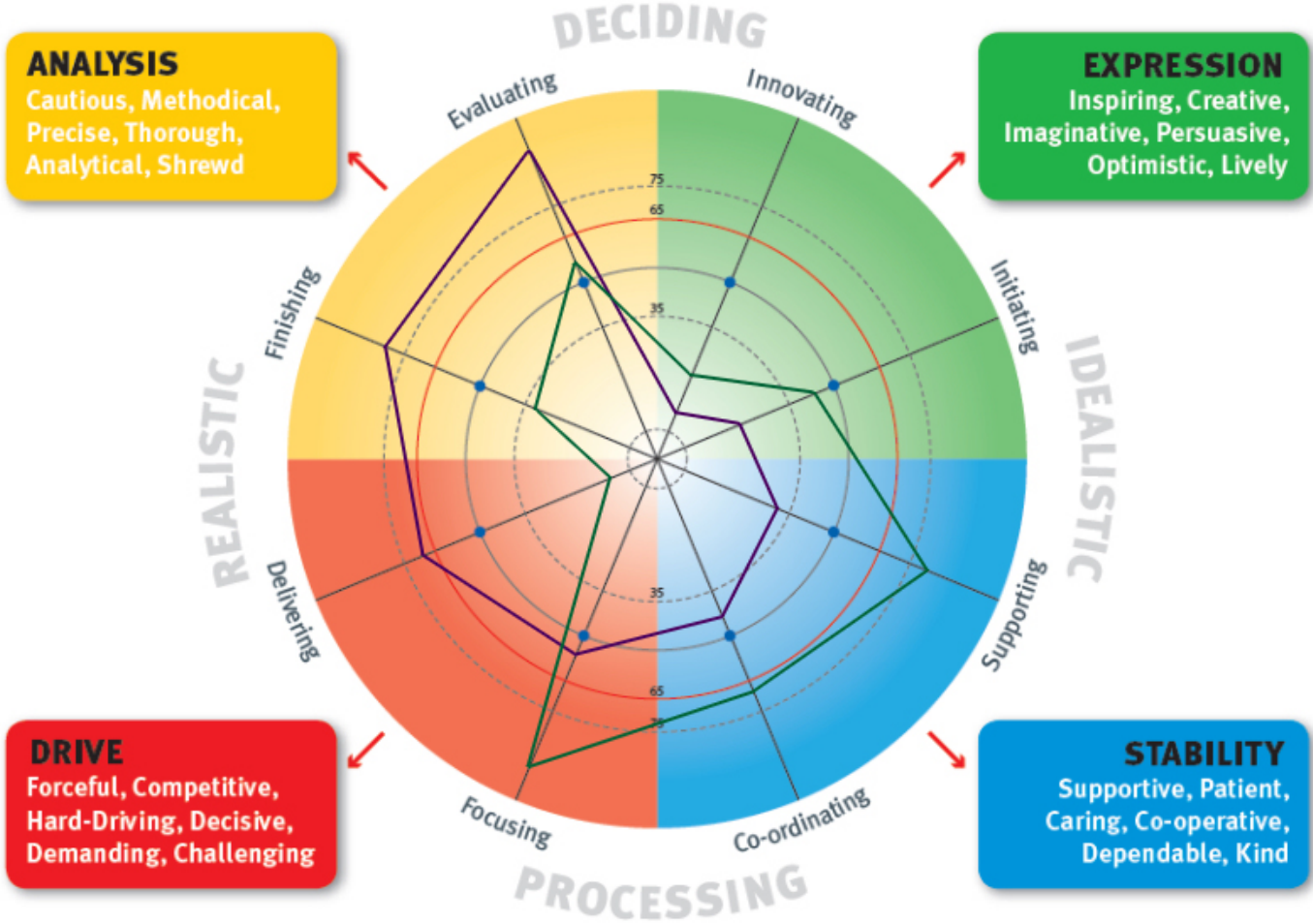


Candidate: Sample Select

Job or Role: Demo Pro-Select 2

Inventory Date: 12/11/2008



—	Innovating	G		H	Strong Match
	Initiating	E		G	Strong Match
+	Supporting	B		F	Likely Mismatch
	Coordinating	C		E	Strong Match
+	Focusing	A		D	Potential Mismatch
—	Delivering	H		C	Mismatch
	Finishing	F		B	Potential Mismatch
	Evaluating	D		A	Strong Match

Benchmark

Actual

Dimension	Characteristics	
	Strengths	Potential weaknesses if strengths are overdone
Innovating	<ul style="list-style-type: none"> Abstract, innovative thinker Generates ideas and concepts Visualises outcomes Creates original solutions Unorthodox, detached and radical 	<ul style="list-style-type: none"> Low attention to detail Has difficulty explaining own ideas Absent minded and forgetful Dislikes criticism and conforming to rules Can be wayward and independent
Initiating	<ul style="list-style-type: none"> Outgoing, animated and talkative Articulate and persuasive Establishes rapport easily High-spirited, jovial and motivating Good at achieving 'win-win' negotiations 	<ul style="list-style-type: none"> Over optimistic and unrealistic Fails to follow through or deliver Easily bored and distracted Need to be entertaining and popular Makes impetuous, intuitive decisions
Supporting	<ul style="list-style-type: none"> Kind hearted, harmonious and caring Supportive of others Handles repetitive or routine work well Mild mannered and loyal to close friends Sensitive, mild-mannered and perceptive 	<ul style="list-style-type: none"> Dislikes conflict and aggressive people Unassertive and over sensitive Uncomfortable making tough decisions Dislikes pressure or fast pace Uncomfortable with change
Co-ordinating	<ul style="list-style-type: none"> Makes good use other people's skills Encourages opinions and participation Democratic and seeks consensus Remains calm when under pressure Consultative and open-minded 	<ul style="list-style-type: none"> Lacks drive and independence of mind Relies heavily of gaining agreement Laid-back and casual Can appear detached and laid back Too tolerant of inappropriate behaviour
Focusing	<ul style="list-style-type: none"> Forthright, demanding and forceful Challenging, stubborn and competitive Copes effectively with adverse conditions Driven to succeed and achieve status High pressure negotiating skills 	<ul style="list-style-type: none"> Impatient and easily frustrated Provocative and argumentative Poor listener when under pressure Suspicious of the motives of others Quick to anger and volatile
Delivering	<ul style="list-style-type: none"> Hardworking, efficient and loyal Independent and self-motivated Practical, down to earth and realistic Works well when under pressure Likes structure and organisation 	<ul style="list-style-type: none"> Can be over-competitive for status Inflexible and single-minded Uncomfortable with sudden change Frustrated by low commitment by others Insensitive to others' emotional needs
Finishing	<ul style="list-style-type: none"> Strong attention to detail and accuracy Conscientious, painstaking and orderly Good at communicating complex data Focuses on precision and high standards Follows tasks through to completion 	<ul style="list-style-type: none"> Insular, pedantic and slow moving Dislikes delegating to others Uneasy making contact with strangers Intolerant of mistakes or disorganisation Prone to worrying unduly or anxiety
Evaluating	<ul style="list-style-type: none"> Questions the validity of data Checks the pros and cons of all options Does not accept things at face value Makes astute decisions based on facts Fair-minded and unemotional 	<ul style="list-style-type: none"> May be seen as sceptical and cynical Can be uninspiring and negative Appears indifferent to others' feelings Slow and cautious when deciding Unreceptive to new, untried ideas