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# Talent Insights

Doug Black



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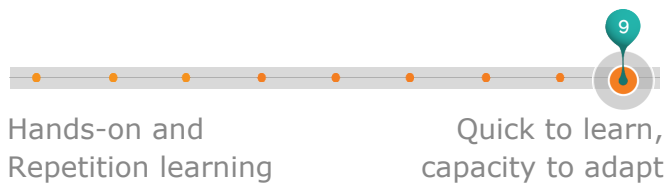
## Talent Insights Report - Doug Black

This section illustrates the abilities and, personality traits that Mr Black naturally exhibits in his daily interactions based on the results of the assessment. The purpose of this report is to provide a better understanding of what to anticipate when working with Mr Black and an overview of his natural tendencies. Awareness of one's attributes can be invaluable information when leveraging talent and promoting engagement within the workforce.



### Reasoning Ability

A measure of expected learning, reasoning and problem solving potential.

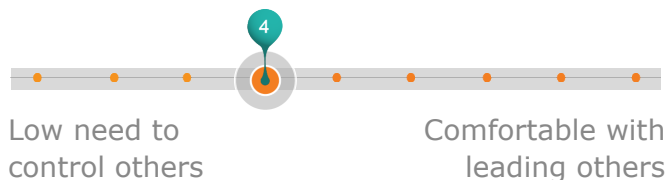


### Insights

- Doug is always looking for reliable sources of knowledge.
- Mr Black learns new concepts with ease and he is able to apply that information when addressing new job requirements.
- Doug has the capacity to adapt to a wide variety of training situations.

### Take Charge

Tendency to strive for control of people and situations and to lead more than follow.

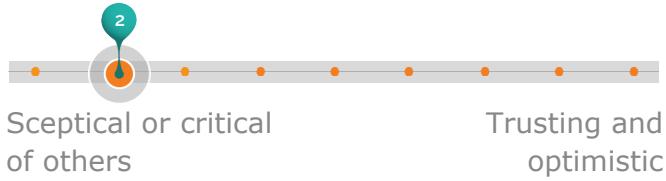


### Insights

- Doug sometimes appreciates being in charge of projects, provided that he believes he can preserve the integrity of his partnerships with others.
- Mr Black is careful about being assertive, tending to be more of a facilitator than an influencer.
- Mr Black prefers to be a part of the process rather than the person in charge, but he will take the lead if necessary.

## Attitude

Tendency to have a positive or optimistic outlook regarding people and outcomes.

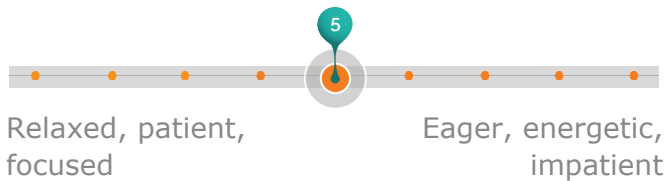


## Insights

- Mr Black generally views unfamiliar situations in a negative light.
- Mr Black is often sceptical of the benefits of change, particularly when those changes have far-reaching consequences.
- Doug is often quick to question the intentions of others.

## Sense of Urgency

Tendency to display stamina and an eagerness for immediate results.

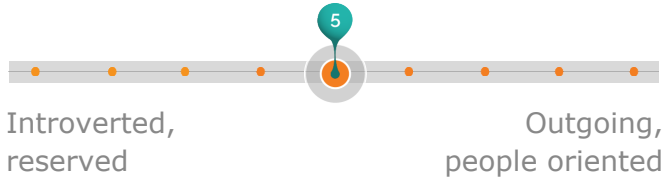


## Insights

- He takes pride in working to accomplish goals quickly, but he recognises the need for slowing down and recharging at times.
- Doug encounters minimal difficulty adapting to most work paces, except those that push the boundaries of normal stamina.
- He is able to meet goals in a timely manner, if given adequate time to prepare.

## People Contact

Tendency to be outgoing, people-oriented and to participate with others.



## Insights

- He maintains good interpersonal relations and, because of his interactions with others, he likely possesses an adequate understanding of issues that commonly concern team members.
- Doug can be fairly outgoing, but he may also be more reserved on some occasions.
- Mr Black may be inclined to promote the benefits of working as a group, if asked.