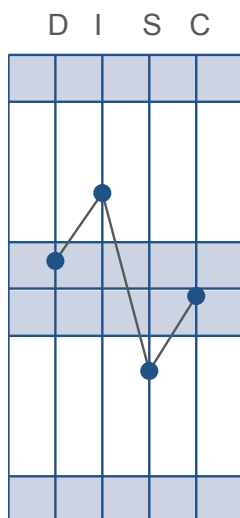


## PPA PROFILE: Thomas Sample

### SELF IMAGE - GRAPH III



Thomas is gregarious and very optimistic. He is a natural leader who uses influence and persuasion to win his way. Because he is a positive person, he promotes himself well in all his undertakings with others. He enjoys being in the limelight and has a need to be popular. He likes to be given freedom by his manager. He is likely to have a generous and empathetic approach. Optimism, enthusiasm and an easygoing attitude are key factors in this person's characteristics. There may be a tendency to talk too much at times.

Thomas is self-assured and pushes forward to achieve a result and to meet his objectives. He prefers to be given assignments which involve meeting people; allowing him to act freely. Being self-assured, he is venturesome and optimistic in approach. Thomas is restless and has a willingness to travel if it is a requirement of the job. Being impatient for results, this person will always look to make things happen quickly. This could lead to tension at times, particularly if things are not moving fast enough for him. He is likely to have a strong ego and feel confident in whatever task he takes on.

### SELF MOTIVATION

Thomas requires a variety of tasks and people involvement. He needs to be able to influence others in a variety of situations with freedom from routine, detail and administrative work. Thomas needs parameters within which to work and opportunities to win the approval of others.

### JOB EMPHASIS

#### Influencing others to sell ideas and things to people

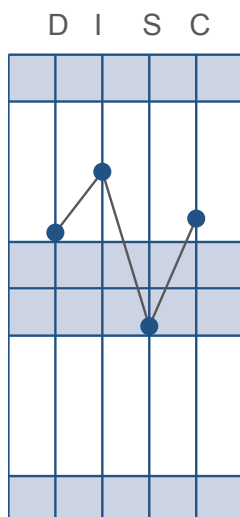
Ideally this person's job will involve him in influencing others in order for them to sell ideas, things or concepts to people in varied situations. The job should allow for personal recognition and an opportunity to be in contact with the public. It is important that this person is given broad guidelines within which to work.

There should be authority to act independently and without referral; but the necessity to discipline others should be kept to a minimum. Rewards should include public recognition and personal acclaim. There could be a requirement to become intensely involved with others for short periods of time in order to generate enthusiasm in them for a product or concept.

## DESCRIPTIVE WORDS

Persuasive, gregarious, participative, positive, assertive, active, mobile, impatient, tense, anxious, independent, alert, eager, self-starter, asks "who" and "what".

## WORK MASK - GRAPH I



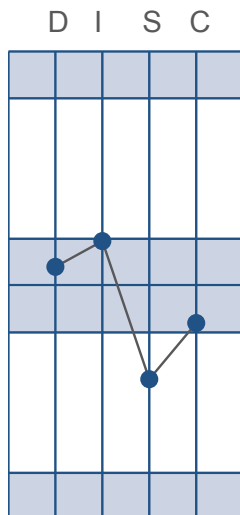
In the work situation Thomas's characteristics modify to the extent that the dominance and compliance level out and become equal.

The indicators are that one or more of the following may apply:

- He could be adopting a cautious approach rather than moving forward and taking decisions.
- He may become ambivalent and indecisive when important decisions have to be made.
- He may not have the authority to make decisions which could leave him feeling suppressed within the role.

Whichever the case, the effect of indecision on both the job and the person should be assessed. It should be noted that if Thomas is naturally indecisive then consideration should be given as to whether this could adversely affect his performance in the job.

## BEHAVIOUR UNDER PRESSURE - GRAPH II



This friendly, communicative and influential individual modifies his behaviour slightly when the pressure is really on.

This may be due to a loss of inner-confidence in his ability to manipulate and persuade others. This would manifest itself in Thomas coming over as quieter than normal.

Although he still has the ability to communicate with others he may not be as positive as his natural behaviour would suggest.

## GENERAL COMMENTS

There are no frustrations, problems or pressures showing in Thomas's profile.

The suggestion therefore is that he is able to cope with the behavioural requirements of the job, organisation and boss.

### Motivators

Thomas is motivated by popularity through social recognition, democratic relationships and monetary rewards to cover good living. Additionally he enjoys power, authority, challenge and the opportunity for advancement. He prefers favourable working conditions and an environment that is free from control and detail.

Should Thomas have a boss, then ideally that person will be a participative but direct leader, who realises that objectives and guidelines should be negotiated on a one-to-one basis. There may, however, be a need to keep control on timescales as Thomas may be distracted on occasions by his interest in people.

### Please note

The above report is a guide. The Personal Profile Analysis is a work orientated inventory. This report is designed to assist in the selection, appraisal, development or coaching and mentoring process.

The report should never be used in isolation but always in conjunction with both an interview and a process whereby a person's experience, education, qualifications, competence and trainability can be assessed.



Other reports are available on the Thomas program which will provide additional useful information about this person. Thomas recommend that consideration be given to using these further reports when appropriate.