

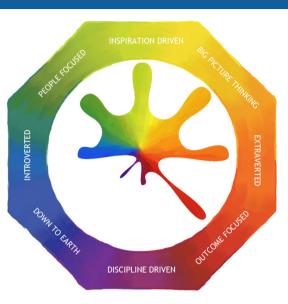
Basic characteristics:

This person is not afraid to take risks and sees drastic change and reform as a necessary part of progress. They are also able to quickly come up with creative ways to overcome problems.

Work style:

This person is able to prioritise effectively in accordance to emerging goals and does not get caught off guard by sudden obstacles. They can also work well under deadline pressure. In fact they may even enjoy the impetus; it encourages them to push themselves.

Being Interpersonally Astute



Suitable for a role that involves or requires:	1 2 3 4 5	
Adapting to Change	0000	
Agile Learning	0000	1
Conceptualising Strategies	0000	Takes
Fostering Creativity	0000	Considerable
Working under Pressure	0000	Effort
Engaging and Energising	00000	2
Providing Direction	0000	Takes Some Effor
Purposeful Argumentation	00000	3
Pursuing and Achieving Goals	•0000	Comes Fairly
Planning and Organising	•0000	Easily
Ensuring Accountability	•0000	4
Gathering and Analysing Information	•0000	Comes Easily
Supporting Others	00000	5
Coaching and Developing Others	00000	_
Working Together	00000	Comes Very Easily

Candidate Fit

Advice to the candidate:

The candidate could work more effectively by avoiding acting on their gut-instinct too much and making decisions based on patient analysis instead.

Key questions:

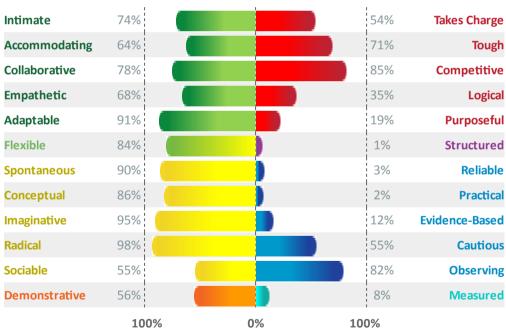
In what situations do you overplay your competitive spirit?

How would you deal with a workplace that exercises strict enforcement of existing processes?

How do you cope with environments that focus mainly on pre-existing processes and ideas?

Can you describe a time when you have overcomplicated a solution for a problem?

How would you work in an environment that favours rigorous analysis and consideration in the decision making process?



The bars above are based on the combined Underlying and Everyday Persona scores