

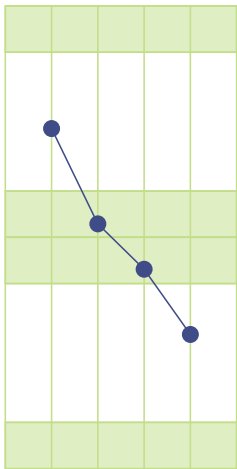


PPA PROFILE: Mr. Thomas Sample

28/08/2023
Private & Confidential

SELF IMAGE - GRAPH III

D I S C



Mr. Thomas Sample is decisive, aggressive by nature and very direct in their approach. They are a natural self-starter who works best in a situation where they have an opportunity for advancement. Because they are so aggressive, it may be necessary at times to make them aware that sanctions exist. This person tends to have a dominant personality and is likely to be very impatient for results.

They may judge others by their ability to get a task done, as well as by their strength and power. While this person can be friendly, they are certainly not likely to let others get too close. This person communicates in a very up-front way.

They are likely to be restless for results and eager to take the quickest way to success, even to the extent of overpowering other people. There is a tendency for this person to be very strong-willed and opinionated. They are likely to be both unconventional and uncooperative at times. They can be very forceful and assertive.

SELF MOTIVATION

This person needs to be able to act independently of the rules and people. However, they want to influence others. They seek power, authority and opportunity for advancement. They need to be allowed freedom of speech and the freedom to move. Working relationships should be of a democratic nature and should encourage individuality.

JOB EMPHASIS

Directing and influencing people to act spontaneously

The main function of the job should be achieving an independent result through either influencing or directing others to act. There should be a need for quick decision making in an ever- changing environment. Ideally, the job should include travel on a regular basis. There should be little need for repetitive or routine administrative work.

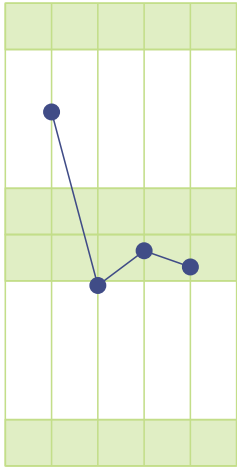
The working environment should be loosely structured. There should be accessibility to data, but little or no need to create it. Emphasis should be placed on initiation of action rather than on completion of tasks. The job should include involvement with others, but on an independent basis.

DESCRIPTIVE WORDS

Forceful, driving, competitive, egocentric, positive, influential, verbal, restless, impatient, firm, stubborn, rebellious, opinionated, asks "what" and "who".

WORK MASK – GRAPH I

D I S C



In the current work situation this friendly, people-orientated individual is feeling the need to stand back from others and suppress their natural warmth and persuasion. This person is therefore likely to be seen as acting in a more reserved and serious manner.

This change in behavioural style may be the result of them needing to stand back from others in an effort to take decisions devoid of emotion/influence. Equally, they may simply have lost interest in the people with whom they are working or is working in isolation.

They may however be newly promoted and as such, not allowing relationships to get too close. If this is the case, then it is normal for the influence factor to rise back to its natural position over a period of time.

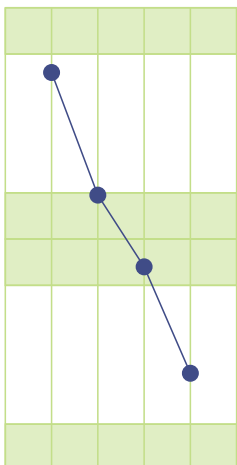
The importance of this change in behavioural style should be ascertained, along with the likely effect on job performance, particularly if persuading and motivating others is an important aspect of the job.

Additionally this strong-willed and firm individual is attempting to modify their behaviour slightly in the current job. This person feels they should suppress their natural need to be independent and increase their 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 their natural characteristics.

BEHAVIOUR UNDER PRESSURE - GRAPH II

D I S C



There are indicators which suggest that when pressure is placed upon Mr. Thomas Sample, they modify their behaviour slightly. They are naturally driving and forceful but emphasise these characteristics when the pressure is really on.

This suggests therefore that results and authority become even more important to them.

GENERAL COMMENTS

There are no current frustrations, problems or pressures showing in this person's profile.

This would suggest that they feel able to cope with the behavioural requirements of the job, organisation and manager.

Mr. Thomas Sample's profile contains indications that they could be feeling somewhat frustrated at the moment and as a result of this, they may be experiencing a loss of personal direction. Due to this aspect of their profile, the self-image has been taken

from Graph II.

Thomas recommends that their profile be re-taken within the next four to six weeks as the current profile may not reflect as reliable an assessment as would otherwise be the case.

Motivators

This person is motivated by power and authority, challenge, tangible rewards, and an opportunity for advancement. Popularity, freedom of speech and democratic relationships are also important to them.

Should they have a manager, then ideally that person will be a direct but participative leader, who has good people skills, is prepared to communicate well with this individual and at the same time, set fair but very objective tasks, which ideally should be negotiated on a one-to-one basis. They enjoy being challenged by difficult assignments and once a requirement has been agreed they should be given sufficient authority and freedom to achieve the result.

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.