

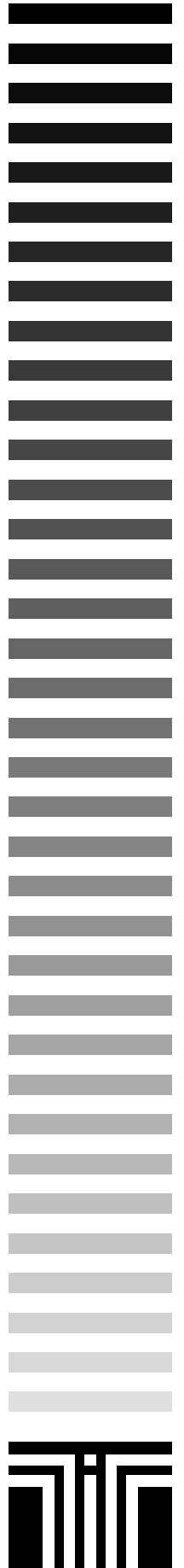
MANAGING FOR SUCCESS®

Work Environment™ Version

Manager
XYZ Company

vs.

ABC Company
John Doe's Natural Style



INTRODUCTION

Every job that requires human effort has a work environment. That work environment can be best described in terms of behavior. Simply put, "If the job could talk, what behavioral characteristics would it ask for?" When you match the behavioral style of the person to the job, the person will be better able to perform the job requirements. If the behavior of the person does not match the job, there will be tension between the job and the person's natural behavior, which may affect longevity and work performance.

This report allows you to compare the natural behavioral style a person brings to the job with the behavior required by the job. Differences do not mean the person cannot do the job IF he/she is willing to pay the price for success. Understanding the job requirements will allow the development of good coping skills, which are essential for positive physical and mental health.

WORK ENVIRONMENT

Our changing work environments require the need to clearly focus on the behavioral job roles. Conflict, misunderstanding, and poor performance can be the price paid for lack of job clarity. Use the report to clarify the behavioral demands of the job.

The Position's overview:

- Vision for the future and planning skills.
- Ability to change gears quick and often.
- Sense of urgency and wide scope of activities.
- Self-starter who seeks challenges.
- Quick response to crisis and change.
- Getting results through people.
- Knowledge to carry out authority and responsibility.
- Wide scope of authority.
- Questioning the status-quo.
- Decisions that could be unpopular or without precedent.
- Sensitivity to changes in social and work environment.

WORK ENVIRONMENT

Our changing work environments require the need to clearly focus on the behavioral job roles. Conflict, misunderstanding, and poor performance can be the price paid for lack of job clarity. Use the report to clarify the behavioral demands of the job.

John's "Natural Style" overview:

- Being steady, patient, and consistent approach to work tasks.
- Team approach to task completion.
- Systematic guidelines and a deliberate approach to problem-solving.
- Accuracy and adherence to standards and procedures.
- Being loyal to the job, people and company.
- Being obliging and accommodating.
- Awareness of errors and mistakes.
- Limited change or change that is planned in advance and organized.
- Weighing pros and cons before making decisions.
- Leadership by example.
- Power and authority based on expertise.
- Limited confrontation.
- Logical approach to decision making.
- Concerned with how other people feel.
- Advancement based on knowledge and skills.
- Adherence to safety rules.
- Little or no people conflict.
- Detailed job description in writing.
- Tangible results although some tasks may be repetitive.
- Responsibility with limited authority.

DOMINANCE - CHALLENGE

This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power, decisiveness may be key areas. Analyze carefully.

The Position's behavior demands:

1. Authority to carry out responsibilities.
2. Quick response to problems or crisis situations.
3. Demanding attitude of self and others.
4. Direct answers from others.
5. Challenging assignments.
6. Creative and original thinking.
7. Freedom from routine and details.
8. Some independence in decision making.
9. Sense of urgency in getting things done.
10. Appropriate title to acknowledge status and prestige.
11. Accepting and initiating change.
12. Decisive and firm in decision making.
13. Self-starter who enjoys competition.
14. Direct answers and statements to the point.
15. Leadership and directive skills.
16. Future orientation and abstract thinking ability.

John's "Natural Style":

1. Some rules and procedures to follow.
2. More emphasis on quality than on efficiency.
3. Adaptability.
4. Leadership by example.
5. Limited scope of activities.
6. Analysis of data before making a decision.
7. Patience.

INFLUENCE - CONTACTS

This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.

The Position's behavior demands:

1. Social interactions.
2. High trust level.
3. Optimistic outlook.
4. Verbal skills.
5. Getting people emotionally involved.
6. Working with people.
7. Openness to new ideas.
8. Ability to move from one activity to another quickly.
9. Participatory management.
10. A flexible use of time.
11. Outgoing personality.
12. Creative approach to problem solving.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team approach.
16. Initiating contact with others.
17. Getting things done through people.

John's "Natural Style":

1. Working with things.
2. Sincere approach to helping others.
3. Consider facts and data in making decisions.
4. Time to react to change.
5. Logical approach without ignoring peoples needs.
6. Coaching and counseling.
7. Reflective approach to work activities.
8. Participatory management.

STEADINESS - CONSISTENCY

This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.

The Position's behavior demands:

1. High sense of urgency directed toward results.
2. Shared information and open communications.
3. Spontaneous response to crisis and change.
4. Changing work stations.
5. Opportunity to explore short cut methods.
6. Opportunity to explore change.
7. Support team to help with details.
8. Self-starter.
9. Quick decisions.
10. Ability to move from one activity to another quickly.
11. Setting and meeting deadlines.
12. Facts and data provided by others.
13. Freedom to respond and set precedent.
14. Many new and varied activities.

John's "Natural Style":

1. Patience and persistence.
2. Very strong listening skills.
3. Loyal to people in the organization.
4. Strong concentration on one task at a time.
5. Complete follow-through on each task assigned.
6. Minimal change from established procedures.
7. Identification with team.
8. Security of work situation.
9. Job description in writing.
10. Working at a steady pace.
11. Ranking of work tasks.
12. Analysis of details.
13. Responsibility-but limited scope of authority.
14. Well defined procedures in writing.
15. Logical approach to decision making.
16. Analysis of crisis to prevent future recurrence.
17. Leadership by setting example.
18. Guarding sensitive information.

COMPLIANCE - CONSTRAINTS

This page of the report lists how the job requires a person to respond to rules set by others and quality. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.

The Position's behavior demands:

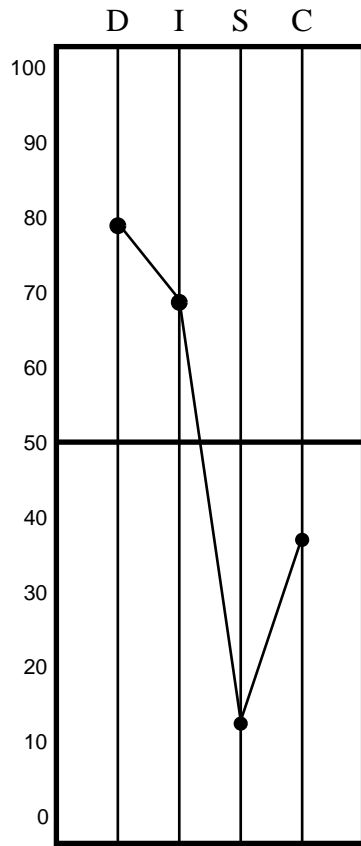
1. Awareness and sensitivity to rules and procedures.
2. Practical work.
3. Persistence in getting the job completed.
4. Freedom from direct control and supervision.
5. Expression of new ideas.
6. Limited independence to question procedures.
7. Testing new ideas and procedures.
8. Taking calculated risks.
9. Questioning the status quo.

John's "Natural Style":

1. Rules and procedures.
2. High quality control standards.
3. Systematic approach.
4. Work done accurately the first time.
5. Analysis of facts and data.
6. Clarification of responsibility and authority.
7. Clean, tidy and organized work station.
8. Time to perform quality work.
9. Balanced judgment.
10. Analysis of outcomes before initiating change.
11. Few mistakes.
12. Well defined job description and expectations.
13. Complete instructions.

WORK ENVIRONMENT™

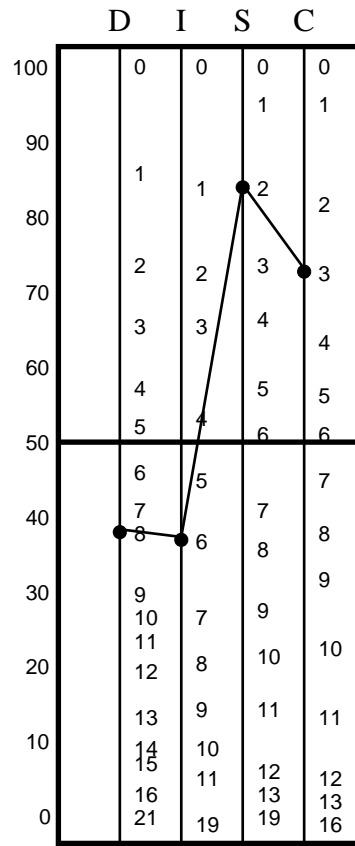
Work Environment
Manager
XYZ Company



Score
%

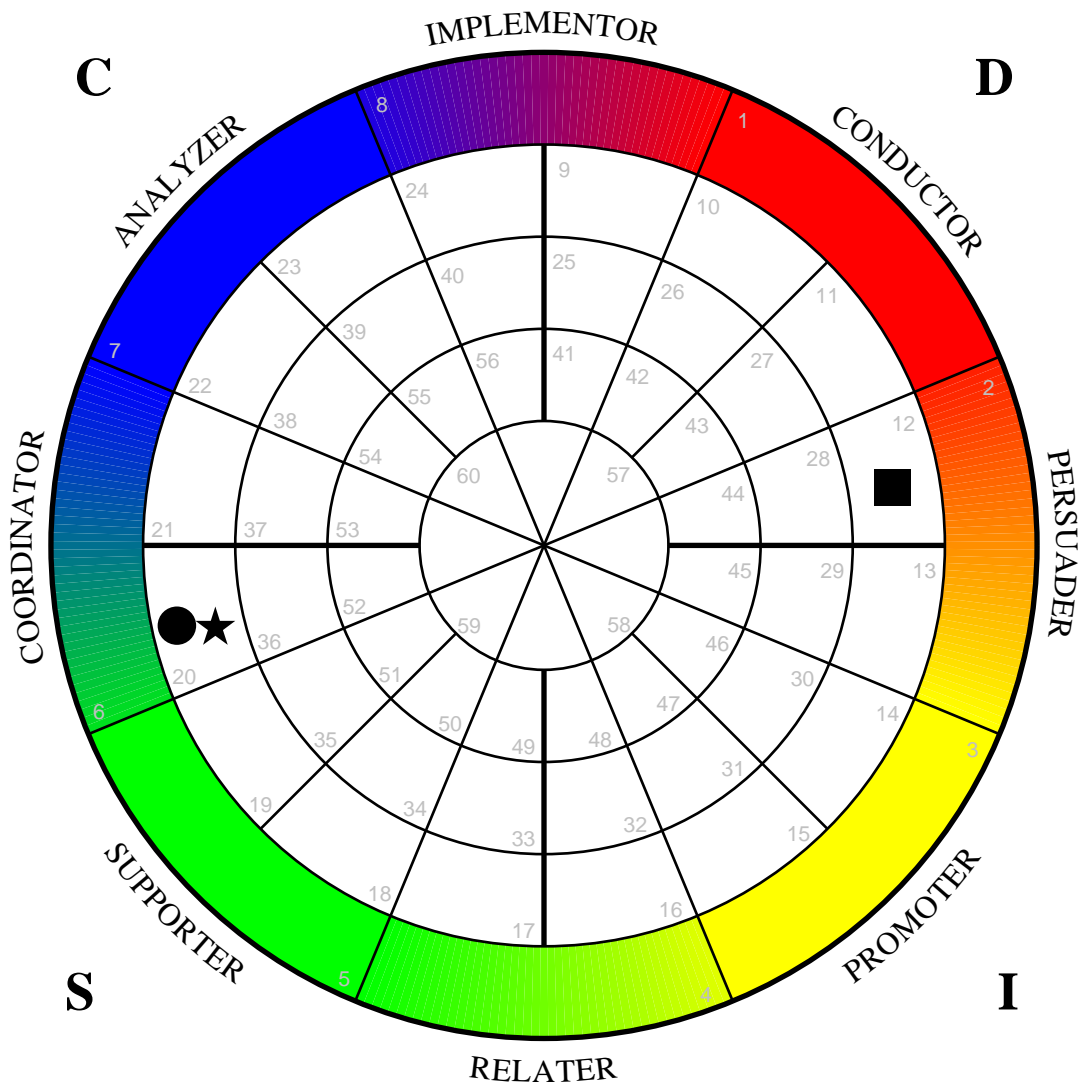
23	27	50	40
79	69	14	38

STYLE ANALYSIS
Natural
John Doe



8	6	2	3
39	38	84	73

THE SUCCESS INSIGHTS® WHEEL



- Work Environment: ■ (12) CONDUCTING PERSUADER
 Natural: ● (20) SUPPORTING COORDINATOR
 Adapted: ★ (20) SUPPORTING COORDINATOR