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Leadership - Management Full

Introduction

There are 3 major components that impact leadership capabilities. Those 3 components are Skills/Experience, Attitudes/Motivation and lastly Personality/Learning Style. The following report is providing information based solely on Daniel's self-assessment of Personality and Learning Style and does not take into consideration their skills or experience or even motivation to be an effective leader. Think of Daniel's Personality/Learning Style as the "raw material" that drives capabilities, success and overall satisfaction within leadership roles. There may be great raw material but no training or motivation. All 3 components are critical.

This report is designed to assist in exploring areas where Daniel can be developed as a leader in a managerial role. This report is broken down into sections covering behavioral areas such as Solving Problems and Making Decisions.

Tips will be given for some areas and can be used to improve performance when the particular behavior is important for the job.

Solving Problems

- Daniel learns information at a fast pace which allows quicker problem solving
- Dealing with routine problems on a regular basis will cause boredom and poor productivity
- Usually motivated by complex problem solving opportunities and may not actually think through the tactical issues of how the solution could be implemented

Tip: Solutions may be too complex for others to implement, so it is important that Daniel think through the tactical side of solutions and attempt to simplify them in order for them to be implemented

Making Decisions

- Daniel typically finds it comfortable to directly question things and make decisions
- Determination and directness may cause Daniel to make decisions without taking the time to get buy in from others

Tip: Sometimes decisions and objectives do not ultimately get implemented because the individuals who are supposed to carry them out do not buy in; be sure to work at getting input from others in order to ultimately make effective decisions

Motivating Others

- Daniel tends to be quiet and reserved which doesn't normally provide the outward motivation others may need to be excited about projects or ideas
- Daniel may make the assumption that the idea or objective in and of itself should be exciting and motivating, but some people need that outspoken, cheerleader type of interaction to add the motivational component

Tip: Daniel can either have someone who is more outspoken and enthusiastic present important ideas or projects on their behalf, or Daniel could spend time developing specific presentation skills that will provide additional energy and enthusiasm to others

Planning and Time Management

- Tends to be moderately time conscious and organized
- Daniel has a good balance between the need for planning and at the same time being comfortable to reacting to unexpected situations
- In situations that call for a very detailed plan, Daniel may have more difficulty

Tip: In times when the planning needs to be very detailed, Daniel

may want to consider either soliciting help from others who are highly detailed to review the plan and assist in filling in the gaps or to learn and utilize a strong time management system

Handling Confrontational Situations

- Daniel tends to be direct with others making it more comfortable for them to handle confrontational situations
 - May be overly skeptical and questioning of others which can create a more confrontational atmosphere even when it is not necessary
- Tip: Sometimes matters can be handled by compromise and a gentler approach; recognize that a tough minded approach may contribute to the confrontational situation rather than help to move it to resolution
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Making Presentations

- Daniel may be less comfortable giving presentations particularly if those presentations need to be highly energetic and enthusiastic
 - May be more comfortable making presentations that are more technical in nature
 - In situations where a high energy presentation must be made, Daniel should take extra time to make sure the content is well rehearsed so that all of Daniel's focus can be applied to delivering an energetic presentation
- Tip: Important to spend time developing presentation skills which may include personal coaching and follow up to practice making presentations
- Tip: If it is necessary to deliver high energy presentations on a daily basis, Daniel may want to solicit the help of others to deliver the presentations themselves so that Daniel can be available to answer questions and provide more of the substance to the material
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Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.