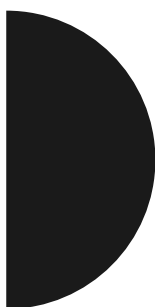


CandidateProfile

REPORT



Name: Sam Sample

Profile: Driver Analyser

Date: 13 March 2019, 12:47

Your logo and business details here

Profile Style

Driver Analyser

Prepared For

Sam Sample

Personal Graph

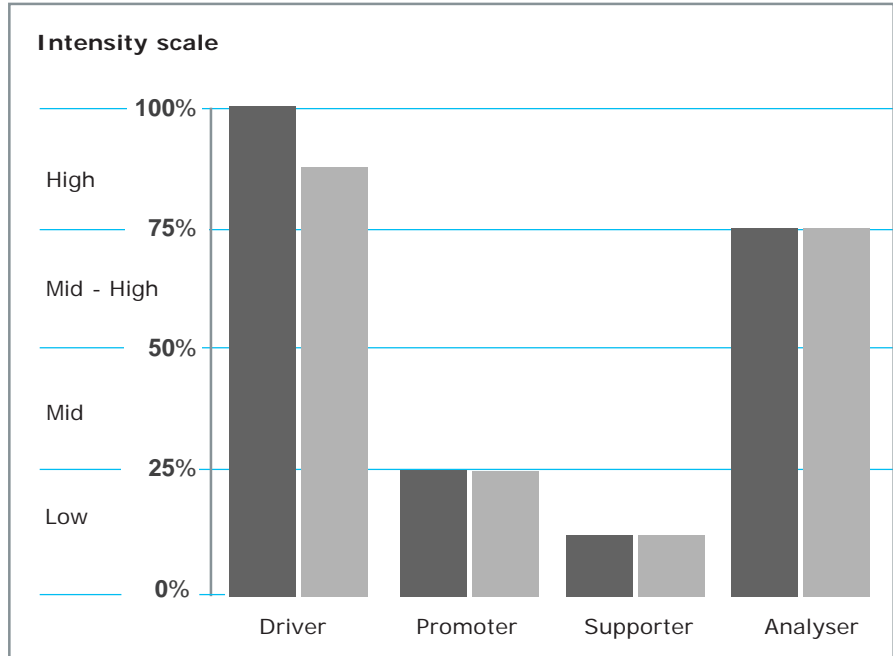
Job Profile identifies four basic personality (or behavioural) styles – **Driver, Promoter, Supporter and Analyser**. When blended together these four styles make us who we are. All people exhibit these four behavioural preferences in varying degrees of intensity.

Graph Intensity

The intensity percentages in this graph indicate how the four styles influence this person's behaviour. The highest percentage is the **dominant** style. People can have one, two or three styles of equal intensity; Jobprofile reports on the two most dominant styles.

Ideal results

Ideally the **Work Style** and **Natural Style** graphs should be identical; however variations are acceptable if they are on the line or within the same intensity band. Styles tend to be more intense 'at work' reflecting an environment for results and performance. The wider the difference, the more stressed this person is likely to be.



Work Style indicates how this person describes and perceives themselves to be at work.



Natural Style indicates this person's natural style away from work.

What Each Style Brings To The Job

Drivers bring: problem solving, vision, drive and ambition, confidence and natural leadership, high standards, strong work ethic, ability to create systems to achieve objectives, courage, drive to reach goals, ability to run many projects, energy, action and a strong motivation to excel.

Promoters bring: excellent communication and presentation skills, enthusiasm and ability to enlist cooperation with others, decisiveness and organisational skills, ability to see the big picture, drive to be productive, commitment to work they really believe in and adaptability to change direction.

Supporters bring: strong work ethic, responsible and hard-working, good cooperation skills, harmonious relationships with others, practical and realistic, accurate with facts and attention to detail, enjoy being of service to others, supportive of fellow workers and strong organisational skills.

Analysers bring: ability to see possibilities and implications, creative problem solving, determination, independence, high standards, strong work ethic, logical and analytical decision making, strong organisational skills, ability to absorb information, follow rules and a desire to be expert in field.

Profile Style

Driver Analyser

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Profile Summary

Driver Analysers are task-oriented people who don't spend a lot of time in discussion and attending meetings. They control their emotions and remain cool and are less interested in people than the task at hand. They are results-oriented and are driven to be accurate and precise. This combination is powerful and resourceful, making them good problem solvers and solution providers. They 'get the job done' without 'going broke' in the process.

Driver Analysers look to the future. They tend to think differently, more creatively, more outside the ordinary. This keeps them motivated and focused. Boredom and repetition are their worst nightmare. Because they are forward-looking they are unique in their ability to consider past, present and future needs. Driver Analysers are often instrumental in change. With perfectionist tendencies, they are talented planners.

They can accomplish incredible amounts of work in a short time and can appear cold or hard hearted. This is due to their desire to generate quality work. They are quick to tell you what they think and what you should be doing. They don't have sophisticated people skills and are uncomfortable dealing with people problems.

Ideal careers for **Driver Analysers** involve having a variety of work that is hands on, detailed and requires problem solving. They find it more rewarding to pursue jobs in factual, technical industries where their expertise in dealing with logic and facts is most valued, rather than people-oriented jobs.

Work Style Review

At work they tend to use their	Determination & knowledge
They mostly communicate by	Directing in writing
They are motivated by	Goals, ambition within defined guidelines
They are de-motivated by	Failure & conflict
Their value to the company is	Getting things done and achieving detailed analytical and administrative results
Their management style is	Task oriented, assertive, competitive and factual
They enjoy	Action, active participation
They dislike	Time wasting, vagueness and inaccuracy
They influence others by	Force of character, persistence and factual analytical presentations

Profile Style

Driver Analyser

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Ideal Work Environment

The ideal work environment for a Driver Analyser is where

- There is freedom from control and supervision
- There are challenges and rewards
- Tasks can be broken down into measurable components
- Relationships skills are not required
- There is an opportunity to delegate and manage
- They can make decisions
- Technical, task-oriented work is required
- There is an environment where quality and standards are important

Natural Talents They Bring To The Job

- Ability to focus on the task at hand
- Keen powers of observation and an excellent memory for factual information
- Ability to bring order to confusing data and recognise key facts
- Aptitude for working alone or alongside others they respect
- Can stay calm and cool in a crisis
- They recognise what needs doing and what's important to complete the job
- Aptitude for working with their hands and with tools and machinery
- Able to adapt to sudden changes and shift gears quickly
- Practicality and good commonsense
- Ability to identify and make good use of available resources
- Flexibility and willingness to take the initiative and try new approaches

Values And Dislikes

Driver Analysers value: achievement, challenges, competence, critical thinking, decisiveness, efficiency, facts, leadership, productivity, responsibility, structure and commitment.

They dislike: boredom, disorganisation, evasiveness, exaggeration, excuses, inaccuracy, indecisiveness, laziness and people who don't take responsibility for their actions.

Style Under Stress

Under stress Driver Analysers become dictatorial

When under pressure, Driver Analysers natural sense of urgency is more exaggerated and they become dictatorial insisting that it's done their way. They don't feel much sympathy for those who don't know what they're supposed to do. They want everyone to be responsible and self-disciplined. By becoming demanding they can upset people with their comments. They become overly critical because of their desire to get the job done rather than worry about what people think.

Making A Difference

Driver Analysers make a difference by

- Taking charge
- Setting high standards
- Giving expert advice
- Being a creative thinker
- Finding mistakes
- Solving problems
- Looking at the big picture
- Getting it done on time

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Sales
Strengths

If this person is being considered for a sales position, here are the key sales strengths of **Driver Analysers**.

Driver Analysers are results oriented and sell by presenting in a direct and thorough manner. They expect buyers to decide quickly based upon key data, information and fact. Their quick pace and bottom-line orientation means that they are wired to do well selling products that can be quickly matched to a customer's needs and where detailed information is required. Their impatience makes them less suited to products or services requiring a lengthy sales cycle.

Driver Analysers are very practical, no-nonsense people who sell on logic and fact. They enjoy selling new and innovative products and are prepared well in advance with all the technical information need to convince the customer.

Driver Analysers sell best where they can

- Identify and use resources in an efficient manner
- Master new skills especially mechanical and those requiring dexterity
- Apply technical knowledge to achieve results
- Troubleshoot and problem-solve
- Have clear direction, goals and objectives
- Work in an environment without stringent rules or procedures
- Act independently with a minimum of supervision
- Use their analytical and entrepreneurial expertise

Leadership

Driver Analysers are entrepreneurial leaders who want to be in charge, who communicate well and are focused on results.

They expect their team to accomplish a lot in a short time. They look to quality of work and expect people to be responsible for their actions. They are bottom line focused and expect their colleagues to deliver on time and under budget. Innovative and ambitious, they strive towards the goal.

They are unperturbed by the degree of difficulty and opposition they might face, expecting their team to be in full support. They place value on time and expect colleagues to work as hard as they do without complaining or quitting. They set high expectations and can be demanding. Driver Analysers do not usually have strong relationship skills and will often find that they are at 'odds' with their team particularly under pressure when they can be stubborn and tough.

Managing Change

Driver Analysers enjoy the challenge so change is not a problem for them if the rational behind the change has been explained and accepted by them. They are ready to get on with it provided they can have some authority and control.

How to transition Driver Analysers

Give them or let them develop an action plan and timetable for transition. They will coordinate activities and ensure that it runs like 'clock-work'. They will need to work on their 'people skills' and be more forgiving so as not to upset those styles that are reluctant to change and don't transition easily.

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Career Options

Matching talent with jobs

In listing occupations and industries that are popular among **Driver Analysers** it's important to note that there are successful people of all styles in all occupations.

However some people are better suited to some jobs than others because their talent matches what the job requires, making them a natural fit.

As a result they are less likely to be stressed due to being in the 'wrong job' and more likely to perform better and stay in the job longer.

Listed are careers and occupations that Driver Analysers may find satisfying

The key for **Driver Analysers** is to have a variety of work that is hands on, detailed and requires problem solving. Technical careers where their expertise in dealing with logic and facts is well suited.

- | | | |
|---------------------------|------------------------|-------------------------|
| Accountant | Finance Management | Printing and Publishing |
| Agricultural Services | Financial Services | Private Investigator |
| Audiovisual Specialist | Flight Engineer | Product Safety Engineer |
| Automotive Engineer | Forensic Scientist | Production Planning |
| Banking | Fund Manager | Project Manager |
| Building and Construction | Hospital Supervisor | Quality Controller |
| Business Consultant | Industrial Relations | Research & Development |
| Chemist | Information Technology | Scientist |
| Chief Executive Officer | Insurance Appraiser | Securities Analyst |
| Chief Financial Officer | Investment Banking | Security Specialist |
| Civil Engineer | Lawyer | Self Employed |
| Computer Analyst | Legal Secretary | Share Broker |
| Computer Programmer | Logistics | Software Developer |
| Computer Repairs | Management Consultant | Software Sales |
| Computer Sales | Mechanical Engineer | Solicitor |
| Creative Designer | Medical Administrator | Strategic Planning |
| Credit Manager | Medical Equipment | Surveyor |
| Economist | Merchandise buyer | Systems Analyst |
| Electronic Specialist | Technician | Technical Manager |
| Engineer | Military Officer | Technical Supervisor |
| Entrepreneur | Mortgage Broker | Telecommunications |
| Environmental Protection | Paralegal | Trades - Construction |
| Equipment Repair | Paramedic | Transportation |
| Equipment Sales | Parks And Reserves | |

Sales jobs that best suit Driver Analysers include but not limited to

- | | | |
|--------------------|------------------------|------------------------|
| Advertising | Furniture | Outdoor equipment |
| Automotive sales | Home products | Property development |
| Banking services | Insurance | Radio & TV advertising |
| Boats | Investments | Real estate |
| Computer hardware | Magazine subscriptions | Scientific equipment |
| Computer software | Marine products | Security equipment |
| Consumer goods | Medical equipment | Shares |
| Electrical goods | Mortgages | Sporting goods |
| Financial Services | Newspaper advertising | Stationery |
| Food products | Office equipment | Technical products |
| | | Telecommunication |

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