

THE ACHIEVEMENT DYNAMICS PROFILE

- NB - 1. This page is for corporate records only.
 2. These results are reliable for 3 months only because of probable changes in attitudes after counselling.

Questionnaire Completed on : **Saturday, 9 August 2008** Questionnaire Serial Number :

Results for : **Mary Kit** Phone :

Address : **big house nsw Australia**

Date of Birth : **Sunday, 2 January 1944** Aged **64 Years**

Academic/Professional Qualifications :

Results for Interest Profile

 A 16 Clerical *****
 B 9 Literary *****
 C 13 Persuasive *****
 D 12 Mechanical *****
 E 13 Artistic *****
 F 10 Research *****
 G 11 Humanitarian *****

Reliability Factor was 50%

Total Score (Max 84)= 84

Results for Motivation Profile

 A 5 Higher Salary *****
 B 4 Responsibility *****
 C 2 Companions **
 D 4 Autonomy *****
 E 5 Security *****
 F 3 Authority ***
 G 2 Status **
 H 3 Achievement ***

Reliability Factor was 80%

Total Score (Max 28)= 28

Results for Attitude Profile

 A 4 Leadership Obligations ****
 B 3 Leadership Power ***
 C 6 Decision Commitment *****
 D 5 Loyalty *****
 E 5 Assertiveness *****
 F 4 Authority ****
 G 6 Advancement *****
 H 2 Hard Work **
 I 5 Persistence *****
 J 0 Decision Commitment
 K 6 Physical Activity *****
 L 3 Urgency ***
 M 5 Problem Analysis *****
 N 4 Work details ****
 O 7 Self Organisation *****
 P 6 Personal Relationship *****
 Q 1 Social Relationship *
 R 3 Group Relationship ***
 S 2 Self Promotions **
 T 7 Emotional Control *****
 U 6 Change *****
 V 0 Assertiveness

Reliability Factor was 40%

Time Taken 0 minutes

Total Score (Max 90)= 90

Note:

1. If any score exceeds the maximum possible score, then re-enter responses from questionnaire.
2. Because individual attitudes can change quickly, the validity of these results can diminish significantly after three months. Therefore, these results are not stored within the computer program. This also restricts the availability of this confidential information to unauthorised persons.

The
Achievement Dynamics
Profile
GRAPHIC REPORT

of

Ms Mary Kit

Sunday, 10 August 2008

Motivation Profile

Candidate : Ms Mary Kit Questionnaire Completed on : Saturday, 9 August 2008

Motivation Profile	0-----1-----2-----3-----4-----5-----6-----7
Higher Salary	*****5
Responsibility (Advancement)	*****4
Pleasant Companions.	*****2
Autonomy	*****4
Security	*****5
Authority (Power).	*****3
Status	*****2
Achievement	*****3

0-----1-----2-----3-----4-----5-----6-----7

High achievers recognise that any career follows this cycle:-

1. They must accept Responsibility - the obligation to carry out work.
2. They must use the full Authority (Power) that goes with the position and with responsibility to influence others to work.
3. They are committed to using their skills and authority to produce results (Achievement).
4. It then follows that they are offered wider responsibility based on their ability to produce results.
5. They develop friendships through the process of mutual achievement rather than self-sustained socialising.
6. Appropriate status and monetary reward, will follow from achieving the results.

Therefore Achievement, Authority and Responsibility (the qualities of leadership) are in the top three motivators of most High Achievers: where any other motivator is included in the top three, it will compete with these.

Autonomy Motivator. For example, where 'Autonomy' is in the top three, their decisions may reflect this, which may be seen as a lack of ambition or a willingness to 'go it alone'.

Ms Kit tends to place considerable emphasis on control of her own work and methods, ie, being able to control her own work activity. Under some circumstances, this may distract her from a more synergistic and productive approach. It may communicate a preference for specialist activity over management-type work.

Salary Motivator. Where the 'Salary motivator' is included in the top three this person will tend to pursue activities that will influence her remuneration in preference to those which will influence the organisation's goals. An exception may be a salesperson.

Ms Kit tends to place considerable emphasis on monetary reward in itself. This could represent a financial need or that she measures her effectiveness in terms of salary.

Pleasant Companions. Where 'Pleasant Companions' is in the top three, this person may hesitate to make decisions which will affect her relationships.

Security Motivator. Where 'Security' is in the top three, this person may be unduly conscious of their financial standing, commitments or job security in the organisation.

Ms Kit tends to place considerable emphasis on security. This could indicate a concern to ensure that financial commitments are able to be honoured. It may also represent a distraction in a managerial position.

Status Motivator. Where 'Status' is in the top three, this person may be unduly conscious of their status within the group/team.

Attitude Profile

Candidate : Ms Mary Kit

Questionnaire Completed on : Saturday, 9 August 2008

These are the attitudes expressed in relation to the work environment. Please refer to the Training & Development Report pages for a detailed explanation of The Attitude Profile.

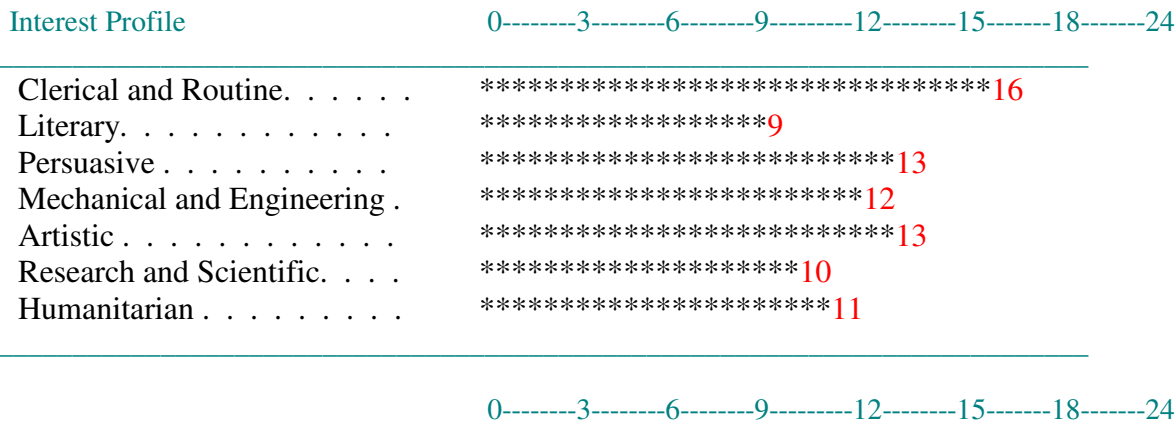
			Most Productive L'ship Attitude Level/
Value	Factor	<----LOW	HIGH---->
HEADSHIP	A - Self-Confidence as a LEADER --> Score A=4	0 1 2 3 4 5 6 7 8 9	#####
	B - Need to CONTROL --> B=3	0 1 2 3 4 5 6 7 8 9	#####
	C - DECISION commitment --> C=6	0 1 2 3 4 5 6 7 8 9	#####
FOLLOWER SHIP	D - Need to BELONG/LOYALTY --> D=5	0 1 2 3 4 5 6 7 8 9	#####
	E - Willingness to CONFRONT CONFLICT --> E=5	0 1 2 3 4 5 6 7 8 9	#####
	F - Need for RULES & GUIDANCE --> F=4	0 1 2 3 4 5 6 7 8 9	#####
DRIVE	G - Need to ACHIEVE & IMPROVE --> G=6	0 1 2 3 4 5 6 7 8 9	#####
	H - Willingness to WORK HARD --> H=2	0 1 2 3 4 5 6 7 8 9	####
	I - Need for FINISH what they start --> I=5	0 1 2 3 4 5 6 7 8 9	#####
GEARING	J - See 'C' --> J=0	0 1 2 3 4 5 6 7 8 9	#
	K - Physical ENERGY Level --> K=6	0 1 2 3 4 5 6 7 8 9	#####
	L - Speed of RESPONSE --> L=3	0 1 2 3 4 5 6 7 8 9	#####
WORK ORG-ANISATION	M - Willingness to PLAN & ANALYSE --> M=5	0 1 2 3 4 5 6 7 8 9	#####
	N - Attitude to WORK DETAIL --> N=4	0 1 2 3 4 5 6 7 8 9	#####
	O - SELF-ORGANISATION --> O=7	0 1 2 3 4 5 6 7 8 9	#####
SOCIAL SENSIT-IVITY	P - Need to Establish Close INTERPERSONAL RELATIONSHIPS --> P=6	0 1 2 3 4 5 6 7 8 9	#####
	Q - Need to be SOCIABLE --> Q=1	0 1 2 3 4 5 6 7 8 9	###
SOCIAL ADAPT-ABILITY	R - Need for GROUP SUPPORT --> R=3	0 1 2 3 4 5 6 7 8 9	#####
	S - Need for SELF-PROMOTION --> S=2	0 1 2 3 4 5 6 7 8 9	####
EMOTIONAL CONTROL	T - Level of EMOTIONAL CONTROL --> T=7	0 1 2 3 4 5 6 7 8 9	#####
	U - Need for CHANGE --> U=6	0 1 2 3 4 5 6 7 8 9	#####
	V - See 'E' --> V=0	0 1 2 3 4 5 6 7 8 9	#

^Value^ ^Factor^ <Ideal>
 |<--Normal Range-->|
 ----| and, Critical |<----
 |Leadership Limits|

Interest Profile

Candidate : Ms Mary Kit

Questionnaire Completed on : Saturday, 9 August 2008



High achievers usually score well in the Research and Scientific, and Persuasive interests. Those with a strong interest in Research and Scientific enjoy solving problems and this is usually triggered by a high level of curiosity. This means that they tend to be perceptive, to be probing, and to be generally interested in what is happening around them.

Ms Kit has a below average interest in Research and Scientific activity and therefore is likely to be aware of problems and opportunities only when they start developing.

A high Persuasive interest means that the person is interested in persuading others to their point of view, discussing and spreading their ideas. Such people have the fundamental desire to get others to work towards a common purpose, and goals, in a co-operative, synergistic manner. This is one of the many fundamental requirements for leadership.

Ms Kit has an above average interest in Persuasive activity and will therefore probably discuss problems and opportunities with others readily.

High Achievers frequently have a weak humanitarian interest i.e. they concentrate on their own problems, let others handle their own problems and learn from them, yet are ready to help when asked.

Ms Kit has an interest in Humanitarian factors and will give full consideration to the `human' aspects of problems and opportunities, and may at times tend to give a little too much emphasis to human aspects.

A person with a `flat' Interest Profile (i.e. all interest scores are between 7 and 17) will find most subjects interesting and will often get distracted from one subject to another before achieving a productive payoff from their efforts.

The
Achievement Dynamics

Profile

TRAINING & DEVELOPMENT REPORT

of

Ms Mary Kit

Sunday, 10 August 2008

A - Attitude to LEADERSHIP OBLIGATIONS: (A = 4)

Strengths:

Will accept leadership positions, but probably not with total confidence. Will not feel completely comfortable in such appointments. This could be communicated to others. Such a person may be better channelled into a responsible administrative, technical or specialist role where she has limited accountability for others, such as a supervisory position where leadership accountability is structured.

Concerns:

Lack of confidence in her ability to lead may become evident. This could affect the confidence of others in her leadership ability unless she displayed other significantly favourable traits.

Comment:

May direct others rather than lead them, especially under pressure; but not to a serious degree. Would benefit from counselling, coaching and encouragement about her personal style.

B - Attitude to LEADERSHIP POWER: (B = 3)

Strengths:

Would need to be encouraged to accept a position of responsibility for others, because her nature is such that she doesn't enjoy authority over others. She would attempt to exert that authority but her style would not be forceful, and she would look to her personality to win support, rather than a forceful style. Would have difficulty forcing work through under pressure and under time constraints.

Concerns:

Would not enjoy authority over others and would avoid it if possible. If not avoidable, she would attempt to exert authority but not with a forceful style. Would be seen as an agreeable person because of this lack of forcefulness, but she would not engender a high level of respect for her use of authority.

Comment:

Has a general appreciation of the need to exercise authority. Would benefit from further counselling and coaching on the need to fully exercise the authority that goes with responsibility.

C - Attitude to DECISION COMMITMENT: (C = 6)

Strengths:

Is a balanced decision maker who tends to be prompt rather than cautious. Considers all the important detail but does not delay while waiting for minor details.

Concerns:

Will, under pressure, tend to push decisions through when a little more caution may be prudent.

Comment:

Under pressure, or where the outcome is controversial or vital, it would pay to watch that decisions are not hasty, and that she carefully considers all the important details.

D - Attitude to LOYALTY: (D = 5)

Strengths:

Has a balance between loyalty to her work and loyalty to people and the company. She manages to establish a balance between fitting in with the organisation's culture, discerning when it is important to show independence and initiative.

Concerns:

Where a supervisor's views differ from her own, she would tend discuss the differences in a balanced manner.

Comment:

Usually perceives and uses the correct balance between work integrity and loyalty to people. She would take a firm independent stand only when she feels strongly about an issue.

E - Attitude to ASSERTIVENESS: (E = 5)

Strengths:

Would be cautious about communicating her feelings to others until she is sure of her relationship with that person.

Concerns:

Would avoid expressing, if possible, a conflicting point of view in case it leads to disagreement and conflict.

Comment:

Would benefit from helpful and encouraging support and feedback, especially at meetings.

F - Attitude to AUTHORITY: (F = 4)

Strengths:

Strikes an effective balance between the organisation's rules and the need for intelligent individual interpretation of them. She is a sensible self-starter. She would allow others opportunity to do things their way within reasonable limits. She has the courage to apply her own ideas if she believes strongly that the established rules are inadequate or unsuitable.

Concerns:

May tend to ignore rules if they hinder her progress.

Comment:

She can generally exercise independence within intelligent Policy and Procedure.

Achievement Attribute - DRIVE

G - Attitude to ADVANCEMENT: (G = 6)

Strengths:

Is sensibly ambitious, self-motivated, with a desire to advance herself. She is enthusiastic and has self-imposed high standards which enthuse others. She likes to be recognized for her achievements and is dynamic in her work style. She has high but reasonable expectations of others. Would stretch subordinates.

Concerns:

She would occasionally have unrealistic expectations of subordinates with a lower level of ambition.

Comments:

Is ambitious and goal oriented. Her supervisor only needs to assist her define the goals, and then let her get on with the job. She is hardest on herself when things go wrong; she doesn't need a boss to tell her as well.

H - Attitude to HARD WORK: (H = 2)

Strengths:

Is a sensible hard worker who likes to pay her way and expects to be rewarded only when she deserves it. She responds particularly well to recognition of her efforts. She will seek easier ways of doing things.

Concerns:

Her working tempo will vary at times, depending on her perception of self-gain.

Comment:

Would sustain her effort under most circumstances.

I - Attitude to PERSISTENCE: (I = 5)

Strengths:

Is very responsible and will work hard to finish assignments correctly and on time. She is sensibly conscientious, sincere and persevering. She is reluctant to delegate those really vital aspects of a project or task.

Concerns:

She may have difficulty with priorities when she is under pressure.

Comment:

It may pay to check her priorities with her occasionally. May spend too much time on less important tasks or go into unnecessary detail.

J - Attitude to DECISION COMMITMENT: (J = 0)

Strengths:

Is very serious minded and cautious, and because of this has trouble with priorities. She procrastinates. She has difficulty handling the conflict arising from disagreement with her decisions.

Concerns:

Is uncertain about most things and has great difficulty in committing herself to any course of action, or to taking risks, and often needs help in deciding even small issues. She can become a bottleneck in the administrative work-flow if not supervised.

Comment:

Would readily increase her personal productivity and satisfaction if she understood her own decision-making or risk taking short-comings. Therefore, counselling and coaching about her procrastination and techniques of decision commitment would be beneficial. Some supervisory pressure may improve her productivity.

K - Attitude to PHYSICAL ACTIVITY: (K = 6)

Strengths:

Has a good level of physical energy without being compulsive. She would balance her work-place supervision with in-office discussions. She would also balance her physical activity with thinking activity. She would display enthusiasm for her work when supported.

Concerns:

There is a high level of emotional energy in her work activity. She would feel some frustration if she feels unsupported.

Comment:

No need to worry about her physical supervising.

L - Attitude to URGENCY: (L = 3)

Strengths:

Has an average sense of urgency and she responds to issues and situations. She enjoys working in an 'easy going' manner.

Concerns:

She may tend to under-react, which could result in some delay and wasted time, but not to a serious degree.

Comment:

In pressure situations, a little extra supervision to speed things up and focus her activity could be beneficial.

M - Attitude to PROBLEM ANALYSIS: (M = 5)

Strengths:

Is practical and is action oriented. She will delve beyond the obvious but not much further and, because of this, her planning and analysis will on occasions lack depth and thoroughness. Most effective in fast moving or emergency situations.

Concerns:

At times she will react to situations rather than act on a full analysis of the situation.

Comment:

She may need some help on occasions, analyzing and thinking through the more complex problems. Her aptitude is for getting things done and fixing problems, not for analyzing the causes. She cuts through red tape.

N - Attitude to WORK DETAILS: (N = 4)

Strengths:

Tends to do too much detailed work herself and should look at her delegation style. She would not get full benefit from other people because she either does not delegate sufficiently, or she does not pass on promptly the detail they need for their work. However, she is always well informed. She "does her homework" thoroughly.

Concerns:

She shows signs of insecurity and over-controls the group's work activity by getting excessively involved in minor detail.

Comment:

This person will be informed and will keep you informed with details. She may, on occasions, require counselling and coaching in giving productive work a higher priority over detail. Her knowledge of detail keeps other people alert.

O - Attitude to SELF-ORGANISATION: (O = 7)

Strengths:

Will enjoy the role of organizing and tend to over-organize and create too many rules and regulations. She tends to be conservative. On major issues she will defend her position strongly.

Concerns:

She would tend to support her views determinedly even on less important issues and have to be persuaded by sound argument to change it.

Comment:

Because she tends to prejudge situations she may benefit from counselling and coaching about creative problem solving.

P - Attitude to PERSONAL RELATIONSHIPS: (P = 6)

Strengths:

Has a need for and works hard to create sincere, warm personal relationships. She is sensitive and insightful to the feelings of others. She tends to feel anxious when her attempts to establish personal relationships are not reciprocated with spontaneity.

Concerns:

She likes to reciprocate consideration, and could favour those she likes. Her life tends to be based on hurts and feelings. She is easily hurt and the hurts can be strongly felt. When under pressure, she may lose a degree of objectivity.

Comment:

She will be supportive of you with problems. Her judgment will tend to favour those she likes and her recommendations may need some supervision.

Q - Attitude to SOCIAL RELATIONSHIPS: (Q = 1)

Strengths:

She places hard work and earnest effort before socializing.

Concerns:

She would have difficulty in maintaining friendly social relationships and may not be tactful in social situations.

Comment:

This person would benefit from help in establishing initial relationships. She would benefit from a careful induction program to provide a formal contact with her work colleagues and other people.

R - Attitude to GROUP RELATIONSHIPS: (R = 3)

Strengths:

Is sensitive to group attitudes and will strive to achieve consensus but not at the expense of what she believes to be the correct way to act. She would be prepared, however, to make sensible concessions.

Concerns:

On occasions, her decision would be an independent one, where she discounts opposing views.

Comment:

Could provide rational feedback of the group's feelings for management.

S - Attitude to SELF PROMOTION: (S = 2)

Strengths:

Is sincere. She tends to keep her own counsel and she is work oriented. She does not always feel comfortable in social situations.

Concerns:

Her shyness and tendency to withdraw from social contact would be more noticeable under pressure.

Comment:

Initial supervisory support would enable her to develop productive social relationships.

T - Attitude to EMOTIONAL CONTROL: (T = 7)

Strengths:

Is calm in her dealings with others, but controlled. She is usually a very pleasant person to share activity with.

Concerns:

She would not be moody, but would be well controlled.

Comment:

Is a warm person to enjoy conversation and to work with.

U - Attitude to CHANGE: (U = 6)

Strengths:

Is comfortable with change without losing a sense of priority.

Concerns:

She may tend to get bored if the work is excessively monotonous or routine.

Comment:

Accepts change readily.

V - Attitude to ASSERTIVENESS: (V = 0)

Strengths:

Takes a broad objective perspective of problems and will rarely present opposing views because she doesn't like hurting others. If confident, (a high "A" result), she would be diplomatic - if lacking in self-confidence (low "A") then she would tend to be secretive.

Concerns:

Would have difficulty confronting conflict because she cannot handle the revealed emotions readily. Tends to accumulate her feelings and may suddenly and unexpectedly lose her temper.

Comment:

She would benefit from counselling and coaching in assertiveness - expressing her ideas and feelings more openly.

SIGNIFICANT VALUE GROUPINGS OF ATTITUDES

The Following other significant factors are evident in this respondents Achievement Profile :-

- * Socially reserved.

TRAINING SUGGESTIONS

The respondent would benefit from training in:

- * Coaching in creative problem solving techniques
- * Stress Management