

PERSONALITY PROFILE REPORT (PPR)

Mr. Juan P. Dela Cruz

Company Name : Success Dynamics Alliance

Department : Human Resource

Occupation/Position : Human Resource Manager

Profile ID : 6078

PPR Report ID : 6078

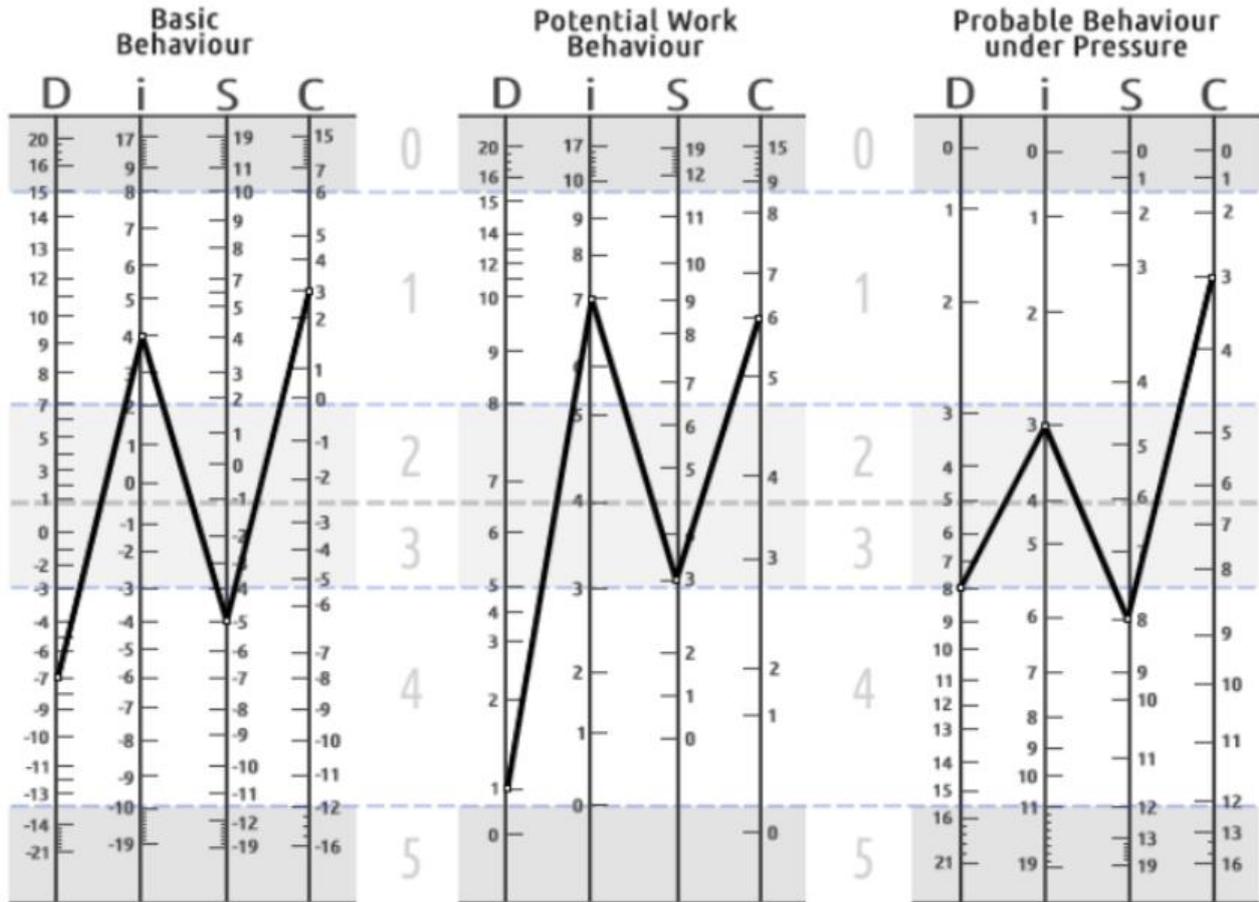
Analyst : Mr. Jiggy Garrido

Analyst Email : jiggy@sda.solutions

Date Completed : 16-05-2023

CONFIDENTIAL

Mr. Juan P. Dela Cruz



A GUIDE TO INTERPRETING THIS REPORT

The following description of JUAN's probable behaviour at work is based upon his subconscious knowledge of himself. It is NOT a test or an all-encompassing analysis of JUAN. The report is designed to be comprehensive, within the limits of the capabilities of human measurement systems. You may not recognise all the behaviours described.

However, learned behaviour skills cannot be measured by Personality Profile with precision. A naturally independent person dislikes detail and has a poor sense of time. Time management training can change this without affecting his basic independence.

Individuals acquire or develop competencies that affect the way they work and relate to people. Collectively known as "emotional intelligence" (EQ), they are known to have a greater bearing on success than intelligence quotient (IQ) or training (see Goleman "Emotional Intelligence"). Self-awareness, self-regulation, motivation, empathy and social skills are essential to the success of top performers. Clues can be found in the Personality Profile, while further information can be gained using the Structured Interview & Learning Abilities questionnaires. Effective management also requires assertiveness skills (very different from aggression or dominance). Training in EQ and assertive techniques will considerably improve both individual and team performance.

Should you substantially disagree with the report, please refer to the provider of the report whose telephone number and e-mail address are on the front page.

The report that follows has been produced using Personality Profile System. International copyright and all intellectual rights are reserved and owned by: SDA Psychometric Consultancy.

The report that follows has been produced using Personality Profile System. International copyright and all intellectual rights are reserved and owned by: SDA Psychometric Consultancy.

Glossary of Terms

Though we try to avoid jargon, some terms are essential. The following phrases may appear in the report that follows, please refer back for the explanation.

Emotional Intelligence (EQ)

A term describing that combination of self-insight, self-knowledge and interpersonal skills that determines an individual's ability to relate with others effectively, regardless of his or her basic personality type.

ASSERTIVENESS

This learned behaviour enables an individual to moderate their aggressive or submissive tendencies in day-to-day interactions.

SYMPATHY versus EMPATHY

Empathy describes an ability to understand another's problem dispassionately, to see ways perhaps to alleviate suffering but not to share the pain.

Sympathy describes the trait whereby an individual relates so strongly with another's problem that they feel the same pain and sorrow and effectively become part of the problem.

Stubborn "nice"

A term used in conjunction with measurements of stubbornness, defined as; the avoidance of that which the individual does not wish to do, without actually refusing.

Stubborn "nasty"

A term used in conjunction with measurements of stubbornness, defined as; a blunt refusal to do that which the individual does not wish to do.

STRESS

Personality Profile's ability to measure stress in an individual is a fortuitous by-product of the methodology. It is not a definitive indicator and so it will always be necessary to check with the individual their perception of the level of stress they feel they may be experiencing. If stress is deemed present, it is advisable to evaluate their working environment.

PERSONALITY PROFILE IN RECRUITMENT

Psychometric instruments should only be used as a part of a structured, fair, and documented process, whether one is recruiting, team building, or engaged in individual development. Personality Profile must never be used in isolation as a means of assessing an individual.

When used for recruitment purposes it is important to make the process fair by developing a repeatable, documented process. Recruitment must be conducted in a structured and consistent manner and, ideally, take into account the following:

A Job Role Assessment of the job function.

A job description based upon the duties to be performed and the minimum skills and qualifications required.

Use of the Structured Interview provided as part of the Personality Profile package.

Any appropriate tests or measures necessary to assess a candidate's suitability in terms of skills and qualifications.

To ensure that the organisation is selecting candidates for their suitability for the role, Personality Profile should always be used in conjunction with a carefully assessed Job Scan. This will ensure that the role and its requirements have been identified prior to any interviews to reduce the possibility of discrimination. Moreover, you have a far greater chance of recruiting the right person who 'fits-in' from day one.

If you are unsure about setting up a structured recruitment process, or would like more information, please contact Success Dynamics Alliance.

JUAN'S BASIC CHARACTER

SUMMARY

JUAN is usually precise and accurate, conscious of detail and very concerned to maintain quality and integrity. He is an individual for whom order and rules are of great importance, however it is also important for him to establish whose rules or precedents are to be followed and why. He is analytical and objective, a perfectionist who approaches problems with an intellectual, humane and inquisitive manner.

JUAN is a very articulate and probably socially aggressive individual who has excellent verbal skills and possesses empathy. He is a person who likes people and works quite hard to be liked as well as respected for his expertise. This is most certainly a non-aggressive, non-directive man who will avoid face-to-face confrontation unless his integrity is called into question.

A quick and alert individual who is quite opportunistic and with a poor tolerance of boredom or low-level routine that for JUAN equates to the same thing. He is careful and tends toward being diplomatic. JUAN very possibly has a rather quirky sense of humour that derives wry pleasure from poking fun at the 'know it all'.

People such as JUAN are often highly qualified in some technical or academic discipline, sometimes several. He probably tends to make good use of labour saving devices, calculators and computers for instance and if so is likely to have a good understanding of how they work. He is usually neat and tidy and his office his desk or workspace will be organised and efficient.

It is highly probable that JUAN has a large circle of acquaintances but a quite small circle of friends and he differentiates sharply between them.

MOTIVATIONAL FACTORS

He is strongly motivated by precision and adherence to rule or tolerances and an analytical, factual appreciation of data. Possibly pedantic or fussy, he sets very high standards for himself and those around him. He likely displays a very high degree of integrity and is unlikely to work in a discipline he does not believe in. JUAN is likely to set great store on intellectual expertise and will often seek solutions that are not only correct but also elegant.

JUAN'S POTENTIAL STRENGTHS

People such as JUAN become experts (which is frequently acknowledged by their peers) in the subjects and disciplines that interest them. Being highly analytical he generally appreciates solving problems, particularly abstract or logistical problems. People like him are deep thinkers and capable of reaching conclusions logically but quickly while taking account of people and their responses.

JUAN'S POTENTIAL WEAKNESSES

JUAN can have a tendency to be 'picky' and pedantic; can be uncompromising and very authoritarian where rules and law are concerned. There is in him a tendency to become bogged down in detail and minutiae together with an avoidance of routine.

HIS LEARNING STYLE

JUAN can probably learn rapidly and well from the written word. He will ask many questions, which may often appear difficult or abstruse to the layman, to understand fully the concepts that underpin what he learns.

HIS QUESTIONING METHOD

JUAN is a sceptic and likely to adopt the stance, "Prove it to me", or "Can you validate that?" Questioning will be specific, penetrating and in-depth. He is very concerned with the 'how' of things and functions and is unlikely to take statements at face value. Such a person tends only to believe that which can be proven.

HIS CAPABILITY FOR ORGANISATION AND PLANNING

An excellent and frequently intuitive planner he can however tend to be suspicious of imaginative leaps to unproven conclusions and has a need to know what logical steps were taken to arrive at a conclusion.

Good at long term abstract planning but he can have a tendency to become over reliant upon detail insofar as he can lose sight of the objective.

HIS MANAGEMENT TECHNIQUE

JUAN has a strong bent toward rule orientation and management by the book and he can be dictatorial when backed by rules but this will be leavened largely by his empathy and good people skills. He is likely to experience great difficulty in making tough decisions about people and would, in this event, fall back upon the rules.

HIS DECISION MAKING STYLE

JUAN makes decisions rapidly, based upon an objective assessment of data, usually within set limits, criteria or a rule base. His decision making process is strongly affected by his preference for elegance in solving problems. Other people's feelings will also, usually, be weighed in the balance and allowed for.

ACCEPTANCE OF MANAGERIAL RESPONSIBILITY

He will accept managerial responsibility, possibly reluctantly, if he considers himself qualified for it, either from expertise in a particular discipline or by having completed relevant management training.

HIS RESPONSE TO A TECHNICAL ENVIRONMENT

People such as JUAN usually excel in technical environments or those requiring high academic achievement.

HIS RESPONSE TO A SALES ENVIRONMENT

Areas that people like JUAN tend to gravitate toward naturally are technical and engineering sales. His major strength lies in his personal charm and ability to relate to many kinds of people, coupled with an ability to understand complex concepts and to promote his products or company. He is not naturally good at closing and may not be able to learn the techniques.

HOW JUAN RELATES TO PEOPLE

JUAN relates to people very positively and is good at opening conversations and putting others at their ease. However, there is occasionally a tendency toward a cool and analytical approach, particularly when dealing with rules or technical matters.

HIS RESPONSE TO AUTHORITY

JUAN believes that rules and laws are a good thing and necessary so will respond positively to authority, after he has read the rules and proved their authenticity.

FACTORS THAT THREATEN HIS SELF-ESTEEM

The calling into question of his honesty, integrity or accuracy may seriously damage his self-esteem. Since such people dislike intensely to be wrong, they take pains to be right and usually are.

JUAN'S TIME SCALE

JUAN 's sense of time is entirely subordinated to the need to ensure as near a perfect and elegant a result as possible. Consequently, now could be never although, given he has agreed a deadline he will try hard to adhere to it.

FACTORS THAT MAY DEMOTIVATE JUAN

JUAN will be demotivated by being forced to work in an environment that is unstructured, requires repetitive low-level routine tasks or is antagonistic.

JUAN'S POTENTIAL AS A CONSULTANT

JUAN 's potential as a consultant, operating within a particular area of expertise, is high since he is likely to be accurate, an acknowledged expert, fast and efficient. He also has a good level of natural empathy combined with an ability to sell ideas to others. His analytical style can be somewhat overpowering and may not suit some clients, who are likely to see him as intellectually arrogant. JUAN can be an effective and successful part of team of consultants by providing high levels of knowledge and skills. He will not be afraid to give unpalatable or unpopular results or recommendations, but is likely to be able to make an effort to sell the idea rather than present it as a "fait accompli" .

He will have researched the client's problem with diligence and intellectual rigour. He is also likely to have firm beliefs about how to solve it. To be successful as an independent consultant, he would need a high level of emotional intelligence (EQ), effective selling skills and assertiveness skills.

JUAN'S POTENTIAL AS A TEAM LEADER

A team leader here refers to those qualities that are necessary in welding together a disparate group of people who develop true synergy. This is not the same as managing an individual or group.

He is primarily an objective and analytical individual, nevertheless JUAN has some potential as a team leader. Since he also possesses a degree of empathy, he is capable of motivating a team provided he develops to the full his emotional intelligence. He is likely to be most successful with small specialised teams but given he has developed both assertiveness and emotional intelligence; he could lead broad based, general teams.

JUAN'S POTENTIAL AS A TEAM MEMBER

A team member is an individual who shares the same aims and objectives as the team and is prepared to put aside their own needs and requirements in favour of those of the group when necessary.

JUAN 's natural preference may be to be, perhaps, the expert on the periphery who is called upon when his skills are required while his natural empathy will ensure he can communicate with relative ease. However, he needs to learn and understand better the concept of emotional intelligence to integrate better. This will improve his existing level of empathy and his ability to enjoy working closely with others who think differently than he .

HOW TO MANAGE JUAN EFFECTIVELY

Provide him with clear, unequivocal guidelines, rules or criteria. Discuss and agree deadlines and responsibilities with him . If necessary have him put it in writing and both of you keep a copy. JUAN will be most effective working or managing in an area where he has expertise, skills or knowledge and is expected to communicate his knowledge and skills to others.

He will respond well to respect for his knowledge and skills being recognised and used but he also has a need to be liked and integrate with others.

You should avoid giving him routine work to do, use his enquiring mind, need for perfection and persuasive powers to help you solve complex problems. Be precise, answer his questions and provide as much detail as possible for he will not respond well to vague ideas or instructions.

JUAN will communicate at work articulately and with precision but will also be considerate and friendly. He listens carefully to others so can be relied upon to relay instructions accurately. Similarly, he will probably respond well to persuading or teaching others from the basis of his skills and knowledge.

Do not expect him to deal well with confrontation unless he is working from a basis of skill, expertise or rules. He will usually avoid confrontation but is not weak and can stand his ground and argue his case well if he knows he is right.

If he is in a sales environment, you will need to ensure he is well trained and encouraged to deal with the tougher elements of the job, closing and cold calling for instance.

Beware that his attention to the big picture is often distracted by the detail and minutiae. You will gain more if you help him find short cut methods to achieving objectives. He will also respond to public praise provided it is deserved but it is important also to acknowledge and respect his expertise, knowledge or ability. Flattery will alienate him .

He can be effective working alone or as an expert on the periphery of a team. However, you should draw him into the team and use his empathy and good social skills to help put complex ideas across. If he is expected to make decisions, remember that he is a perfectionist and therefore unlikely to be totally happy with any decision he has made and may delay decision making as long as possible.

Be aware that he will strongly and eloquently resist reducing standards or breaking rules and if he is responsible for enforcing rules, he can be very uncompromising.

SOME IMPORTANT POINTS FOR FURTHER CONSIDERATION

JUAN'S PROBABLE RESPONSE TO THE WORK ENVIRONMENT

Behaviours described here indicate what JUAN THINKS is necessary to be successful, or survive, in his current work environment. It is therefore a powerful diagnostic tool that will identify the effect that the environment and management is having on him. Such perceptions are ALWAYS caused by the environment. It is not a description of how he necessarily behaves at work. It will however, give useful clues to the environment, culture, or management ethos in which he works. Some statements may appear to be contradictory and so further clarification should be sought from an Analyst who provided you this report.

To succeed or survive JUAN may think he should:

(N.B. If there are no points shown here then JUAN perceives no changes are necessary to his behaviour and so the environment is most likely to be congenial to him.)

PERCEIVED ADAPTATIONS TO WORK:

To be successful or survive in his current work environment, JUAN perceives it may be necessary to reverse his major drives. Since this is a perception only the behaviour described may not necessarily follow. Its cause or causes are rooted in the work environment and or the culture of the organisation he works in.

In the work environment, JUAN's behavioural style is likely to change. He will become more influential and exhibit a strong integrative leadership style.

Though his natural affinity with data, facts and the perfect solution will not desert him, it will take second place to persuading others and empathetically selling ideas founded in factual analysis of data. Decision-making will take more account of other people's feelings and the general harmony in the team or corporate organisation.

He should conspicuously decrease his apparent ability to respond to events in a speedy and versatile manner and to prioritise carefully. This suggests that JUAN's environment contains a degree of routine.

JUAN's PROBABLE BEHAVIOUR WHEN UNDER PRESSURE

People's behaviour when under pressure can change markedly from the behaviours seen under ordinary circumstances. Such changes can indicate that the individual has not yet fully matured or that their personal circumstances are changing and they are attempting to accommodate those changes. When placed under severe pressure, JUAN's normal behaviour is likely to be modified in one or more, or all, of the following ways:

(N.B. If there are no points shown here then JUAN is unlikely to change his behaviour when under pressure, which suggests that he may be relatively mature.)

He will try to yield less and to deal more competently with confrontation.

He is likely to become much less friendly, congenial and socially aggressive in the company of others.

STRESS MEASUREMENT

JUAN currently appears to be experiencing some work related stress. It is well within his ability to cope and probably enhances performance.