

Produced for : Leadership Management, Inc. - Design Team : Leadership Management, Inc.

Team member : Joseph Gordon - Team Design number : 6

Personality Type : B\A - Consistency score : 14

Sample Team Report

Interpretation

Only the top scoring positions will be printed. Scores are based on 100. If the score is below 100, a sentence or paragraph will follow to explain why points were deducted. If more than one position was checked on the position screen, each paragraph may contain redundant statements. The scores are derived from generic traits needed to perform the basic position. The Accountant position looks for Analytical, Patient and Detailed traits first. Next, the program looks to see how this member will interact with other team members. The stress and time management levels are also looked at to see if it will affect the team and become the weak link. The final score is a combination of all these factors. The final score does not reflect the members work skills or experience but reflects their overall character and talent traits as needed to perform as a team member in the given position.

Quick Sales score = 70

The patience level (5) is fine for this type of position. The normal score is from 2 to 7. This affects the closing traits. Joseph 's independent level (11) is excellent and there should be no problems in this area. The aggressive level (11) is excellent for this type of sales. The persuasive traits (10) are very good and Joseph should be good at overcoming objections and conveying the product or service to clients. Main areas considered - Patience traits - Outgoing traits - Interaction traits - Aggressive traits - Persuasive traits - Independent traits.

Promotion (PR) score = 60

Joseph has all the creative traits necessary to achieve success in this type of position. With this should come vision and energy. The interaction level (9) is lower than the 10 we were looking for which means others may not like Joseph 's way of dealing with them. Conflicts and friction could result. Joseph 's outgoing traits (6) are lower than our benchmark of 10. This means Joseph would have to be pushed to call on and associate with clients. Main areas considered - Personality type - Detail traits - Time management - Outgoing - Interaction traits - Creative traits - Independent traits.

Management Summary for Joseph Gordon

Contributions - Personality traits this member brings to the table.

Enthusiasm, motivation, risk taker, decisiveness, creative talent

Communication method - How this member will best communicate.

Verbal, show & tell style, motivates

Motivations - What motivates this team member to give 100%

Recognition, rewards, prizes, freedom

Turn offs - Actions, traits or situations that will upset this member and cause production loss.

Serious people, confinement, graph & charts, details, routine

Needs - What this member needs from the team members to stay content.

Change, direction, understanding of the rules, recognition

Potential conflicts - Traits that may cause conflicts with other team members.

Dislikes following rules, intolerant of the C-type personality, low stress level, will not stay in a high stress position long, may not be patient with problems or other team members, may not follow through with paperwork, may have time management problems

Suggestions - Some ways to overcome the conflicts.

Ask Joseph to try to see the position of the C-type personality and respect their knowledge and status. The C-type proves the B-type is doing a good job and can help them achieve their goals. The B-type needs a strong A-type or stronger B-type to manage them. No other type is strong enough. Remind this person they are a team player and they alone cannot do the job. They must interact with the other members. Inform Joseph there will be times of stress and to ask for help if feeling overwhelmed. Asking for advice, direction or help is not a weakness but a strength. Ask them to be very careful and detailed with the paperwork because the success of the teams success depends on good written skills from everyone. Make it a point to remind Joseph that it is their responsibility to be on time and complete the assigned projects. They will let the team down if this is not done.

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Produced for : Leadership Management, Inc. - Design Team : Leadership Management, Inc.
Team member : Grace Gordon - Team Design number : 7
Personality Type : A\B - Consistency score : 17

Interpretation

Only the top scoring positions will be printed. Scores are based on 100. If the score is below 100, a sentence or paragraph will follow to explain why points were deducted. If more than one position was checked on the position screen, each paragraph may contain redundant statements. The scores are derived from generic traits needed to perform the basic position. The Accountant position looks for Analytical, Patient and Detailed traits first. Next, the program looks to see how this member will interact with other team members. The stress and time management levels are also looked at to see if it will affect the team and become the weak link. The final score is a combination of all these factors. The final score does not reflect the members work skills or experience but reflects their overall character and talent traits as needed to perform as a team member in the given position.

Leader - Driver score = 60

The stress management skill level (7) appears to be mid range. The concern is, Grace may not handle a high pressure stressful position. If this project needs that type of leader, Grace may not hold up when the going gets tough. If the project is more long term, not very stressful, Grace may not have any problems in this area. Grace is fairly patient but the patience level (7) is lower than the 8 we were looking for. This may affect decisions, work quality and people skills. The independence level (10) is fine for this position and Grace should be able to work well without much direction. Grace has excellent decision making traits which will help the team achieve good direction and insight. Main areas considered - Patience - Analytical traits - Time management - Stress management - Interaction traits - Creative traits - Independent traits - Decision making.

Leader - Manager score = 65

The stress management skill level (7) appears to be mid range. The concern is, Grace may not handle a high pressure stressful position. If this project needs that type of leader, Grace may not hold up when the going gets tough. If the project is more long term, not very stressful, Grace may not have any problems in this area. Grace is fairly patient but the patience level (7) is lower than the 9 we were looking for. This may affect decisions, work quality and people skills. The independence level (10) is fine for this position and Grace should be able to work well without much direction. Grace has excellent decision making traits which will help the team achieve good direction and insight. Main areas considered - Patience - Detail traits - Analytical traits - Time management - Stress management - Independent traits - Decision making.

Implementor score = 60

The stress management skills appear to be mid range. The concern is, Grace may not handle a high pressure stressful position. If this project needs that type of Implementor then Grace may not hold up when the going gets tough. If the project is more of a long term not very stressful one, Grace may work out fine. The patience level (7) is great for this type of position which affects decisions, work quality and people skills. The independence level (10) is great for this type of position and Grace should be able to work well without much supervision. The interaction level (15) is good which means others on the team should like Grace 's way of dealing with them. Grace has excellent decision making traits which will help the team achieve good direction and insight. Grace is fairly detailed at (6) but is lower than the 9 we were looking for. This trait affects decisions made, the quality of work and results. Main areas considered - Personality type - Detail traits - Time management - Stress management - Outgoing - Interaction traits - Independent traits - Decision making.

Team applicant Grace Gordon for Leadership Management, Inc. Team

Quick Sales score = 100

The patience level (7) is fine for this type of position. The normal score is from 2 to 7. This affects the closing traits. Grace 's independent level (10) is excellent and there should be no problems in this area. The aggressive level (9) is fair but too low to say Grace would be good at prospecting, asking for the sale or getting the check. A score of atleast 10 is needed for this type of position. The persuasive traits (10) are very good and Grace should be good at overcoming objections and conveying the product or service to clients. Grace 's outgoing traits (13) are excellent and means Grace should be good at cold calling and interacting with clients. Main areas considered - Patience traits - Outgoing traits - Interaction traits - Aggressive traits - Pursuasive traits - Independent traits.

Promotion (PR) score = 100

The interaction level (15) is good which means clients and employees should like Grace 's way of dealing with them. Grace is fairly detailed at (6) but is lower than the 7 we were looking for. This trait affects decisions made, the quality of work and results. Grace 's outgoing traits (13) are excellent. This means Grace should do well calling on and associating with clients and other team members. Main areas considered - Personality type - Detail traits - Time management - Outgoing - Interaction traits - Creative traits - Independent traits.

Marketing score = 60

Grace is fairly analytical with a score of (6) but falls short of the 8 we were looking for. This however may help other over analytical team members in making decisions. Grace seems to set short term goals. This may or may not be a problem. Main areas considered - Personality type - Detail traits - Analytical traits - Creative traits - Goal setting.

Management Summary for Grace Gordon

Contributions - Personality traits this member brings to the table.

Vision, risk taker, decisiveness, verbal skills, people skills

Communication method - How this member will best communicate.

Verbal, written, motivates

Motivations - What motivates this team member to give 100%

Money, challenge, freedom

Turn offs - Actions, traits or situations that will upset this member and cause production loss.

Being taken advantage of, laziness, stupidity, wasting time or money

Needs - What this member needs from the team members to stay content.

Challenge, free rein, short term projects, competitive atmosphere

Potential conflicts - Traits that may cause conflicts with other team members.

Demanding, intolerant of the D-type personality, may not follow through with paperwork, may have time management problems

Suggestions - Some ways to overcome the conflicts.

Remind Grace the D-type personality is most likely the way they are at home when relaxing but the True D-type at work is working, not relaxing. Ask they be more tolerant of their fellow team members and try to help the others reach the teams goals. The A-type needs another strong A-type to manage them. No other type is strong enough. Ask them to be very careful and detailed with the paperwork because the success of the teams success depends on good written skills from everyone. Make it a point to remind Grace that it is their responsibility to be on time and complete the assigned projects. They will let the team down if this is not done.

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Produced for : Leadership Management, Inc. - Design Team : Leadership Management, Inc.
Team member : Linda Johnson - Team Design number : 5
Personality Type : C\A - Consistency score : 14

Interpretation

Only the top scoring positions will be printed. Scores are based on 100. If the score is below 100, a sentence or paragraph will follow to explain why points were deducted. If more than one position was checked on the position screen, each paragraph may contain redundant statements. The scores are derived from generic traits needed to perform the basic position. The Accountant position looks for Analytical, Patient and Detailed traits first. Next, the program looks to see how this member will interact with other team members. The stress and time management levels are also looked at to see if it will affect the team and become the weak link. The final score is a combination of all these factors. The final score does not reflect the members work skills or experience but reflects their overall character and talent traits as needed to perform as a team member in the given position.

Research score = 80

The patience level (11) is fine for this type of position which affects decisions, work quality and people skills. Linda is fairly analytical with a score of (8) but falls short of the 10 we were looking for. This however may help other over analytical team members in making decisions. Linda is fairly detailed at (9) but is lower than the 10 we were looking for. This trait affects decisions made, the quality of work and results. Linda has excellent decision making traits which will help the team achieve good direction and insight. Main areas considered - Patience - Detail traits - Analytical traits - Decision making.

Production Labor score = 100

The patience level (11) is great for this type of position which affects decisions, work quality and people skills. The detail level (9) is excellent for this type of position which affects decisions made, the quality of work and results. The independence level (3) is low Linda may need additional supervision and direction. Main areas considered - Personality type - Patience - Detail traits - Time management.

Quality control score = 70

The patience level (11) is excellent for this type of position which affects decisions, work quality and people skills. Linda is fairly analytical with a score of (8) but falls a little short of the 10 we were looking for. This however may help other over analytical team members in making decisions. Linda is fairly detailed at (9) but is lower than the 10 we were looking for. This trait affects decisions made, the quality of work and results. Linda has excellent decision making traits which will help the team achieve good direction and insight. Main areas considered - Personality type - Patience - Detail traits - Analytical traits - Decision making.

Clerical score = 75

The patience level (11) is great for this type of position which affects decisions, work quality and people skills. Linda is analytical with a score of (8) and will provide the analytical skills needed for this type of position. The detail level (9) is excellent for this type of position which affects decisions made, the quality of work and results. The independence level (3) is lower than the 5 we were looking for. Linda may not work well in this type of position without good supervision. Main areas considered - Personality type - Patience - Detail traits - Analytical traits - Time management - Independent traits.

Team applicant Linda Johnson for Leadership Management, Inc. Team**Production Technical score = 85**

The patience level (11) is great for this type of position which affects decisions, work quality and people skills. Linda is analytical with a score of (8) and will provide the analytical skills needed for this type of position. The detail level (9) is excellent for this type of position which affects decisions made, the quality of work and results. There are no great concerns about Linda in this position. Main areas considered - Personality type - Patience - Detail traits - Analytical traits - Time management.

Management Summary for Linda Johnson

Contributions - Personality traits this member brings to the table.

Structure, decisiveness, creative talent

Communication method - How this member will best communicate.

Written, charts, graphs, slides

Motivations - What motivates this team member to give 100%

Stability, intellectual challenge, position, money

Turn offs - Actions, traits or situations that will upset this member and cause production loss.

Hype, inconsistency, being rushed, un-organization, stupidity, crisis management

Needs - What this member needs from the team members to stay content.

Concrete ideas, personal space, good direction, non-stressed atmosphere

Potential conflicts - Traits that may cause conflicts with other team members.

Skeptical, intolerant of the B-type personality, low stress level, will not stay in a high stress position long, may not be a good team player, may need more direction / supervision, low interaction level, low assertiveness, may be stubborn and closed minded, may have time management problems

Suggestions - Some ways to overcome the conflicts.

Ask Linda to try to see the position of the B-type personality and respect their knowledge and status and to ignore the hype. The C-type needs a strong A-type or stronger C-type to manage them. No other type will be effective. Remind this person they are a team player and they alone cannot do the job. They must interact with the other members. Remind Linda to be open minded and try to see the other team members point of view before stepping in. Tell them to remember, they are a team member and they must work as part of the team. They must be aware of the other members wants and needs in order for the team to be successful. Inform Linda there will be times of stress and to ask for help if feeling overwhelmed. Asking for advice, direction or help is not a weakness but a strength. Let Linda know if they need help or advice, just ask. If they are not sure, speak up, it's a team project and it won't work unless everyone understands the situation and facts. Make it a point to remind Linda that it is their responsibility to be on time and complete the assigned projects. They will let the team down if this is not done.

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Team Design results for Leadership Management, Inc.

Recomended Leader _____

Recomended Implementor _____

Recomended Research _____

Recomended Sales Quickstart _____

Recomended Sales Technical _____

Recomended Production Labor _____

Recomended Quality Control _____

Recomended Promotion (PR) _____

Recomended Marketing _____

Recomended Accounting _____

Recomended Clerical _____

Recomended Production Tech. _____

Comments:

