

Private And Confidential

Thomas International

Reports

For

Ms Andria Anders

12 April 2002

D	1	9 -8
I	12	2 10
S	5	1 4
C	3	5 -2

Reports Selected For Ms Andria Anders

- Executive Summary
- PPA profile
- Strengths & Limitations
- Compatibility
- How to manage
- Ideal Team Report
- Team Audit
- Management interview questionnaire
- Sales interview questionnaire
- General questionnaire
- Management audit
- Sales audit
- Admin/Tech audit
- Call centre audit
- Training Needs
- Candidate Feedback
- Career Guidelines
- Job Evaluation (HJA)
- Job/Candidate - Comparison
- Graphs & Scores

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PERSONAL PROFILE ANALYSIS & CAREER INDICATORS

MS ANDRIA ANDERS

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SELF IMAGE - GRAPH III

Ms Anders is sociable and has the ability to make others feel good. She dislikes antagonistic situations and face-to-face confrontation. There is an inherent ability to apply both patience and precision to a task and to absorb and impart information. Ms Anders's authority lies in expertise rather than in any natural aggression. She is a good talker and listener who has an ability to build trust in others. Although quite outgoing, she distinguishes between friends and acquaintances.

Because of a need to know both "why" and "how", this person will often ask leading questions. There is a need for her to work with or through others. She wants to feel both involved and part of the team. She prefers a structured working environment, which allows freedom of self-expression but also provides clear working parameters.

Being kind and considerate of others, she can be hurt easily. She can become too concerned with people and their problems. She is a good persuader in a friendly and favourable situation but will give in to avoid confrontation.

While this person enjoys recognition, it should be sincere. She is unpretentious and she does not like to impose her thinking on other people. She can be a fun person to be around because she is interested in others.

SELF MOTIVATION

Ms Anders seeks security, membership of the group, opportunity for self-expression and a democratic/understanding supervisor who provides support. She seeks to avoid tight deadlines and antagonistic situations. There is a need to research problems before commitment.

JOB EMPHASIS*Specialising and verbalising*

Ms Anders needs to be provided with tasks which require attention to detail and thought, together with the opportunity for expressing findings and ideas. The job should be geared towards specialisation or verbalisation and be broadly categorised under training, with the responsibility on ensuring standards and quality. The working environment should be relaxed.

DESCRIPTIVE WORDS

Friendly, social, affable, persuasive, thorough, kind, accurate, lenient, methodical, persistent, modest, peaceful, influential, non-aggressive, asks "who", "why" and "how".

MOTIVATORS

Ms Anders is motivated by situations where she gets full recognition for a job well done, is given personal attention and reassurance when necessary. Security is an important factor to this individual, who works best in situations which require an involvement with people.

The boss would ideally be a participative and diplomatic leader, who communicates well and explains the exact requirement of the job. Ms Anders should then be allowed to get on and finish the task through to a conclusion. The boss should remember that Ms Anders is not particularly forceful and demanding of others and as such, it may be necessary at times to assist with disciplinary matters, as well as with advice on how to encourage people to achieve the best profitable result. There may also be times when help is needed with the decision making process.

CAREER GUIDELINES

COUNSELLING, SUPPORTING, ADVISING

The characteristics of Ms Anders suggest that she would be behaviourally compatible with the functions listed below.

- * Personnel
- * Welfare, Counselling, Nursing
- * Training
- * Solicitor
- * Teaching, Lecturing
- * Accounting
- * Technical Instructor
- * Customer Service
- * Public Relations
- * Artist
- * Hotelier
- * Restaurant or Club Manager

- * Demonstrator
- * Engineer (Sales, Service, Project, Draughting, Design)
- * Specialist Soft/Service Selling
- * Purchasing
- * Supervisor (Engineering, Technical, Production, Accounts)
- * Promotional Roles
- * Secretarial
- * Industrial Relations Specialist
- * Medical Practitioner
- * Pharmacist
- * Building & Construction Supervisor
- * Retail Supervisor

Please note that the above career guide indicates job areas best suited to Ms Anders's work style. It in no way suggests that the above are the only avenues open to her or with which she could cope. The Personal Profile Analysis does not take into account education, experience or qualifications; it is a work-orientated inventory.

