



JobFit™ select

Management

Doug Black



HRM
info@hrmresolutions.com.au
www.hrmresolutions.com.au

Job Pattern: Account Executive
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Management Report - Doug Black

This report provides information which reflects the responses provided by Mr Black when completing the assessment. By quantifying his characteristics, our technology compares them to a type of job. The assessment provides Job Patterns for positions commonly found in the workplace that share common personality and reasoning ability characteristics.

For this report Doug was compared to the Job Pattern of Account Executive.

This report will provide Management Suggestions where Doug didn't match the job and Insights where he did match the job.

The following K-S-S approach to training provides simple, straightforward steps toward growth and change. When reading this report think about how to apply these concepts to improve his performance on the job.

M = **DO MORE** of it. Identify what Doug already does well and encourage him to do MORE of these items.

L = **DO LESS** of it. As you utilise the information in this report, you may recognise behaviours that bring negative results. This may be an indication of something he should do LESS of.

B = **BEGIN** doing. Have Doug START doing things that will increase his performance on the job. Management Suggestions are provided when he doesn't align with the Job Pattern and will help you work with Doug to improve his effectiveness.

Talent Summary

Mr Black earned an above average score on the Reasoning scale. His capacity for learning and applying new information is more than sufficient for most jobs. He is capable of making sense of information that merely confuses many others.

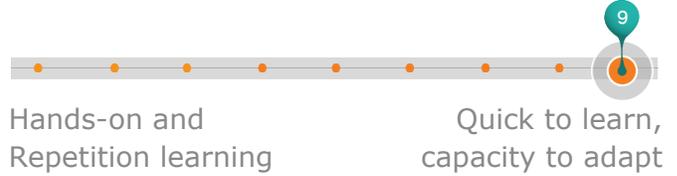
On some occasions, Mr Black may need additional encouragement to work at an unusually fast pace. He devotes some effort to fostering good relations across departments and he keeps up with issues of common concern. When the situation calls for it, he is willing to be assertive and act as a leader. He may feel uncomfortable with changes in policies and guidelines until they prove to be warranted.

Talent Details

For an in-depth picture of Mr Black the following graphs provide detailed information regarding his scores. Results are illustrated on the scale from 1 to 9.

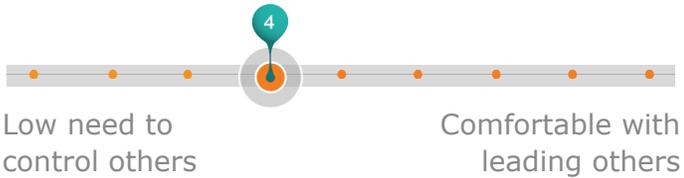
Reasoning Ability

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



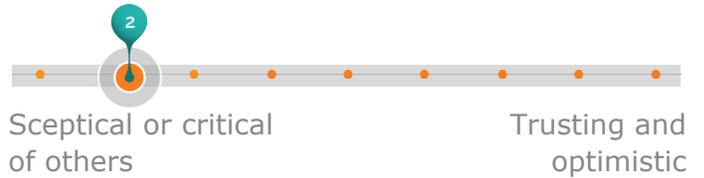
Take Charge

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



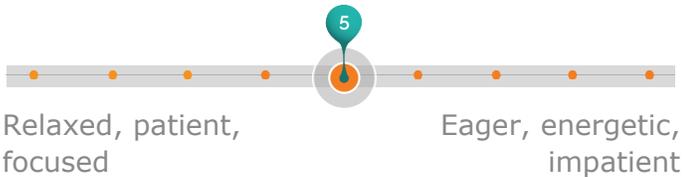
Attitude

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



Sense of Urgency

Tendency to display stamina and an eagerness for immediate results.



People Contact

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



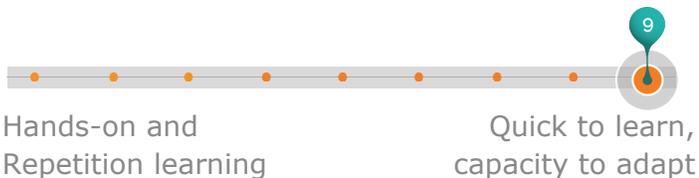
Management Suggestions - Account Executive

This section is provided for the scales where Mr Black did not match the Job Pattern. Managing these areas with Doug will improve his performance on the job. Management suggestions are provided as a guide through this process. These suggestions will help you focus on the things that Doug needs to Start or Stop doing based on the K-S-S model.



Reasoning Ability

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



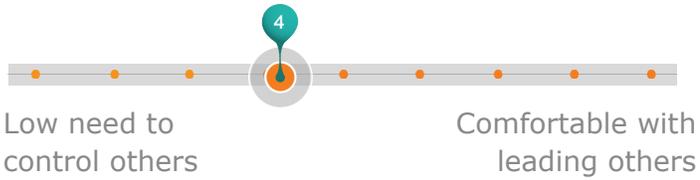
Mr Black scored above average in Reasoning when compared to others in this position. This means that his cognitive ability is higher than is normally suggested for the job. He may find himself less engaged than is preferable.

MANAGEMENT SUGGESTIONS

- Provide Mr Black with self-paced training to save some time and encourage him to assist in conducting training as he gains experience.
- When stubborn problems present themselves at work, you may wish to meet with him and ask for his opinions on the matter. He may have the solution you need at that moment.
- Ensure that Doug is aware that his communication style may be difficult for some people to understand and encourage him to speak in plain terms in such situations.

Take Charge

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



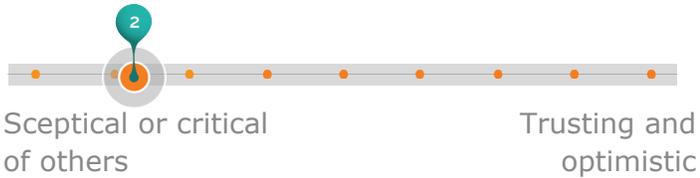
Mr Black has a Take Charge score that is below the recommended level for this position. He may have difficulty adapting to the high level of control he will be expected to maintain on the job.

MANAGEMENT SUGGESTIONS

- Discuss with him the possibility of special training to increase his assertiveness.
- Find projects that will give him the opportunity to present himself as a leader and be more assertive.
- Schedule a time to meet with him and jointly determine his willingness to stand up for himself and his ideas with greater conviction.

Attitude

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



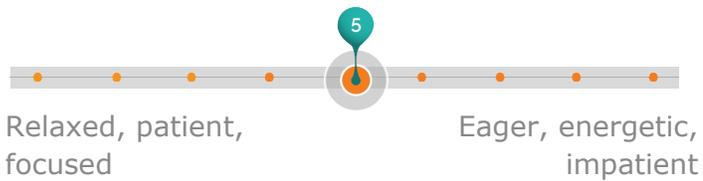
On the Attitude scale, Mr Black scored below the recommended level for this position. This suggests that he may have a tendency to be more pessimistic than most successful individuals when dealing with others.

MANAGEMENT SUGGESTIONS

- Encourage Mr Black to be open to new people and novel situations.
- Ensure that Doug understands the benefits of trusting those who have never given him a reason not to.
- Discuss the benefits of being optimistic about new challenges.

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.
- He is able to meet goals in a timely manner, if given adequate time to prepare.
- Doug generally has a fast and steady work pace, but he may occasionally need time to refresh energy reserves when the workload is especially intense.