

SUMMARY

Personality and Job Suitability

Report for

Brian Bandane

Prepared by Colin Dovey

Motivating Forces

Brian is highly independent and not strongly influenced by what others say. He prefers to make independent choices, exploring a variety of paths and seeking his own answers. The slightest hint of contention is apt to send his anxiety level soaring. He promotes harmony in his environment, even when it means making sacrifices to keep the peace. He needs the freedom to make his own choices. Give him the time, space, and autonomy to do what needs to be done, as that energizes him.

Personal Dynamics

Whereas he is rooted in the here-and-now, he believes only in what he can see, hear and touch. He shuns his "sixth sense" in favor of plain common sense when a combination of the two would be more advantageous. When responsibilities are offered, he accepts them and handles them to the best of his ability. He is reliable and can be depended upon to follow through on what he starts.

Ego Strength

He values his good reputation as much as the next person, but knowing he has done a good job is most important to him. No doubt he would enjoy hearing how well he has done, but his sense of personal pride is strong enough to carry him through. Having the courage to ask for what he needs suggests strong self-esteem. It also allows him to acknowledge compliments when he feels they are deserved. Strong willpower enables him to accomplish at whatever level he sets his sights. This indicates a firm sense of purpose and the capacity to apply effort toward achievement.

Defences & Controls

He is unwilling to move beyond the safe boundaries he has set for himself. Inhibiting free movement in this way can hinder some important learning experiences. Brian's standards are so high as to be virtually unreachable. Therefore, he repeatedly sets himself up for disappointment.



Intellectual Style

His strong analytical ability and exploratory mind are behind great "moving and shaking" in his environment. He has a capacity for analyzing what is needed in a given situation that makes him a valuable asset in a position of responsibility. By taking a neutral stance, he can step back from a matter and look at the whole picture.

Communication Style

One questions why he has such a strong need for secrecy. As the saying goes, "You have to wonder what he's up to!" Although on the surface he appears to be flexible, he is privately calculating the odds and the costs. He is determined to have things work out his way. A down to earth sort of person, he takes life seriously.

Interpersonal Style

He has a friendly, convivial style and is comfortable interacting with various types of people. At the same time, he might prefer that visitors call first and make an appointment, rather than just "dropping by" without warning. Somewhat sensitive, when he is on the receiving end of negative feedback, it may sting at first.

Work Style

If you have a complicated problem, this is the person to call. His attention to the fine details is legendary and he is instantly able to zoom in on the most insignificant-seeming item that you may have overlooked, and put them in their proper place. Behind his friendly manner is an assertive, goal-directed energy. He is willing to work hard for what he wants until he gets it.

Sales Style

He follows through when something interests him, but may let the ball drop if things drag on for too long. A friendly reminder wouldn't go amiss. When a new opportunity presents itself, he is willing to take the first step without waiting for a set of blueprints to guide him, provided he is on a sure footing..

Management Style

Every minute of every day is tightly scheduled, leaving no space for unanticipated interruptions. When plans change he instantly becomes frustrated and upset. He can't stand it when someone is even one minute late for an appointment. Working in the shadows is easier for him. He is quite comfortable taking a back seat to those who have a desire to lead. He rejects his gut instincts and refuses to trust a hunch. Having every fact and figure in front of him provides the sense of security he finds so important.

Personality and Job Suitability

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Motivating Forces

Brian is highly independent and not strongly influenced by what others say. He prefers to make independent choices, exploring a variety of paths and seeking his own answers. The slightest hint of contention is apt to send his anxiety level soaring. He promotes harmony in his environment, even when it means making sacrifices to keep the peace. He needs the freedom to make his own choices. Give him the time, space, and autonomy to do what needs to be done, as that energizes him.

Restrictions, on the other hand, frustrate him. It is not achievement and recognition that gives him a sense of his own value, and he doesn't feel the need to compare himself with someone else. Developing his own gifts and sharing them is enough to motivate him.

Personal Dynamics

Whereas he is rooted in the here-and-now, he believes only in what he can see, hear and touch. He shuns his "sixth sense" in favor of plain common sense when a combination of the two would be more advantageous. When responsibilities are offered, he accepts them and handles them to the best of his ability. He is reliable and can be depended upon to follow through on what he starts.

Because he feels more comfortable with standard, accepted ideas and principles, Brian is not quick to adapt or accept rapid changes in the environment. He tends to follow long-standing procedures and stay close to the accepted boundaries. When he is really interested in an activity or a project, you can expect him to pursue it with a fair amount of determination. However, when things begin to drag on too long and a dull routine sets in, he may cut back on his efforts or try to rush a project through to get it finished.

Ego Strength

He values his good reputation as much as the next person, but knowing he has done a good job is most important to him. No doubt he would enjoy hearing how well he has done, but his sense of personal pride is strong enough to carry him through. Having



the courage to ask for what he needs suggests strong self-esteem. It also allows him to acknowledge compliments when he feels they are deserved. Strong willpower enables him to accomplish at whatever level he sets his sights. This indicates a firm sense of purpose and the capacity to apply effort toward achievement.

In familiar situations, dealing with people he knows, Brian has a reasonable level of self-confidence. Yet, even in circumstances where he feels out of his depth, apprehension doesn't stop him from making the effort to go forward. He has developed a set of standards and principles to live by. However, his principles are not so rigid that he would refuse to listen to someone else's point of view.

Defences & Controls

He is unwilling to move beyond the safe boundaries he has set for himself. Inhibiting free movement in this way can hinder some important learning experiences. Brian's standards are so high as to be virtually unreachable. Therefore, he repeatedly sets himself up for disappointment.

A stable, structured environment is important to him, and through the use of self-discipline and impulse control he has learned to put the brakes on and act at the appropriate time. Once he acquires something he finds it difficult to let it go, even when the usefulness of the object or relationship has diminished. Holding on to things seems to give him a feeling of security.

Intellectual Style

His strong analytical ability and exploratory mind are behind great "moving and shaking" in his environment. He has a capacity for analyzing what is needed in a given situation that makes him a valuable asset in a position of responsibility. By taking a neutral stance, he can step back from a matter and look at the whole picture.

He has the objectivity to make a prudent choice, rather than one based solely on emotions. A logical thinker, he uses a step-by-step approach to problem solving. He wants to make sure that all his ducks are in a row before moving forward. He has a creative mind that gives him the capacity both to create and to expand on standard models.

Whether he is making something out of nothing or improving on what already exists, you can be sure the results will be sensational. Brian lives pretty much in the here and now. Even when his head is in his fantasies and dreams, his feet are usually still firmly

planted on the ground. He is open-minded enough to accept new ideas and ways of thinking and integrate them with past information and experiences.

Communication Style

One questions why he has such a strong need for secrecy. As the saying goes, "You have to wonder what he's up to!" Although on the surface he appears to be flexible, he is privately calculating the odds and the costs. He is determined to have things work out his way. A down to earth sort of person, he takes life seriously. It's not that he hasn't a sense of humor, but he doesn't appreciate it when others make jokes about serious matters , and sometimes it's a challenge for him to keep smiling.

He finds it safer to stick with conversational generalities and uncontroversial topics. Being frank can cause problems that he would rather not deal with. While not exactly blunt, he is more apt to use the direct approach when he has something to say. You could say he makes an effort to use some tact and diplomacy to get the point across.

Interpersonal Style

He has a friendly, convivial style and is comfortable interacting with various types of people. At the same time, he might prefer that visitors call first and make an appointment, rather than just "dropping by" without warning. Somewhat sensitive, when he is on the receiving end of negative feedback, it may sting at first. After licking his wounds, though, he analyzes what was said and tries to grow from the experience. He is responsive, but doesn't let his feelings run away with him. Therefore, he expresses his emotions at appropriate times, in appropriate ways.

Work Style

If you have a complicated problem, this is the person to call. His attention to the fine details is legendary and he is instantly able to zoom in on the most insignificant-seeming item that you may have overlooked, and put them in their proper place. Behind his friendly manner is an assertive, goal-directed energy. He is willing to work hard for what he wants until he gets it.

Regarding work ethic, he may have a hard time getting started but, like pushing a car, once it gets moving, the momentum will keep him going for a while. Basically, he can be expected to do the work assigned and then go home. He values supportive team-members, as well as finding opportunities to be supportive of others. He wants everyone to like each other, and when they do, he finds it easier to be a contributing member of the group.

He doesn't resist change entirely, but it takes some time for him to assimilate alternate ways of doing things. His caution may come from painful past experiences that have taught him not to rush into a new situation.

Sales Style

He follows through when something interests him, but may let the ball drop if things drag on for too long. A friendly reminder wouldn't go amiss. When a new opportunity presents itself, he is willing to take the first step without waiting for a set of blueprints to guide him, provided he is on a sure footing. On unfamiliar ground, he would probably rather step back and wait for someone else to go first.

Brian can blend in or stand out, depending upon what is appropriate to the circumstances. He doesn't push himself forward, but when called upon to speak up, he is more than capable of doing so. Money is an important part of life, but he doesn't make it the chief motivating force. Other factors provide greater impetus, such as social relationships or creative achievement.

Management Style

Every minute of every day is tightly scheduled, leaving no space for unanticipated interruptions. When plans change he instantly becomes frustrated and upset. He can't stand it when someone is even one minute late for an appointment. Working in the shadows is easier for him. He is quite comfortable taking a back seat to those who have a desire to lead. He rejects his gut instincts and refuses to trust a hunch. Having every fact and figure in front of him provides the sense of security he finds so important. He probably is the type who goes into a swimming pool one toe at a time, rather than diving in head-first. His natural ability to take command seems to lead him into situations where he is in charge. He gladly accepts difficult assignments that put him in a position of power and authority. He feels more secure when he has a solid set of policies and procedures to follow. Since this is not always possible when dealing with conflicts that involved various personalities, it might be a good idea to have someone else handle negotiations. Under normal circumstances he moves steadily ahead. When he is unsure of himself, however, Brian puts off acting until the last minute.

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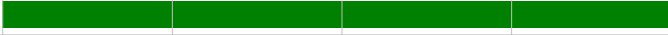


	low	moderate	average	high	extreme
Motivating Forces					
Emotional Independence					
Need for Freedom					
Need for Harmony					
Need to Achieve					
Personal Dynamics					
Adaptability					
Determination					
Pragmatism					
Reliability					
Ego Strength					
Integrity					
Pride					
Self-assertiveness					
Self-confidence					
Self-esteem					
Willpower					
Defenses & Controls					
Acquisitive					
Impulse Control					
Inhibitions					
Perfectionist					
Intellectual Style					
Analytical Thinking					
Imagination					
Logical Thinking					
Need to Create					
Objectivity					
Open-mindedness					
Communication Style					
Frankness					
Need for Privacy					
Sense of Humor					
Sincerity					
Tact & Diplomacy					

	low	moderate	average	high	extreme
Interpersonal Style					
Responsiveness					
Sensitivity					
Sociability					
Work Style					
Attention to Details					
Goal-directedness					
Openness to Change					
Team Player					
Work Ethic					
Sales Style					
Follow-through					
Initiative					
Money Motivation					
Persuasiveness					
Showmanship					
Management Style					
Conflict Management					
Decision-maker					
Entrepreneurship					
Leadership Aptitude					
Need for Power & Control					
Organizational Aptitude					

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	No Match	Match
Total Score for Accountant - 69.70 %		
Motivating Forces - 66.75 %		
Emotional Independence		
Need for Freedom		
Need for Harmony		
Personal Dynamics - 56.00 %		
Adaptability		
Determination		
Pragmatism		
Reliability		
Ego Strength - 64.83 %		
Integrity		
Pride		
Self-assertiveness		
Self-confidence		
Self-esteem		
Willpower		
Defenses & Controls - 98.50 %		
Impulse Control		
Intellectual Style - 65.44 %		
Analytical Thinking		
Imagination		
Objectivity		
Open-mindedness		
Communication Style - 66.88 %		
Frankness		
Sense of Humor		
Sincerity		
Tact & Diplomacy		
Interpersonal Style - 84.63 %		
Sensitivity		
Sociability		

File ID: 1029

	No Match	Match
Work Style - 74.44 %		
Goal-directedness		
Openness to Change		
Team Player		
Work Ethic		
Sales Style - 86.00 %		
Initiative		
Showmanship		
Management Style - 73.42 %		
Entrepreneurship		
Leadership Aptitude		
Organizational Aptitude	