

Result Report – Full Performance Report

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Introduction:

This report is designed to be used by both an individual alone and/or their direct manager to better understand the individual's core traits as they relate to job specific behaviours. By understanding these behaviours, either the individual alone and/or their manager can better understand how to maximize the individual's performance. This could be relevant for a manager to get to know a new employee faster or for use with current employees to improve performance. The report is broken down into 2 parts:

- * Basic Work Behaviours that can apply to any individual in a job and
- * Leadership Specific Work Behaviours that relate to individuals who are responsible for managing others

Tips will be given for some areas and can be used to improve performance when the particular behaviour is important for the job. Important NOTE: There are 3 major components that drive actual performance on the job. One third of the picture is driven from the individual's "attitudes" toward the work and the company. The second third of the picture is driven from the "background, experience and specific skill set" for the tasks themselves. The last third of the picture is driven from the "core traits and learning style" of the individual. This report is only outlining the third component comprised of core traits and learning style of the individual.

Basic Work Behaviours

Learning New Things

- Christie tends to learn new things at the same rate of speed as the majority of the population
 - May prefer to take a little more time when dealing with more complex subjects
 - Tasks that are overly routine may cause boredom and low productivity
- Tip: When learning complex information, make sure that Christie has access to some hands on type learning and is provided with the time necessary to absorb this new information
- Tip: To avoid a loss in productivity, when possible, use technology or other means to deal with highly routine tasks

Taking Direction From Others

- Christie can be direct while at the same time tactful and warm
 - Can take direction from others when necessary as long as the job allows for some autonomy
 - Unless the situation is highly confrontational, Christie can question things and offer opinions
- Tip: When it is necessary to voice adversarial opinions, Christie may want to take time to prepare by writing out their thoughts ahead of time if possible

Consistently Following Procedures

- Christie tends to be open to new experiences
 - Prefers an environment that allows for a lot of flexibility with procedures such as might be found in start-up businesses or departments that are being re-organized, etc.
 - Will have difficulty consistently following policies and procedures
- Tip: Avoid positions that are well established
Tip: Determine which procedures are critical and be sure to follow those while finding out which ones you can be flexible with

Being Friendly

- Tends to be friendly and sociable, but also able to work alone when necessary
 - Enjoys interacting with others during the day as long as there are still times when they can work quietly on their own without interruption
- Tip: Make sure that your environment allows for some time during the day that you can catch up on your work without having the interruptions from others

Handling Stress

- Christie typically reacts to stress quicker than most
 - May become anxious and tense under pressure
 - Emotional sensitivity can be beneficial at times for understanding what may be going on
- Tip: Make sure that the environment allows for frequent breaks to allow for time away from the action
Tip: When stressful things occur, try to remember to step back long enough to calm down rather than just reacting to the situation

Working on a Team

- Christie tends to be more competitive and motivated by individual rewards
 - Work environments that are highly team oriented and require Christie to continually collaborate with others in order to accomplish tasks will be less motivating
- Tip: The work environment for Christie should allow for individual rewards and many opportunities for them to stand out and be recognized for their individual efforts

Handling Details

- Tends to be distractible and easy going when it comes to details and plans
 - Christie prefers an environment where they can simply react to what's going on versus planning ahead
- Tip: Important to choose positions that do not involve detailed tasks, but rather are more easy going in nature and reactive
Tip: If Christie has to perform detailed tasks, they should be carefully reviewed by others as to their thoroughness

Dealing With Change

- Christie is open to new experience and tends to deal with change very easily
 - Tends to prefer variety versus procedures and structure
- Tip: Positions or environments that have a good deal of structure and predictability will be very difficult and un-motivating
Tip: Look for situations that desire a curious and unpredictable approach to the job

Leadership Specific Work Behaviors

The following section covers the work behaviors that are specific to leadership positions which may include business ownership or corporate positions that require the individual to manage and lead others. Remember that this report is only covering the traits and learning style of the individual rather than considering specific hard skills developed over time or their particular attitude toward the work or the company itself.

Solving Problems

- Christie tends to learn at the same rate of speed as the majority of the population which in turn means that problem solving will be at an average rate
 - Solving complex problems may take a little longer whereas more tactical problem solving will be easier
 - If daily problem solving is too routine, Christie can become bored and be less productive
- Tip: When dealing with more complex problems, it can be helpful for Christie to utilize resources of others to work through them

Making Decisions

- Moderately comfortable making decisions
 - Usually has a good balance between being direct and taking action while at the same time allowing input from others to get buy in for decisions
- Tip: In times when tougher or unpopular decisions must be made, it will be more stressful therefore requiring extra time to prepare to make sure that others view Christie's decision as thought out and effective

Motivating Others

- Christie tends to be moderately cheerful and enthusiastic which can provide some motivation to others around them
 - Generally has a good balance between being viewed as outspoken and cheerful and at the same time not appearing to be insincerely enthusiastic
- Tip: Sometimes it may be necessary for Christie to be a highly enthusiastic spokesperson and cheerleader for ideas or objectives; these situations will require more energy and preparation by Christie

Planning and Time Management

- Tends to prefer a loose schedule rather than taking the time to plan everything out in advance
 - Christie usually allows things to unfold, reacting to situations as they arise
- Tip: It is important that Christie take the time every day to plan for the most obvious things that need to be handled; best to do this planning whether at the end of the day or at the beginning of the day when there are minimal interruptions; even 10 to 15 minutes a day will make a difference
- Tip: Time management systems should be very simple, otherwise Christie will likely view time management as too big of a project; projects that require a detailed approach should be delegated

Handling Confrontational Situations

- Tends to have a moderate tolerance for dealing with confrontational situations

- Prefers an approach that allows for compromise while at the same time dealing with things directly

Tip: In times when the situation is highly confrontational, if possible, Christie should prepare their approach in writing

Making Presentations

- Moderately comfortable and enthusiastic with presentations

- Tends to have a balanced approach by being upbeat and outspoken while at the same time listening to others and providing the technical side of things when called for in the presentation

Tip: In times when a highly enthusiastic and energetic presentation is necessary, take extra time to prepare so that the material is well thought out and speaks for itself and all of Christie's energy can then go toward making their voice and approach enthusiastic

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.