



Mrs. Thomas Sample

Management Strengths

28/05/2020

Private & Confidential

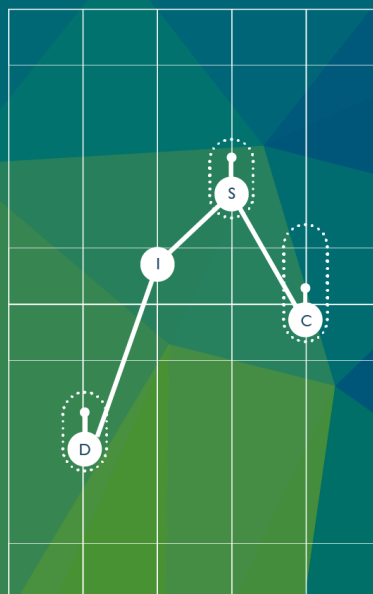
PPA Guide

D

Dominance indicates an individual's response to Power. Dominance produces drive to accomplishment in the face of opposition or antagonism.

I

Influence shows an individual's response to People. Influence factor leads to influencing others to react positively or favourably.



S

Steadiness demonstrates an individual's response to Pace. Steadiness in completing tasks in defined areas to maintain the status quo.

C

Compliance reveals an individual's response to Policy. Compliance produces high work standard to avoid trouble or error.

What is PPA used for?

In just 8 minutes, the Personal Profile Analysis provides an accurate psychometric insight into how people prefer to behave at work. This can help to give you a greater sense of certainty when recruiting as you can explore job and culture fit.

What should I use this report for?

A manager must provide the glue to keep groups and teams together and focussed on delivering the performance that is needed to achieve business objectives. Whilst enthusing and motivating their team, managers must also focus on setting objectives, deciding what work needs to be done, organising the team activities and measuring their performance.

They form great teams, some of whose members know more about specialist areas than them. Managers drive the team

forward in the right direction, setting the ground rules whilst enabling members to achieve their full potential. They allow people to make mistakes – but not too many – and they praise as well as correct.

Managers act quickly to solve problems, they know sufficient information about their area of the business or particular organisational competencies to be respected but they don't get lost in the detail. They walk the talk, acting in a way which consistently reflects what they say and expect from their team; creating trust and a reputation for integrity.

This report reflects these two integral parts to managing effectively – exploring the individuals' approach to both task and people management. First however, the report will explore this manager's personal style and signature management strengths in order to support development planning and performance based conversations.

THOMAS SAMPLE'S MANAGEMENT HIGHLIGHTS

Personal style

Thomas Sample appears to have the characteristics for a leadership role in specialist, technical and professional areas. She is likely to be people-oriented and will tend to work well in an organisation whose culture is democratic, structured and participative. Her profile suggests that she will succeed in leading a function which is involved in evaluation of facts and figures.

Her profile suggests that she may avoid conflict situations which may result in her yielding her position or hesitating to make unpopular decisions.

Her leadership potential will also depend on aspects of her emotional awareness and level of fluid intelligence.

Descriptive words

non- demonstrative
deliberate precise confident
cautious persistent systematic non-antagonistic
friendly logical thorough
humble

Signature strengths

- A good communicator of facts both verbally and in writing
- Persistent and hardworking, ties up loose ends
- Loyal, patient, reliable
- Skilled at analysing and limiting risk
- Follows rules, procedures, systems and direction
- Uses facts, figures and persuasion to win people over

TASK MANAGEMENT

Focus

Thomas Sample is motivated towards the achievement of complex and precise goals for which she can utilise her well-organised approach to the successful completion of specialist assignments. She is also motivated by opportunities to work with and through others in a stable and predictable environment. Personal recognition would be a major positive influencing factor.

Decision making

Thomas Sample is likely to rely on personal expertise or existing procedures when making a decision and tends to make decisions that she considers to be safe. Unless she has a degree of assertiveness, she is likely to yield her position if on strange ground or challenged by a more aggressive individual.

Planning and problem solving

Thomas Sample's approach to Planning and Problem Solving is careful and thorough and they are likely to account for possible difficulties and challenges. Her approach lends itself to excellent short-term and intermediate planning. On the other hand, this may at times be too detailed for long-term planning and may be too cautious for conceptual strategic planning. Her problem solving style is likely to use logic and facts to resolve issues. As she is people-oriented, she is likely to talk through issues and use a democratic approach to reach a solution. Due to a preference for accuracy, Thomas Sample may take some time to go through all the information she feels is necessary to resolve an issue and this could frustrate others.

PEOPLE MANAGEMENT

Communication

Thomas Sample's communication style is likely to be one of her leadership strengths as she is likely to be a positive communicator when she feels secure in her own knowledge or when imparting information in non-antagonistic situations. However, she may tend to hesitate to voice her opinions if she is challenged in an area outside her personal expertise. Therefore, in areas outside Thomas Sample's remit, she may be more suited to being an advisor/consultant rather than a leader. If she has appropriate levels of self-esteem and assertiveness coupled with an ability to reason with information provided, she may be able to pick up knowledge of the area being discussed quickly and contribute.

Managing and motivating

Whilst Thomas Sample has the ability to motivate others there could be a tendency for her to frustrate some as a result of an innate desire for perfection and the avoidance of trouble and hassle. She approaches motivation in terms of personal adherence to standards and/or quality. Thomas Sample is sincere to her trusted subordinates and is sensitive to their needs. Her managerial style is likely to be formal and procedural. Being of a non-aggressive nature there is a likelihood that Thomas Sample would dislike the pressure of disciplining. This could result in her backing down easily and failing to confront those of a stronger nature.

Developing others

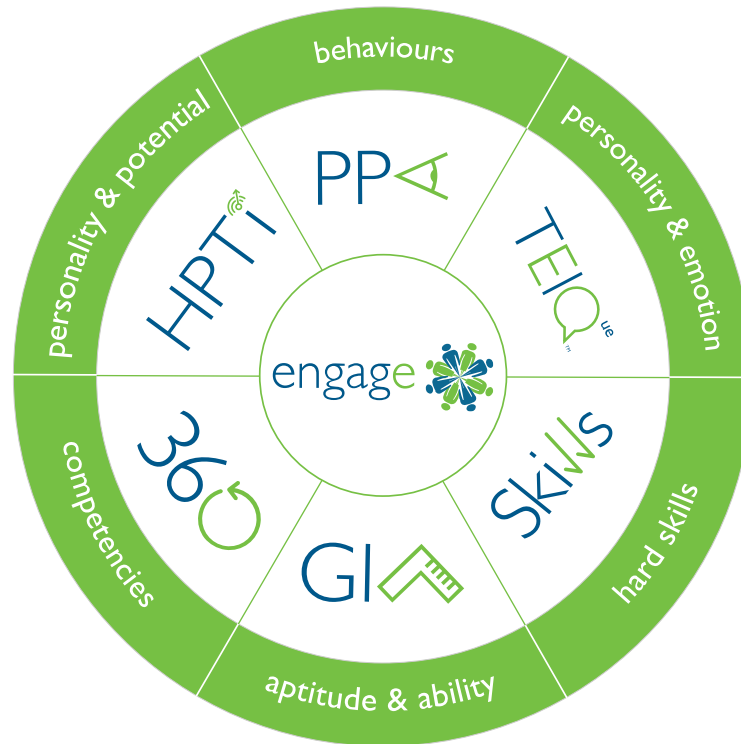
Thomas Sample is likely to identify the precise requirements or shortfalls within others. She may not, however, show flair in deciding exactly what assistance is needed to develop them. This could lead to her emphasising specialisation for people rather than developing overall skills. This may frustrate subordinates, particularly those wanting to move into general management.

CONCLUSION

Given all these factors, the ideal workplace for Thomas Sample to consider would be one where the job has a certain amount of routine and responsibilities are clearly defined.

The PPA explores an individual's behaviour. Leadership potential can also depend on other factors such as emotional intelligence, personality and fluid intelligence as well as experience and learning. We recommend examining the elements that drive the behaviour you see in this report in order to understand all of Thomas Sample's management strengths and how to support them in realising their potential.

PPA is part of a range of assessments that empower businesses to transform the performance of their teams and individuals – and deliver an immediate impact on their organisation.



Our assessments work together to give you a full insight into what makes people successful – their behaviours, personality, aptitude and ability, competency and hard skills.

Call us on 01628 475 366 or email info@thomas.co.uk to discuss how Thomas' assessments can give you clarity for all your people decisions.