

REPORT FOR

ID: DEMO1

DATE OF COMPLETION

15/09/2013

RELIABILITY - 99.2%

Answers were very likely accurate and truthful

ORGANISATION

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Introduction

This report enables ID: DEMO1's manager to better utilise his strengths, neutralise weaknesses, and develop a long term positive relationship with the employee that can lead to lower employee turnover. The factors are divided into Essential, Important, and Other Factors enabling the manager to focus on the most important factors first.

Essential Factors to Consider

- ID: DEMO1's outlook is extremely optimistic and positive. Support this attitude wherever possible as it will probably be helpful to morale.
- ID: DEMO1 has a very strong desire to be helpful.
- Provide opportunities to help others in order to motivate or reward him.
- If ID: DEMO1 is performing well, provide him with opportunities for greater autonomy.
- ID: DEMO1 probably has a very strong tendency to be permissive. ID: DEMO1 may have difficulty insisting his staff follow the rules or perform to their potential. Check into this possibility and, if necessary, support ID: DEMO1 to be more enforcing.

Important Factors to Consider

- Wherever possible, provide ID: DEMO1 with opportunities to meet new people and have social interaction. However, if social interaction is not a central aspect of ID: DEMO1's work, it could become a distraction.
- ID: DEMO1 has a strong desire to have decision-making authority. To motivate or reward ID: DEMO1, offer him opportunities for more responsibilities. If you wish to retain him, you will probably need to offer a career path toward greater responsibilities. On the other hand, make sure ID: DEMO1's skills and experience are sufficiently developed for each stage of increased authority.
- Set clear guidelines regarding the types of decisions in which collaboration would be required or beneficial.
- ID: DEMO1 very much enjoys opportunities to take initiative. To motivate or reward him, provide plenty of opportunities to take initiative. It is important to provide such opportunities. Otherwise, ID: DEMO1 may look for work elsewhere. Provide clear guidelines and examples of the type of initiative he is authorised to take. If ID: DEMO1 has strong eligibility for this position, his initiatives are likely to be appropriate. However, if ID: DEMO1's experience and skills are in a developmental stage, you will need to monitor that he stays within the guidelines. Otherwise, the initiatives could be contrary to expectations.
- ID: DEMO1 very much desires challenging work. If this desire for challenge is not met, ID: DEMO1 will probably seek work elsewhere. Therefore, to manage him well, you will need to provide new challenges continuously. If ID: DEMO1 has strong experience and skills, allow him to take on difficult challenges. If ID: DEMO1's experience and skills are still developing, allow him to take on challenges in stages and monitor progress.

- ID: DEMO1 has a strong desire to have employment that he perceives to be of benefit to society. If possible, offer him projects that he would perceive to produce a result that is helpful to society.
- ID: DEMO1 is very motivated by opportunities to lead others. You can offer such opportunities as a reward for good performance. ID: DEMO1's strong desire to lead is likely to be beneficial if you can provide clear guidelines of authority and he has the experience and skills that are required.
- ID: DEMO1 may prefer not to have to analyse the potential difficulties of plans and strategies. Therefore, it would be best if he were to receive other input before making important strategic decisions

Other Possible Factors to Consider

- ID: DEMO1 is likely to be good at brainstorming. By engaging ID: DEMO1's ideas in formal or informal brainstorming, you will motivate him while at the same time generating some good ideas.
- ID: DEMO1 enjoys analysing facts and situations. Provide such opportunities wherever possible.
- ID: DEMO1 may occasionally need a little encouragement to collaborate.
- Provide ID: DEMO1 with opportunities to express his views and to influence others. Listen carefully, thank him for the ideas, and respond accordingly.
- ID: DEMO1 has some desire for recognition.
- ID: DEMO1 is enthusiastic about his goals. Ask ID: DEMO1 about his goals. Try to gain a complete understanding of each of ID: DEMO1's major goals and acknowledge each major goal. Then discuss how ID: DEMO1's goals could be achieved in this position.