

Good Communications Ltd

Candidate's Report - Accounting Profession

This analysis is based on the responses given in the online questionnaire. This analysis should not be the sole criterion for making decisions about this person. The purpose of this analysis is to provide supporting information for the respondent and their manager.

Sam Sample

Organisation:

FinxS

Date:

26.09.2016



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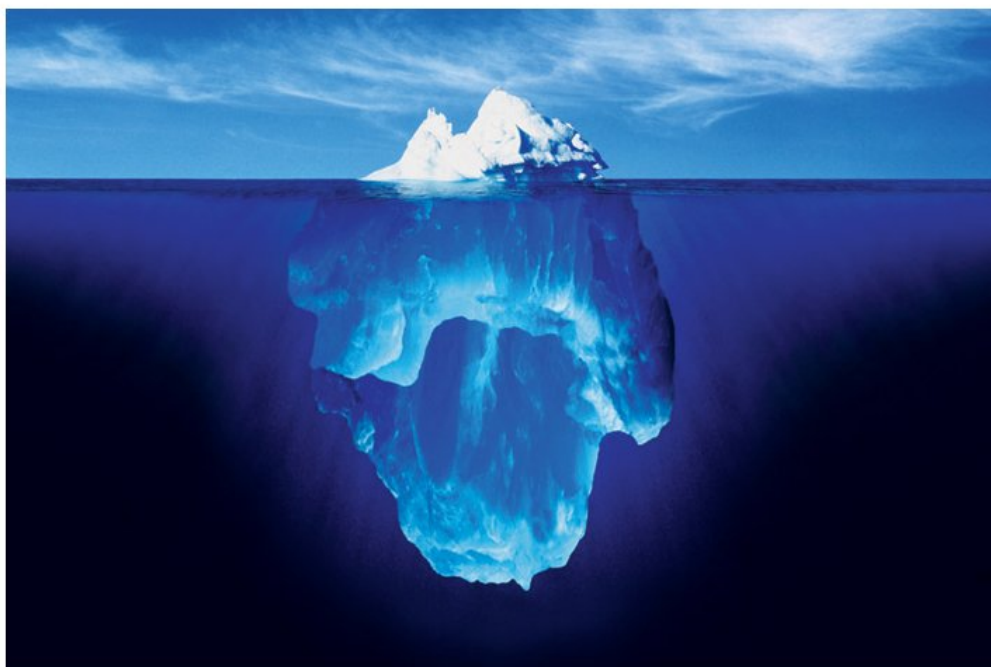
What is a Behavioural Analysis Report?

Carl Jung theorised that the mind behaves on two levels; the conscious and unconscious, and what is commonly referred to as the iceberg. The visible portion of the iceberg is the conscious mind, what is outwardly expressed or our conscious behaviour and it is where we think, feel, sense and use intuition.

The portion below the surface is the unconscious mind; here is where we find thoughts, feelings and information not readily available to us.

The report will give you some vital information to help you understand the way you currently behave (your conscious behaviour) and also what you would naturally do (your unconscious behaviour).

Often these are the same however depending on the situation a person can consciously change their unconscious behaviour to suit. This requires energy and to sustain this behavioural change over a long period of time can cause stress related illness, anxiety and demotivation.



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Extended DISC Theory - Human Capacity

Cultural Heritage:

Represents all that we have adopted during our lives (our inner selves) – cultural norms, values, ethics and morals. It is personal to each individual, we cannot transfer it to anyone else.

Unconscious Behaviour:

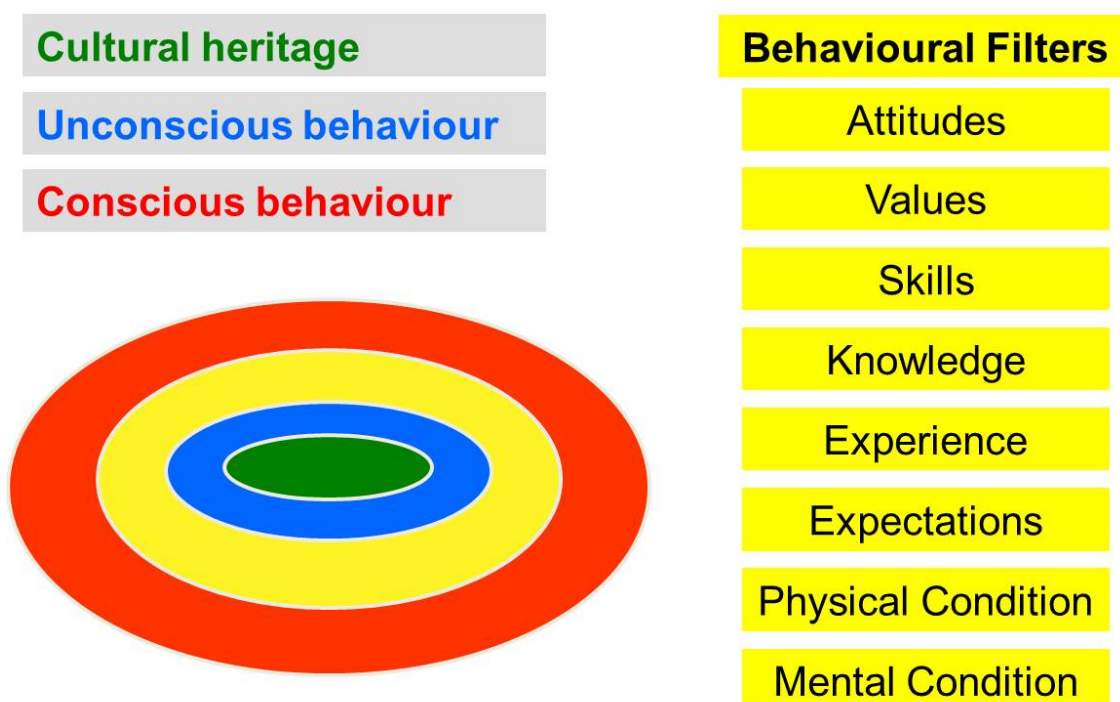
The way we naturally respond to a stimulus. Differentiates people with the same cultural background. The behaviour we use naturally, requires the least energy and when we have least control of ourselves e.g. under pressure or when an immediate response is required.

Behavioural Filters:

These are personal to every individual and can be influenced and changed quickly if we desire. They restrict or widen our options for responding, behaving and communicating. If a negative connotation, the filter most likely directs our behaviour towards a more negative and critical direction. If a positive connotation, the filter makes us more flexible and effective.

Conscious Behaviour:

Learned behaviours that connect us to the situation and the people involved. This is the behaviour we exhibit when we have time to design the best possible approach and when external or internal pressures don't prevent us from doing that. It is a combination of the requirements of the environment and our inner behavioural motivation.



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This Behavioural Analysis does not provide results that classify people. There are no good/bad categories and the system does not rank people in any way.

All of the information in this report is derived from your "natural behavioural style". It is a behavioural style that takes the least energy and effort, requires the least amount of concentration, and is usually the most comfortable for you. It is the mode that you normally use to react and is most frequently exhibited outwardly in your behaviour.

This Behavioural Analysis divides all of the different behavioural styles into four main styles. These styles are not better or worse. Each of the styles has its own advantages and disadvantages.

- **Dominance** - D styles are competitive, aggressive, decisive and results-oriented, but can also be impatient, overbearing and even rude.
- **Inducement** - I styles are talkative, sociable, optimistic and friendly, but can also be inattentive to detail, overly talkative and emotional.
- **Steadiness** - S styles are calm, helpful, patient, modest and laid back, but also need stability and security and, therefore, help with change.
- **Compliance** - C styles are precise, logical, matter-of-fact, analytical and careful, but can also focus too much on details and lose the big picture.



Extended DISC goes beyond the simple four quadrant model by recognising and reporting on 160 different styles; forty distinct styles in each quadrant. This provides a more definitive description and specific definition of an individual's unconscious behaviour style.

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Extended DISC - Profile

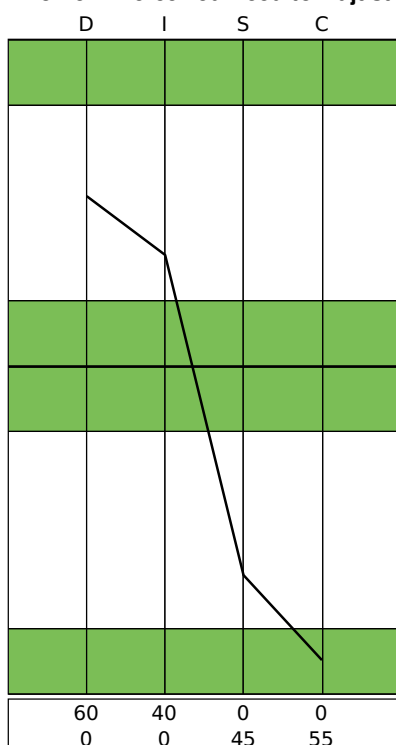
The following profiles are a visual representation of your behavioural style. They are based on your responses to the online questionnaire and have been calculated by your "most" and "least" selections into a frequency distribution of each of the behavioural styles - D, I, S and C.

Profile I - your adjusted style (conscious behaviour) shows how you believe you must adjust to meet the demands of your present environment.

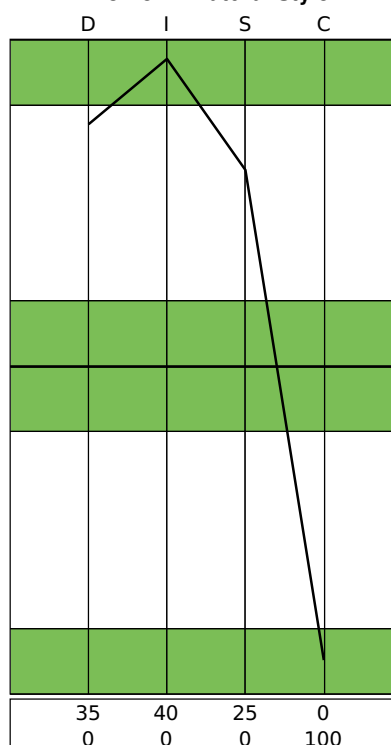
Profile II - your natural style (unconscious behaviour) remains fairly stable, but not rigid, over your lifetime. It is the style that is more comfortable to you and uses the least energy.

There are no good or bad profiles - just different.

Profile I - Perceived Need to Adjust



Profile II - Natural Style



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Flexibility Zones

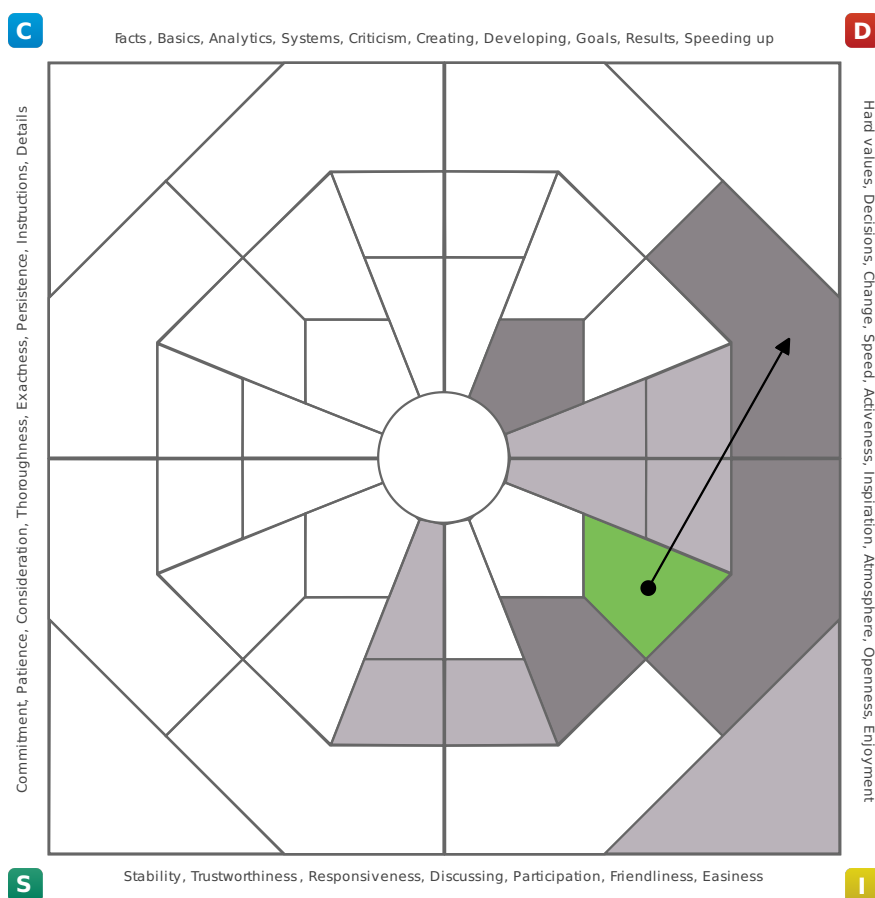
This Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

The deepest shade on the Diamond shows the location of your natural behavioural style. This is your most natural and comfortable behavioural style.

The remaining shadings demonstrate the behavioural styles that are most comfortable and where you can easily develop.

The white areas of the Diamond illustrate the behavioural areas that require the most energy, effort and concentration from you.

The further you move from your deepest shade, the more energy required.



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Motivators

You are more likely to respond positively if these motivators are present or increased in your workplace:

- Good and lively friends
- Positive and excited atmosphere
- Freedom in how to take care of responsibilities
- People who are easy to get involved
- Openness in communication
- Freedom from detailed tasks
- Opportunity to join in
- Free discussion
- Lofty ideas and changes to work with them
- Having own opinion been heard
- New opportunities
- Positive way to promote things

Strengths

These strengths come easily and naturally to you and take little energy:

- Is competitive in a people-oriented way
- Can keep people motivated
- Doesn't crush others when changing things
- Takes notice of emotions
- Can generate ideas
- Has a longer perspective in perceiving things
- Can sell one's ideas to others
- Dares to work without instructions
- Is encouraging and positive
- Can be patient
- Does what is best for the team
- Likes people

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Situations that reduce motivation

Your motivation is likely to decrease if these situations are present or increased in your workplace.

- Dryness and boredom
- Dull routines
- Being separated from people
- Progressive changes being prohibited
- Detailed instructions
- Losing popularity
- Own team breaking up
- Coldness and toughness
- Restrictions
- Facts-oriented thinking
- Getting stuck in one place
- Bad team-spirit

Development areas

These reactions to pressure situations may become more evident when you are under pressure or over enthused.

- Makes inaccurate assessments
- Operates superficially
- Allows emotions to influence oneself
- Tries to please too much
- Doesn't behave directly
- Doesn't always expose one's real opinions
- Needs popularity
- Spends too much time with people
- Makes mistakes by being inaccurate
- Thinks about oneself a little bit too much
- Gets excited without proper analysis
- Wants to retain friends at any cost

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How you may come across to others?

This page is a description of how you are typically seen by others. While this page describes your typical behaviour, a person can modify their conscious behaviour to suit a particular situation. When reading this page, it will help you to develop an overall picture of yourself.

Note: It is important to understand that the following comments do not take into account "learned behaviour" as you may have addressed many of the issues a person might observe in your behaviour.

Attributes

Social, pleasant, sociable, thorough, organised, goal-oriented, ambitious, independent, emotionally unyielding, nice, easy to approach, people-oriented.

Motivators

Sam is motivated by social human contacts, good human relationships, acceptance in the team and co-operation. Actually he is not a person who could work for others, but he likes to create good environment and enjoys putting people in a good mood. He likes independence inside an organised company. Sam also needs a certain amount of freedom.

Tries to avoid

This type of person does not like strict instructions nor chains that make his work boring and limited. He does not like an exaggerated pedantic attitude nor faultfinders. Sam has difficulty approaching people who do not know how to have fun or cannot enjoy each other's company.

Communication style

This person has sometimes been described as a pleasant, people-oriented but purposeful conversationalist. He is able to encourage and inspire people, take the team's interest into account and guide his team towards the goal. He is not so receptive a listener as he seems.

Decision making

He can certainly be a good, deliberate decision maker in his field. In new matters, he may superficially analyse the facts and to some extent trusts his intuition. Sometimes he can be cheated by involving emotions.

Ideal manager-leader

His manager/leader should be able to stop and move forward purposefully. The manager/leader must be able to listen, discuss things besides business and be easy to approach. From time to time the manager/leader has to give him energy, especially when beginning new tasks and when different opinions arise.

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Role within the team:

These 2 pages describe the candidate's natural behavioural role in a team.

The primary relationship role is a general description of the most natural behavioural role of a person similar to the candidate in a team.

The following section describes a person's attitude toward team work, role in a team, role as a decision maker, role as a motivator, role as a performer and how the team benefits from this type of team member.

Convergent roles describe those team roles that are closest to the candidate's own team role.

Complementary roles describes those team roles that are furthest from the candidate's own team role. On one hand, complementary roles may pose some challenges to team work, if the differences between the roles are not valued. On the other hand, those roles may well complement each other.

Your Team Role:

An influencer is someone who creates ideas and wants to proceed and who has a good ability to influence the other group members. He/she doesn't stay in one place hesitating and deliberating but believes in his/her own instinct and spontaneity. He/she likes change and taking part in many different kinds of groups, situations and roles. Other group members see him/her as an open and sociable person but somewhat superficial and self-absorbed. In reality he/she is just so full of action that he/she doesn't have time to stop and deliberate other people's worries, even if he/she would like to. He/she likes to bring out his/her own opinions and tries to persuade others onto the side of his/her group. He/she isn't a very patient listener. He/she has to stand out in a group somehow; he/she finds it awful to be an average person in an average group. Concentrating on one thing is difficult for him/her because he/she is a lot better at thinking up ideas and starting them than finishing them.

An attitude towards team work

- A means to get people's attention
- A way to get the group motivated
- An opportunity to delegate boring routines away

A role in a team

- The one who gives a push to a conversation
- The one who introduces new thoughts
- The one who stops hesitation

A role as a decision maker

- Wants to make quick decisions
- Brings up decisive ideas
- Doesn't analyse all the alternatives

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A role as a motivator

- Creates group enthusiasm
- Motivates by speaking
- Supports and encourages

A role as a performer

- Aims at simplicity
- Does not deliberate for long
- Applies rules

The advancement the group makes

- The group is able to be renewed - doesn't get stuck
- Group's atmosphere stays open
- Includes people

The easiest way of finding the joint rhythm - convergent styles

Changer, Stimulator

The most difficult way of finding the joint rhythm - complementary styles

Supporter, Assurer, Specialist



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How does your profile fit within these role?

Each slider in the following pages shows your flexibility with the requirements of your role.

Each task has been graded on a scale from -5 to 0 or 0 to +5. A lower grade (below 0) would mean this competency does not come as easily to you (does not fall within your flexibility zone), opposed to a higher grade (above 0) which suggests it is.

As with the flexibility diamond, this does not mean you are not capable it simply requires more energy. *This is not a "can or cannot" scale.*

Accounting Support

People who work under the instruction of someone senior

Avoiding mistakes in details: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Being able to receive detailed feedback on how they could improve their performance: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Being compliant with regulations and processes: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Building and maintaining customer files: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Detailed checking in order to secure quality: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Discussing and taking care of customer needs: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

Following set processes for data management: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Listening carefully: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Maintaining customer relations to achieve results: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Managing own time: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Organising and completing daily activities: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Paying attention to the facts and details: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Repetitive duties that require concentration and accuracy: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Shows initiative: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Taking the initiative to ask for information: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Working under tough time pressure: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

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Admin Support

Reception, admin, assistants, IT etc.

Being detail-oriented and thorough:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being compliant with regulations and processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Building and maintaining customer files:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Consistent and stable customer relations:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating a positive image; inspiring:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Developing administrative routines for oneself and others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Effective multi-tasking:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Following set processes for data management:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening, paying attention to and understanding everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Long-term concentration on one repetitive task:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mastering the product/service and providing backup support:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Participating in several projects at the same time:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Planning the use of own time:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positively helping in following quality standards:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Repetitive duties that require concentration and accuracy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Shows initiative:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of the customer and creating goodwill:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking the initiative to ask for information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Understanding how one's own work affects the overall business result:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Working under tough time pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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Managers

People who manage the workflow and team of workers

Achieving results through and with people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Allowing others to talk while expressing that he/she is listening:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Approaching everyone with dignity and respect:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being well-organised and planful:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being willing to both share and accept ideas in solving problems:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating detailed requirements in positive manner:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating to the team how it contributes to organisational strategy and success:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Delegating and allowing people to perform:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Developing cooperation among people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Effective multi-tasking:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Encouraging, participating and involving communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Helping team during peak workloads:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Influencing team performance by focusing on goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making plans with detailed goals, responsibilities and milestones:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Maximum utilisation of the skills of each team member:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Providing very detailed instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Seeing the whole organisation – how things are connected:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Seeking to continually improve the business performance:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Strong goal-oriented influencing of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Working under tough time pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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Specialist

People who have specialist knowledge and expertise

Acting in a specialist role in a project:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Active sharing of factual information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Actively seeking completely new solutions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Analysing and researching complicated matters:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Avoiding mistakes in details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Building of new structures and systems:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating own special knowledge to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Comprehending the whole project to the last detail:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Demonstrating compliance and aiming for high standards:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Gathering, analysing, and leveraging data from many sources to understand the environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Managing own time:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Participating in implementing the project routines:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Promoting and providing training for the new processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Providing guidance in complicated matters:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Repetitive duties that require concentration and accuracy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Seeing the end result/goal in the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking a big picture perspective at the structure of a new system:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Talking about own area of specialisation in a trustful way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Thorough analysis before taking action:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Working under tough time pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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Gatherer

People who bring new clients into the organisation

Actively networking:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Approaching new people quickly and naturally:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Assertively driving to end result:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Complex selling that requires custom product solution:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Developing new ideas and solutions quickly in a sales meeting:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Engaging the buyer; relationship selling:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Facing a tough and competitive environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Gets started without instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Goal-focused attitude toward work:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Goal-oriented selling while considering prospects' needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Influencing others with soundly reasoned business proposals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening to the prospect's / customer's needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Maintaining and accumulating client information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive bonding and building rapport with prospects:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Sales planning, reporting and documentation:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Strong goal-oriented influencing of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Strongly influencing people to achieve results:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking initiative to develop new business opportunities (prospecting) :	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking initiative to develop new clients (prospecting) :	-5	-4	-3	-2	-1	0	1	2	3	4	5
Working under tough time pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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Minder

People who are great at looking after existing clients and can increase the fee earned per client

Actively listening to the prospect's/customer's needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Adjusting one's approach with different people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating details in a logical way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating actively as an expert, not a sales role:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating in a compelling and positive way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Discussing and taking care of customer needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Engaging the buyer; relationship selling:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focusing on the next step and how to proceed:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Guiding the customer through complicated matters:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Handling a variety of different contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Influences people by inspiring and motivating:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Maintaining and accumulating client information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Maintaining customer-focused attitude:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Managing ongoing client relationship with consistent follow-up (sales farming):	-5	-4	-3	-2	-1	0	1	2	3	4	5
Staying focused for a long time:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of details with planned and focused steps:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of the customer and creating goodwill:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking initiative to develop new business opportunities (prospecting):	-5	-4	-3	-2	-1	0	1	2	3	4	5
Trying to connect the details to the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Winning the customer by talking up the product:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Working under tough time pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Candidate's Report - Accounting Profession

Sam Sample

Organisation:

Date:

FinxS

26.09.2016

How you may work within a team

Using competencies, this page describes how you behave in the team environment. It shows how you participate, relate and work with others.

Accurate and demanding emphasiser of quality:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Bringing team-mates toward the goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Demanding goal-setter:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Determined speeding up of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Independent developer of one's area of responsibility:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Independent, logical planner:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Introducer of a new perspective:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Lively team member who involves others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making the team work together toward the goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Organiser and ensurer of the team's duties:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Participative and talkative doer:	-5	-4	-3	-2	-1	0	1	2	3	4	5
People-focused and conscientious doer:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Pleasant in doing routine work and helper of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive change agent, able to eliminate boredom:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive guide and advisor:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reducer of conflicts and a guide for others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reliable and participating care-taker:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Specialist concentrating on work, alone:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Specialist who can show the bright side of things:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Steady doer and care-taker:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Supporter of others and compromiser:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of the team atmosphere (as a team member):	-5	-4	-3	-2	-1	0	1	2	3	4	5

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Questions relating to your profile:

Presently he feels that he wants to / has to be even stronger, bolder and more independent than he naturally is.

Are you being pressured into generating profit or making decisions?

He feels that he is getting all the attention and feeling of belonging that he wants and does not feel that he should stay away from people.

How do you show it when you are no longer motivated?

He tries to be more active than his natural style and may feel that he has to do several things at the same time and not be able to do them properly. At the same time he may be a little restless.

What would you leave out of your current responsibilities?

He needs an extremely great level of independence in his own work and does not like chains or restricting rules. At the moment, he does not seem to have any.

In making decisions, which issues would you like to keep to yourself?

Questions relating to your job:

You get along with people very well. What kind of work co-workers would you not want to have?

You usually see good in all people. What good do people see in you?

You live through emotions. What do you do if you feel that things are going well and I say that they are not?

You are not very careful. How can one make sure that you will not make visible mistakes with the customer?

You are enthusiastic and seek acceptance. Can people sometimes manipulate you? When do you put your foot down?

Notes
