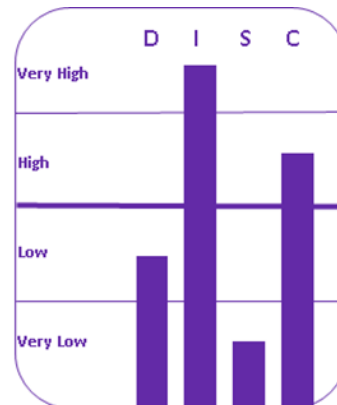


Remote/Home Working Report

First Name, Surname - Date (Client code)

Group "I"



Profile Ref: I/S 3

Groups Summary

When looking at remote/homeworking, it is possible to model the likely behaviour and compatibility of a person into one of four high level group. Communication and interaction are at the core of this person. They will tend to suffer loneliness very quickly and could become depressed if not kept motivated. Remote/homeworking could become challenging and demotivating after a relatively short period of time.

Suggestions to manage and support this group when working from home

- This is a very positive, enthusiastic and friendly group and will feel the isolation of homeworking more than all other groups.
- They are likely to appear the most enthusiastic of all the groups in the idea of transferring to homeworking, but the lack of team interaction will soon take its toll.
- Being very gregarious and tactile by nature, they are likely to leave their work and gravitate towards others in the house.
- Regular daily contact is essential with this group, not only by the company, but also by work colleagues and those in their team. Constant interaction is absolutely key.
- In communication with them, try not to argue or be negative, instead explore alternative positive solutions. Their greatest fear is rejection, which will be heightened when working on their own.
- Video conferencing should be used for communication with work and colleagues when possible.
- Summarise conversations in writing with what you both agree upon.

Primary Characteristics Summary

The Primary Characteristics are derived from the highest and lowest factors in the “Natural” profile graph. These represent a scoring validation based on a consistent choice of answers throughout the assessment.

This individual has very good people skills. Their naturally friendly and positive character means they will establish rapport quite quickly. Persuasive and relatively confident in style, they find it easy to communicate their ideas in an unchallenging environment and bring it to a conclusion. This individual is likely to be alert and active, always searching for new opportunities. Their self-motivation is usually quite good if working in a positive environment but could get demotivated easily if things are not going well. They find it easy to influence the decisions of others but may be tested if against a very dominant and assertive person. This individual is naturally a good communicator.

Due to a possibly strong willed and independent element in their profile, a manager may not easily identify issues that could be affecting their performance. There is a tendency for them to do things their way. Generally, quite accommodating and mild mannered, they may also be seen by others as quite modest. Generally, they will be very active, sometimes restless to achieve results.

Key Motivators:

They seek and enjoy public praise and recognition, particularly amongst their peer group. This will be a key environment issue to consider.

Basic Fears:

This group likes to be with people and are team players. They do not like rejection, particularly by those close to them.

Communication Suggestions for Manager and Colleagues:

- Get them to talk about opinions, ideas and dreams
- Try to develop mutually stimulating ideas together
- Try not to argue, instead explore alternative solution you can both share with enthusiasm
- Summarise in writing what you both agree upon
- Be entertaining and fast moving
- They are positively affected if you use testimonials from important people or companies with which they can relate

Graph Meaning

Modified – This shows the person’s current behavioural traits in their working environment. Therefore, the following changes between the Modified and Natural graphs are an indication that the person is currently modifying their behaviour and should be investigated.

“D” = possible change in assertiveness. Lower = less, higher = more.

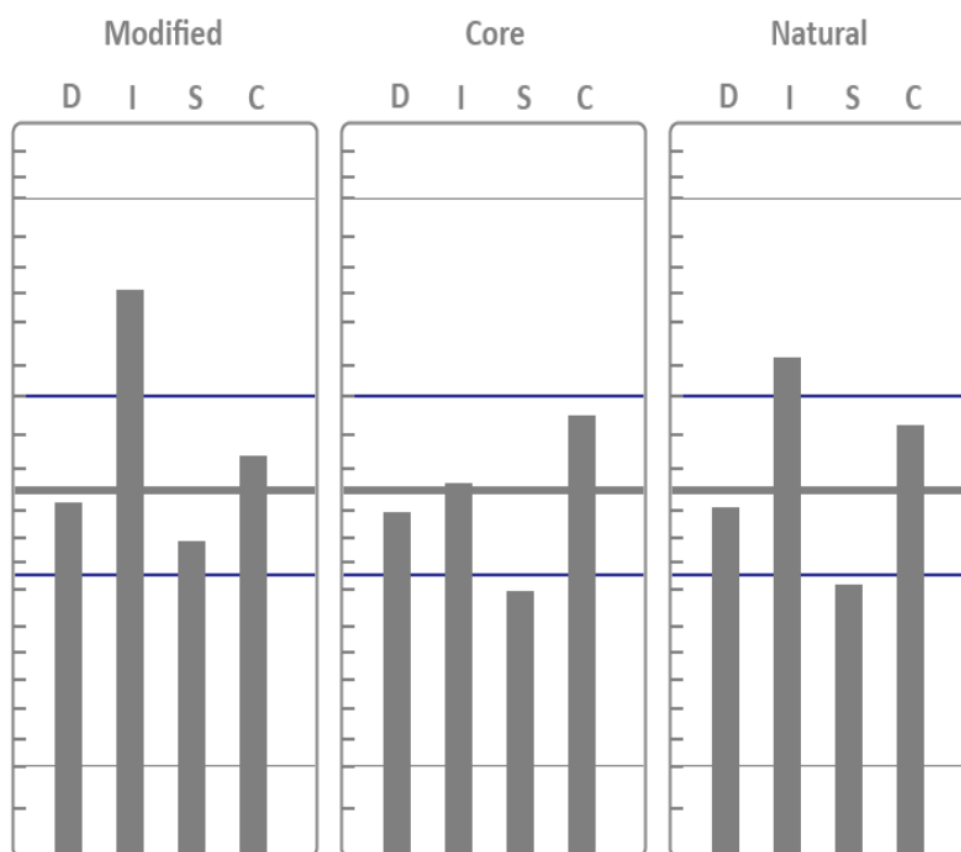
“I” = possible change in communication style. Lower = less outgoing, higher = more.

“S” = possible changes in pace. Significant changes here can also indicate stress.

“C” = possible changes in attention to detail. Lower = less, higher = more.

Core – how the person reacts under pressure

Natural – The “Natural” profile report presents a view of the person’s core behavioral character traits. Matching a job role to these traits means a person is operating in a working environment that feels natural to them. This generates less stress and dramatically increases the likelihood of success.



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