



JobFit™ select

# Management

Doug Black



Job Pattern: Account Executive  
Assessment Completed: 09-01-2017  
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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. He should have the capacity to learn and apply a wide variety of techniques and knowledge on the job. He should respond quite well to training.

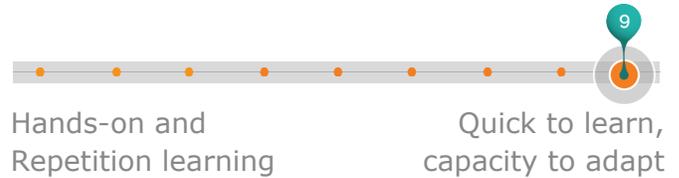
Mr Black can be capable of working at a fast pace under routine conditions. Doug can be fairly outgoing, but he may also be more reserved on some occasions. He is capable of being a moderately assertive leader and he could be expected to act with authority when the need arises. He may feel uncomfortable 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.

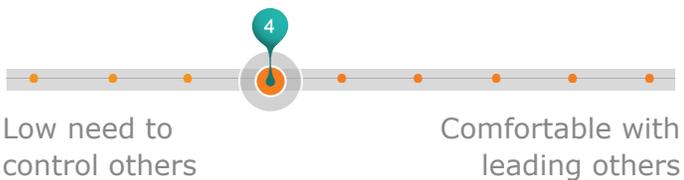
### Reasoning Ability

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



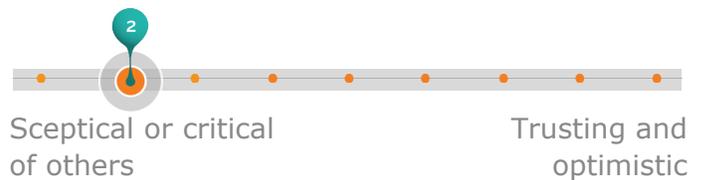
### Take Charge

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



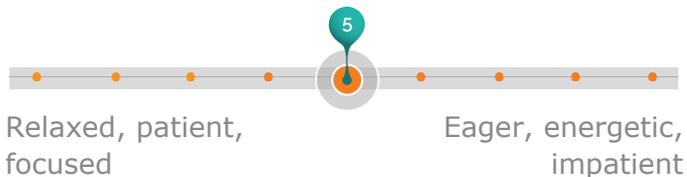
### Attitude

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



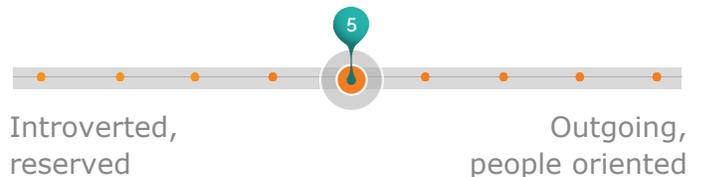
### Sense of Urgency

Tendency to display stamina and an eagerness for immediate results.



### People Contact

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



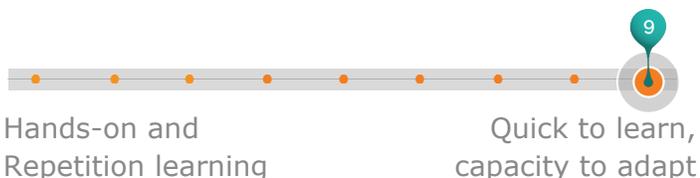
## Management Suggestions - Account Executive

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 earned a Reasoning score that is above the suggested level for this position. His problem-solving capabilities are greater than those of other individuals in this position. He may find himself less challenged than he would like.

### MANAGEMENT SUGGESTIONS

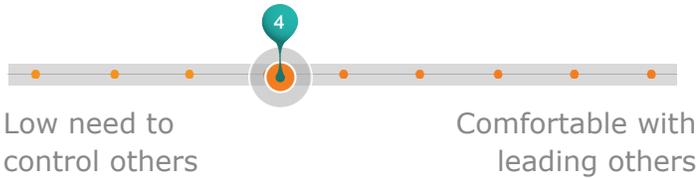
- Provide Mr Black with self-paced training to save some time and encourage him to assist in conducting training as he gains experience.
- Assign Doug projects which allow him to apply his knowledge and reasoning ability to the fullest extent.
- When stubborn problems present themselves at work, you may wish to meet with him and ask for his opinions on the matter. He may have the solution you need at that moment.

### INSIGHTS

- Doug is always looking for reliable sources of knowledge.
- Doug has the capacity to adapt to a wide variety of training situations.
- He can adapt to new situations with ease and he will test a variety of ways to address his tasks.

## 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

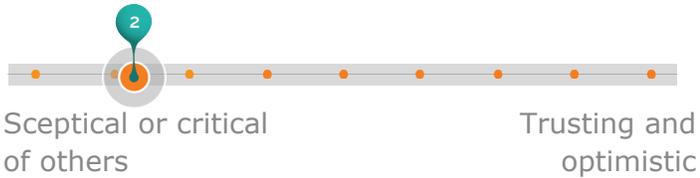
- Discuss with him the possibility of special training to increase his assertiveness.
- Encourage him to more actively exert influence over group decisions and actions, as opposed to simply remaining passive and going along with the group.
- Find projects that will give him the opportunity to present himself as a leader and be more assertive.

## INSIGHTS

- Mr Black prefers to be a part of the process rather than the person in charge, but he will take the lead if necessary.
- Doug is willing to occasionally take charge of a situation, but he prefers to adopt a somewhat passive role in the group.
- Mr Black is careful about being assertive, tending to be more of a facilitator than an influencer.

## Attitude

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



Mr Black scored below the recommended level for the Attitude scale for this position. This suggests his outlook is less positive than that of most successful individuals in this position and he may be more critical of himself than is necessary.

## MANAGEMENT SUGGESTIONS

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

## 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 often finds it difficult to place confidence in the plans of others.

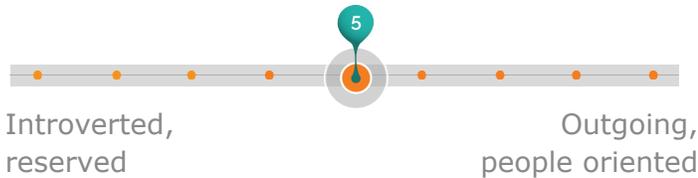
## Talent Insights

Mr Black matched the Job Pattern on the following scales. Listed for each scale is description of how Mr Black will naturally behave in a work environment. The purpose of this information is to provide a better understanding of what to anticipate when working with Doug. Awareness of his attributes can be invaluable information when leveraging talent and promoting engagement within the workforce.



### People Contact

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

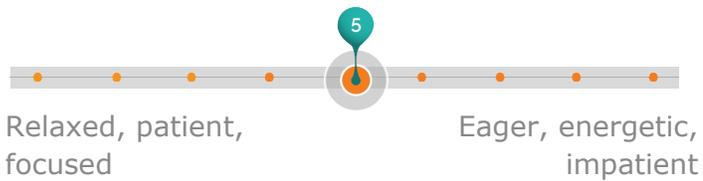


### INSIGHTS

- 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.
- 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.

## Sense of Urgency

Tendency to display stamina and an eagerness for immediate results.



## INSIGHTS

- 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.
- He takes pride in working to accomplish goals quickly, but he recognises the need for slowing down and recharging at times.