

# ANBE

psychodiagnostics

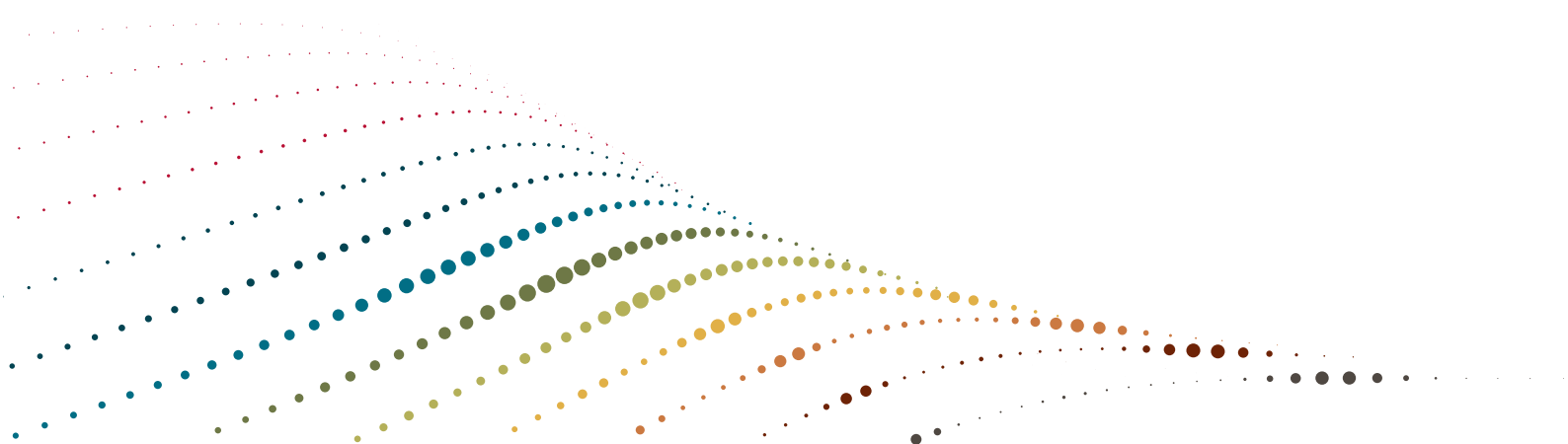
## Analysis of Behavioral Effectiveness

Sherlock Holmes

ANBE profile

Friday, květen 2, 2014, 2:20 am

T-XXXXX-XXXXX





## Overall Summary

intended for more experienced users, it summarizes the blocks *Access to work*, *Access to people* and *Motivation*.



## Access to work

five "big" and 20 "small" job characteristics with verbal explanation.



## Access to people

five "big" and 20 "small" of interpersonal characteristics with verbal explanation.



## Motivation

importance of personal values for decision-making relative to other values with verbal description.



## Strengths

an overview of a person's personal strengths (strengths) from the point of view of his work and behavior.



## Weaknesses

an overview of a person's personal reserves (weaknesses) from the point of view of his work and behavior.



## Personal recommendation

intended for the respondent, they show the possibilities of how to overcome their weaknesses and how to work on them.



## Recommendations for Management

intended for supervisors and HR professionals, they suggest ways to manage and develop the respondent.



## Team Types

nine team types express a person's contribution to teamwork. Work-social roles in which he can prove himself, as well as inappropriate roles.

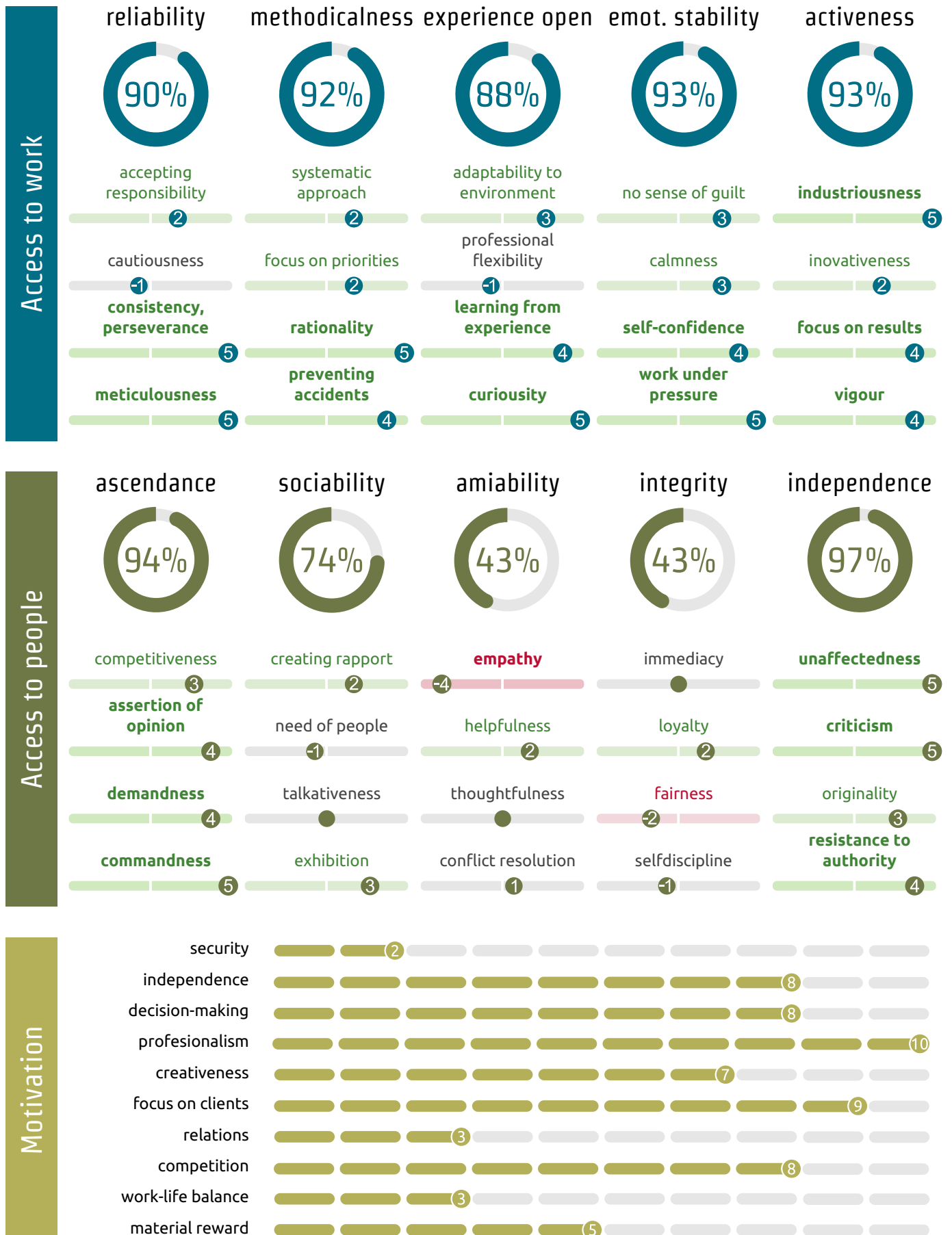


## Behavior style

projection of the user profile onto the DISC scale of behavioral styles.



# I. Overall Summary



## II. Access to work

### reliability

90%

reluctantly accepts responsibility, is less consistent, less persistent, less cautious, less meticulous

accepts responsibility, is consistent, persistent, cautious, and meticulous

#### accepting responsibility

2

willingness to take charge of a demandful task and to accept responsibility for results

#### cautiousness

-1

strive to identify risks and avoid them

#### consistency, perseverance

5

tenaciousness and catching up every intention to the end

#### meticulousness

5

concentration on details and the quality of work

### methodicalness

92%

operates with issues just as they come his/her way, does what he/she just wants to do, influenced by feelings,

consistently planning, oriented to priorities, focused on facts and logics, prepares issues long-time beforehand

#### systematic approach

2

thoughtful and effective planning of his/her work and /or others' work

#### focus on priorities

2

clear setting up of long-term priorities and stressing their implementation

#### rationality

5

rational thinking and decision-making free of feelings and emotions

#### preventing accidents

4

strive to solve issues in time and preventively not waiting for the last moment

### openness to experience

88%

less ready to adapt to changes of work and environment, less interested in affairs around, lower use of

is ready to accept changes of work and environment, is curious, learns from experience

#### adaptability to environment

3

willingness to accept the necessary changes in working hours, places, employment or workplace

#### professional flexibility

-1

readiness to pass fluently from an activity to the other on, to handle more activities simultaneously

#### learning from experience

4

readiness to change way of thinking and work approach in accordance with learning from fails

#### curiosity

5

need to know the cause and the reason of actions or decisions

## emotional stability

93%

nervous, influenced by emotions, feel sense of guilt; lower self-confidence, loses cool head in critical situations

calm, emotionally balanced, not influenced by sense of guilt. self-confident, handles critical situations with cool

### no sense of guilt

3

copied with failure without sense of his/her own guilt

### calmness

3

constant peace of mind, cool head in every situation

### self-confidence

4

confidence in his/her own ability to deal with difficult tasks

### work under pressure

5

handling critical situations without stress or mess

## activeness

93%

likes comfort and peace, dislikes changes and innovations, less oriented on results

diligent, effortful, vigorous, focused on results, accepting changes and innovations

### industriousness

5

working at full stretch and need to be permanently active

### innovativeness

2

permanent looking for possibility of changing work approach and/or work procedure

### focus on results

4

need to compete with others and distinguish of them

### vigour

4

immediate and vehement behaviour without any delays or hesitations

## interpret.

?

This test describes your approach to work and your work behaviour.

The diagram depicts the five basic personality traits. Each of the traits is delimited by two extreme points and your position between the two points is expressed by percentage and location of a green stripe in the diagram. Values are compared with a sample of managerial population. Value 30% means, that a selected trait is for you more considerable than for 30% managers and is more related to the left side description, whereas 70% means, that the trait is for you stronger than at 70% of managerial population and so is more related to description at the right side.

Besides depicting the level of personality traits you may take interest in specific impacts of particular traits. The traits are itemized in specific manifestations of behaviour. E.g. reliability may manifest in a willingness to accept task, in a strive to minimize risk, pushing objectives to the end and meticulousness in execution of work. The manifestations of behaviour are marked by a number on a scale -5 to +5, where +5 means, that this way of behaviour is typical for you, -5 that you nearly never behave this way, and "0" means "sometimes", i.e. that both ways of behaviour are in balance.

### III. Access to people

#### ascendancy

94%

recedes, avoids competition with others, provides people with latitude and independence

tries to ascend himself, likes competition with other, pushes people and controls them

competitiveness

3

strive to compete with others and be excellent

assertion of opinion

4

promoting his/her own opinion and suppressing other opinions

demandness

4

criticism against others results and severity to their mistakes

commandness

5

strive to manage and control everything

#### sociability

74%

uneasy makes contact with people, inclines to unsociability, dislikes public presentations

naturally makes contacts with people, needs to be in touch with people constantly, likes to present on public

creating rapport

2

easy creating rapport with people and ability to acquire contacts

need of people

-1

need to be continuously with people

talkativeness

quick and immediate communication with people without any barriers

exhibition

3

partiality for presentation on public

#### amiability

43%

less sensitive and tactful, cares predominantly about self, defends his/her own interests in conflicts

able to empathize with people, is always ready to help, he is tactful to others, strives to avoid conflicts

empathy

-4

readiness to listen to others and comprehend their interests and needs

helpfulness

2

readiness to help other people unselfishly whenever they need

thoughtfulness

strive to treat people without hurting them nor upsetting them

conflict resolution

1

tendency to avoid conflict or to smooth them

## integrity

43%

uses tactics in his/her speech and behaviour, adapts his conduct to situations as to reach success, not always

is always frank, loyal, untreacherous, keeps strong rules

immediacy

loyalty

fairness

selfdiscipline

presenting truth whatever may happen, inability of lying or feigning

fidelity and loyalty to organization

open behavior without excuses or intrigues

keeping strong principles and severity to himself/herself

## independence

97%

is less independent, comes under others' influence, easy accepts different opinions

is independent, critical and original, not influenced by other people nor authorities

unaffectedness

criticism

originality

resistance to authority

doing things according his/her own manner without regarding to others' meaning

thorough verifying information and distrust to information or motives of other people

dissimilar way of speech, unusual manner of behaviour and presentation

low respect to authorities - superiors, experts or opinion leaders

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## IV. Motivation

professionalism  10

He/she is motivated by the possibility of professional growth and work on challenging professional tasks. He/she is bothered by all organizational and administrative activities that keep him/her from professional work.

focus on clients  9

His/Her main goal is to achieve customer satisfaction. Dealing with clients and being able to accommodate them and provide them with every comfort gives him/her an extraordinary pleasure. She will be unhappy if she does not get the opportunity to attend to customers and have feedback on their satisfaction or dissatisfaction. He tries to anticipate the wishes of clients and thinks about how to fulfill them. From the point of view of the organization, it can cause an undesirable situation when it turns into a fanatical "friend of clients" who looks for ways to satisfy the customer at the expense of the company.

independence  8

She doesn't really like checking her work and prefers to do it herself. He appreciates independent work, associated with independent decision-making, with only infrequent interventions by superiors and with small restrictions of regulations. His/her views can often be different from those of the company and it is harder to adapt to demands for a unified opinion or a unified way of acting.

decision-making  8

Bears a relatively high level of responsibility and often accepts demanding tasks that challenge him/her. He/she is willing to make decisions even in complicated matters (financial or human) and can bear the consequences of his decisions. He can tolerate the unpleasant and unpopular consequences of actions quite well mentally.

competition  8


He is highly competitive, performance-oriented and welcomes feedback on the results achieved. He often compares himself to others and takes his successes and failures quite seriously. He doesn't really like jobs in which there is no opportunity to compete and get feedback on his success. Too much competition can sometimes be an obstacle to effective teamwork.

creativeness  7

He often has the need to make new things happen, which will remain here as his/her own creation. He is able to notice opportunities around him and then look for ways to take advantage of them. It is quite flexible in response to changes and quite often adapts its course to the current situation.

material reward  5

Material reward is relatively important to him/her, but it does not mean everything, and in certain circumstances he/she will prefer financial loss to the achievement of other work or personal values.

work-life balance  3

The feeling of well-being and happiness in life is not particularly important to him/her. He is usually ready to handle stress and overcome obstacles.

relations  3

The quality of interpersonal relationships does not play a vital role for him/her. He/she will tolerate worse relationships in the team and can sometimes make them worse with his/her hardness or intransigence.

security  2

It's not about certainty. He welcomes excitement and changes in the environment or at the workplace. He/she is also comfortable with a less clear situation and is attracted to new, unproven procedures. Likes to take risks and willingly embarks on obscure projects.





## V. Strengths

- ☐ high criticism, verifying information, distrust for unverified statements
- ☐ high precision, perfect completion of all projects up to the last detail, emphasis on the quality of work
- ☐ relying on facts and logical methods, ability to make rational conclusions without the influence from emotions and intuition
- ☐ independent opinion, ability to resist influence, one's own point of view on the situation and own path to solution
- ☐ ability to control the work of other people and put high pressure on the colleagues to reach the common goal
- ☐ high persistence, effort to complete one's projects, leaving nothing unfinished, readiness to overcome obstacles

## VI. Weaknesses

- ☐ lower trust for people and information from them, blaming negative incentives on others
- ☐ tendency to care for details and to focus on them excessively regardless of time
- ☐ underestimating emotions and intuition, rational decision-making regardless of people's feelings and emotions
- ☐ difficult adaptation to the commonly accepted opinions, reluctance to accept the majority's point of view
- ☐ directive control of other people's work, effort to keep them under control, reluctance to leave them independent
- ☐ strong persistence in completing one's projects even when the result is not very realistic or if it is even pointless

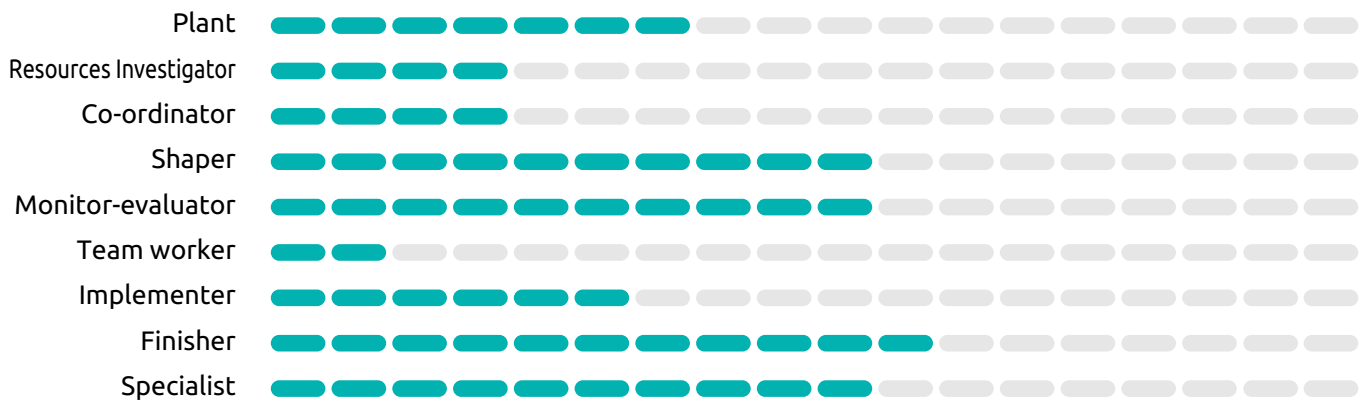
## VII. Personal recommendation

- ☐ more trust towards other people, try to find positive reasons for their actions
- ☐ don't dwell too long on excessive details, focus more on priorities and the overall output of the work, consider the cost of the time that the work takes
- ☐ focus more on the emotions and feelings of the problem participants when making decisions and solving problems
- ☐ looking for ways to understand the views of the collective and the possibility of compromise with others
- ☐ giving people more independence and the ability to make decisions
- ☐ not sticking to getting everything done at all times, accepting changes in priorities and stepping away from less meaningful actions

## VIII. Recommendations for Management

- ☐ lead to trust in other people, to finding positive reasons for their actions
- ☐ lead to distinguishing priorities and focus on priorities, lead to better planning of time for individual activities, show what are unnecessary details and emphasize the importance of meeting deadlines and time
- ☐ lead to greater attention to emotions and feelings of problem participants in decision-making and problem-solving, show possible limitations of strictly rational solutions
- ☐ try to understand his (her) views and explain the generally accepted opinion, look for an acceptable compromise together with him
- ☐ in the case of a leader, lead to more democratic management of subordinates, in other cases to tolerance of the work of others
- ☐ lead to a reassessment of goals and emphasize new priorities, continuously check the effectiveness of the activity

## IX. Team Types



### Strengths

### Weaknesses

Finisher	61%	bearer of quality, concentration to details, thinking out thoroughly particularities	underestimating of whole, unwillingness to delegate, long duration of works
Shaper	56%	strong focus on reaching objectives, high energy and self-motivation, readiness to overcome barriers	lower thoughtfulness, contentiousness, aggressiveness, sensitive reaction in case of
Monitor-evaluator	56%	cautiousness, prudence, defence against ill-conceived ideas, criticism, objectivity	lower vigour, inclination "to kill" new ideas, demotivating others
Specialist	56%	deep professional knowledge, keen interest in subject, promoting team prestige on public	limited professional view, communicatin difficulties, low interest in different approaches
Plant	39%	creativity, production of new ideas, stimulating chanves, focus on whole, on substance	distance of others, non-conformity, difficult adapting, radicalness, unrealistic thoughts
Implementer	33%	practical organizer, systematic approach to issues, methodicalness, stressing std. procedures	rigidity, persisting on standard procedures, inclination to bureaucracy
Resources Investigator	22%	intermediating contacts with environment, very good communication skills, realizing	need of support and recognition, short term enthusiasm, low concentration and perseverance
Co-ordinator	22%	coordinating others towards objectives, ability to recognise and utilise people talent, successful	easy sugestibility, difficult handling with critical situations, lower pressure on people
Team worker	11%	creating positive atmosphere in a team, strive to help ohters, preventing and smoothing conflicts	avoiding conflicts, undecisiveness in a critical situation, retreating to others

## X. Behavior style

Driver 

concentrates on performance and maximum use of time  
thinks quickly and effectively, focuses on the essentials  
acts energetically, does not like delays  
decides promptly based on a quick assessment of the situation

Expressive 

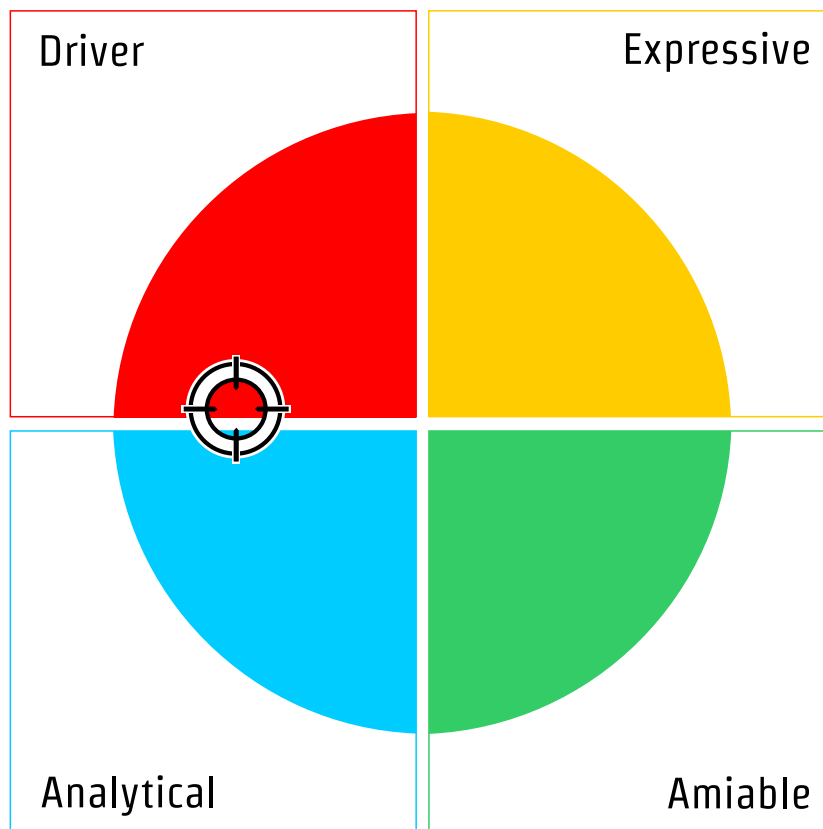
concentrates mainly on his thoughts and ideas  
less consistent and more influenced by his feelings  
can improvise in any situation  
in decision-making he is more guided by intuition

Amiable 

concentrates on good relationships between people  
takes into account the wishes and needs of others  
acts helpfully and tries to help  
makes decisions so as not to harm anyone

Analytical 

concentrates on the system and following the rules  
tends to think a lot, is not subject to external influences,  
acts more slowly, thinks carefully about everything he wants to say  
makes decisions accurately based on facts and logical judgment



# ANBE

## psychodiagnostics

Sherlock Holmes

ANBE profile

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