

ANBE

psychodiagnostics

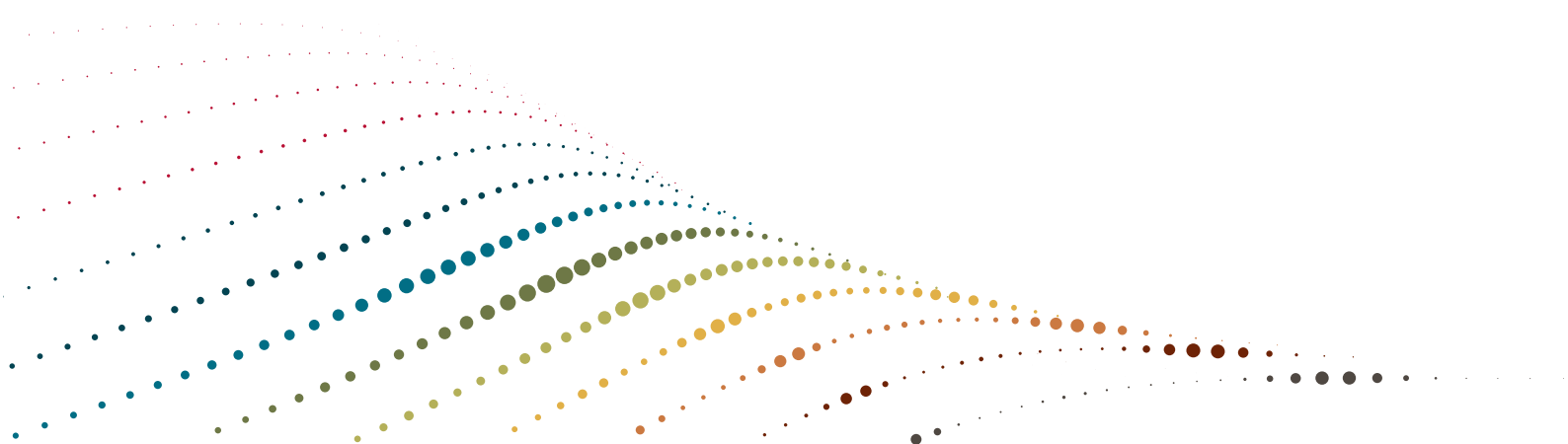
Analysis of Behavioral Effectiveness

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ANBE profile

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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.

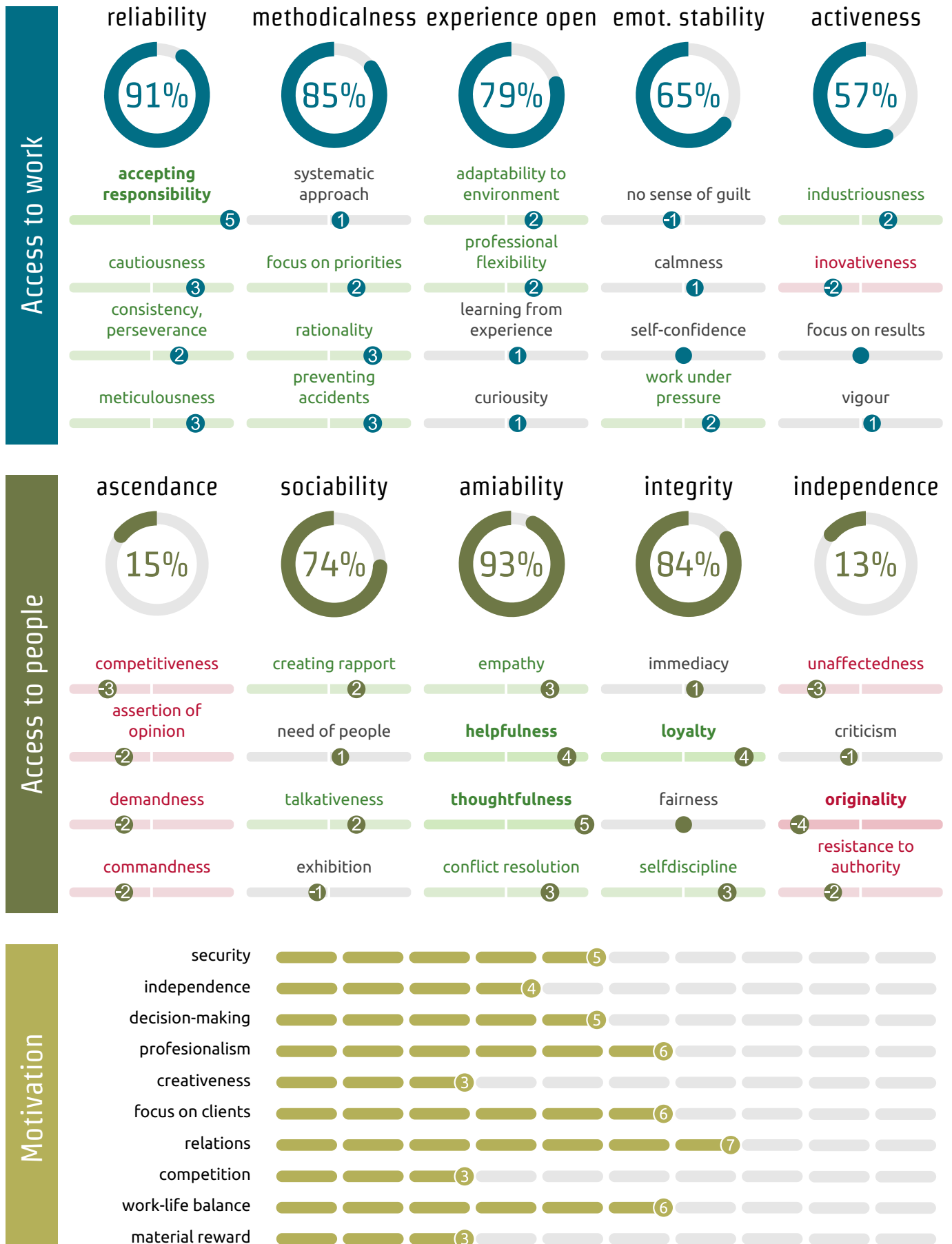


Behavior style

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



I. Overall Summary



II. Access to work

reliability

91%

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

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

accepting responsibility

5

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

cautiousness

3

strive to identify risks and avoid them

consistency, perseverance

2

tenaciousness and catching up every intention to the end

meticulousness

3

concentration on details and the quality of work

methodicalness

85%

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

1

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

3

rational thinking and decision-making free of feelings and emotions

preventing accidents

3

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

openness to experience

79%

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

2

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

professional flexibility

2

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

learning from experience

1

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

curiosity

1

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

emotional stability

65%

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

-1

coping with failure without sense of his/her own guilt

calmness

1

constant peace of mind, cool head in every situation

self-confidence

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

work under pressure

2

handling critical situations without stress or mess

activeness

57%

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

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

industriousness

2

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

need to compete with others and distinguish of them

vigour

1

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

ascendance

15%

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

-2

promoting his/her own opinion and suppressing other opinions

demandness

-2

criticism against others results and severity to their mistakes

commandness

-2

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

2

quick and immediate communication with people without any barriers

exhibition

-1

partiality for presentation on public

amiability

93%

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

3

readiness to listen to others and comprehend their interests and needs

helpfulness

4

readiness to help other people unselfishly whenever they need

thoughtfulness

5

strive to treat people without hurting them nor upsetting them

conflict resolution

3

tendency to avoid conflict or to smooth them

integrity

84%

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

1

presenting truth whatever may happen, inability of lying or feigning

loyalty

4

fidelity and loyalty to organization

fairness

open behavior without excuses or intrigues

selfdiscipline

3

keeping strong principles and severity to himself/herself

independence

13%

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

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

unaffectedness

-3

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

criticism

-1

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

originality

-4

dissimilar way of speech, unusual manner of behaviour and presentation

resistance to authority

-2

low respect to authorities - superiors, experts or opinion leaders

interpret.

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IV. Motivation

relations		Interpersonal relationships are of considerable importance to him/her. He/she cares a lot about working in a good team, where people respect each other, get along and help each other. He likes to work with people and communicate with them continuously. She doesn't really like conflicts and tries to avoid them if possible. He enforces tough measures only if necessary. In conflict situations, they usually retreat or try to find a compromise.
professionalism		He likes to do professional work, but he is equally satisfied with activities of an organizational or administrative nature.
work-life balance		He/she cares about life's happiness, balance and sufficient space for work responsibilities, family relationships and personal hobbies, but can withdraw when necessary and bear short-term stress or overload. She does not like disturbance from the outside, but she can take it as a necessary thing.
focus on clients		He/she realizes that customer satisfaction is important to him/her and to the evaluation of his/her work. He welcomes contact with clients and tries to cooperate with them within the scope of his duties, but does not exceed this framework. If the client does not exceed the usual requirements, he will be accommodated, but will not access the above-standard services. It refuses any benefits for the client beyond the scope of the specified services.
security		He/she likes a certain job and a stable environment, but does not avoid slight changes. Rather, he patiently adapts to changes, but does not seek them out. She is quite happy if she can rely on an established system, instructions, norms or habits, but she can manage quite well without them. He/she likes safety, but does not avoid even moderate risk. Will be satisfied/satisfied with a combination of fixed and variable salary, with a predominance of the fixed component.
decision-making		He/she is able to bear a reasonable amount of responsibility and sometimes accepts challenging tasks that he can handle. He/she is ready to handle even demanding tasks and bear the psychological consequences of his/her decision.
independence		He doesn't place too much importance on independence. He usually tolerates interference from his superiors in his work and usually appreciates their help. He does not assert his own opinions, different from the management. In most cases, he can easily adapt to the philosophy and values of the company or department.
creativeness		He does not strive too much to make new things happen. He pays little attention to the opportunities around him and is not too concerned with the possibilities of their use. He reacts to changes in the environment rather under the pressure of the situation and cannot adapt to them.
competition		He does not seek out competition and prefers to avoid it if possible. Does not like to work under pressure to compare results and prefers a job and environment that does not allow such comparison.
material reward		Material reward is rather less important to him/her and he/she will often prioritize financial loss over the achievement of other work or personal values.

V. Strengths

- ☐ high willingness to accept responsibility for difficult tasks and to accept accountability for the outcome of these tasks
- ☐ high sense of thoughtfulness, respect for other people, great effort not to hurt them or not to offend them by tactlessness
- ☐ conventionality in opinions
- ☐ strong loyalty to the interests of the organization, readiness not to regard any other interests
- ☐ high sense of selflessness, helping people anytime they need it, readiness to support them and meet them halfway

VI. Weaknesses

- ☐ overload from excessive willingness to take on tasks and from too much responsibility
- ☐ great thoughtfulness, concern that other people would not have problems, anticipating problems other people could have
- ☐ conformity, effort to behave always in accordance with common customs, no deviation from common practice
- ☐ excessive effort to help other people even if they don't deserve it, often at the expense of one's own time and comfort
- ☐ tendency to avoid risks
- ☐ tendency to let oneself get influenced by other people's opinions and accept the values maintained by the majority

VII. Personal recommendation

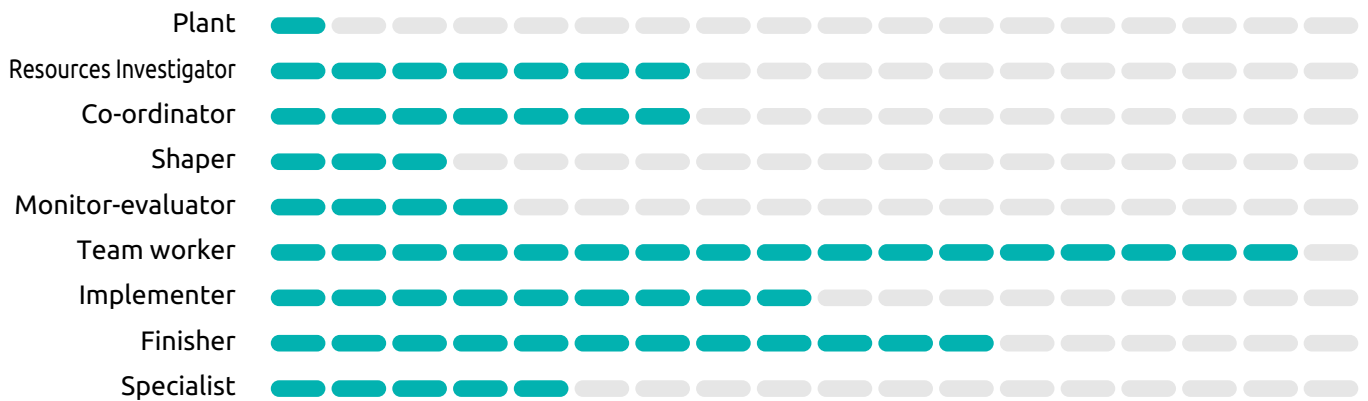
- ☐ focus more on priority tasks and not try to solve everything for everyone
- ☐ more openness and courage to communicate negative facts to others
- ☐ to be more concerned with their own non-work interests and relationships
- ☐ think more about yourself and your own interests, help people, but not at your own expense
- ☐ learn to accept reasonable risk and develop more courage in decision-making
- ☐ not to be afraid of one's own path and one's own opinion, to express it in a discussion with others

VIII. Recommendations for Management

- ☐ to see if he is not doing work that belongs to others and to see that others do not abuse him
- ☐ lead to greater openness and disclosure of negative facts to others
- ☐ not abuse his loyalties and lead to a greater orientation towards non-work interests and relationships
- ☐ to make sure that the effort to help is not abused by cunning co-workers, to remind one's own interests
- ☐ lead to the acceptance of a reasonable risk, evaluate together the possible risks and benefits of an action before making his/her decision
- ☐ try to lead to independent thinking, ask for your own opinion on different things



IX. Team Types



Strengths

Weaknesses

Team worker	94%	creating positive atmosphere in a team, strive to help others, preventing and smoothing conflicts	avoiding conflicts, undecisiveness in a critical situation, retreating to others
Finisher	67%	bearer of quality, concentration to details, thinking out thoroughly particularities	underestimating of whole, unwillingness to delegate, long duration of works
Implementer	50%	practical organizer, systematic approach to issues, methodicalness, stressing std. procedures	rigidity, persisting on standard procedures, inclination to bureaucracy
Resources Investigator	39%	intermediating contacts with environment, very good communication skills, realizing	need of support and recognition, short term enthusiasm, low concentration and perseverance
Co-ordinator	39%	coordinating others towards objectives, ability to recognise and utilise people talent, successful	easy suggestibility, difficult handling with critical situations, lower pressure on people
Specialist	28%	deep professional knowledge, keen interest in subject, promoting team prestige on public	limited professional view, communicatin difficulties, low interest in different approaches
Monitor-evaluator	22%	cautiousness, prudence, defence against ill-conceived ideas, criticism, objectivity	lower vigour, inclination "to kill" new ideas, demotivating others
Shaper	17%	strong focus on reaching objectives, high energy and self-motivation, readiness to overcome barriers	lower thoughtfulness, contentiousness, aggressiveness, sensitive reaction in case of
Plant	6%	creativity, production of new ideas, stimulating chanves, focus on whole, on substance	distance of others, non-conformity, difficult adapting, radicalness, unrealistic thoughts

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 

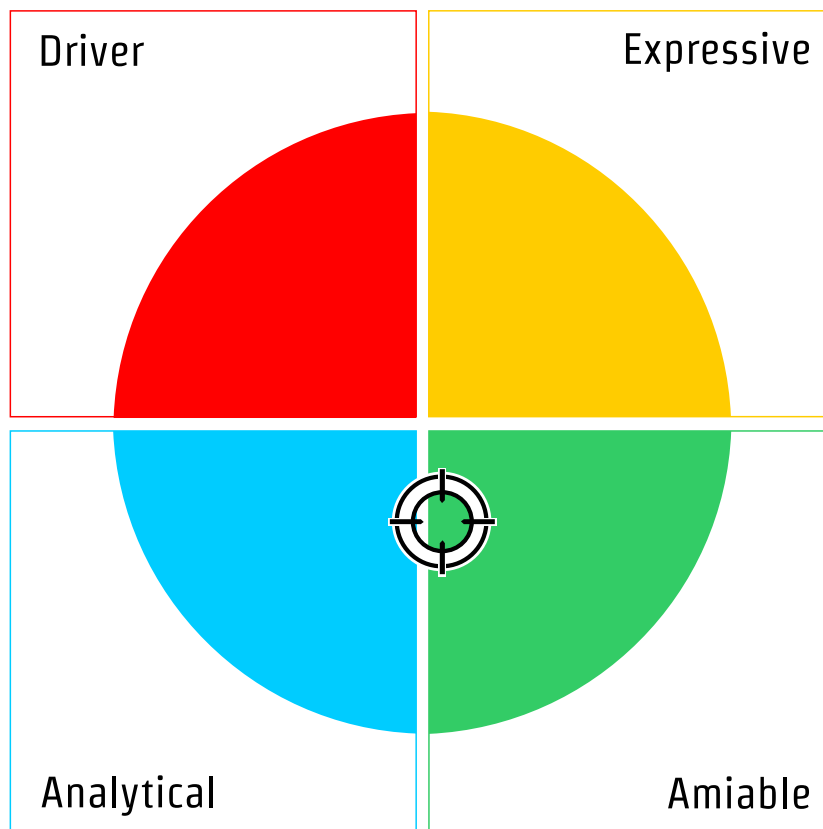
concentrates mainly on his thoughts and ideas
less consistent and more influenced by his feelings
can improvise in any situation
in decision-making he is more guided by intuition

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



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