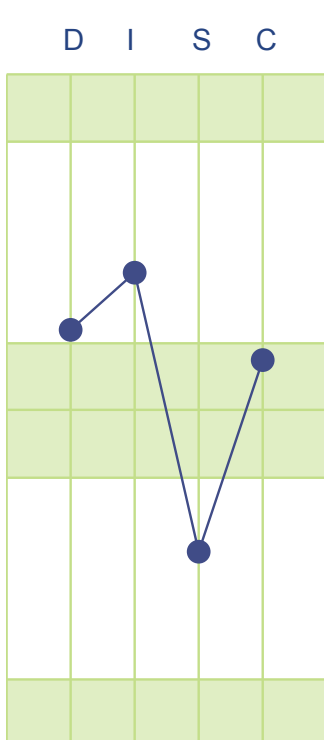




PPA PROFILE: Thomas Sample

08/06/2012
Private & Confidential

SELF IMAGE - GRAPH III



Thomas Sample is an integrative leader of others who uses persuasion and fact to get his point across. There is an inherent ability both to absorb and share information on a variety of subjects. He is naturally outgoing and assertive. However, while appearing to be somewhat lighthearted, this person will tend to abide by the rules. He can, in fact, be quite conventional in approach. Though detail-oriented, there is a need for variety in both tasks and situations. Thomas Sample is quite mobile and enjoys travelling.

He is normally assertive and positive but will give in to more authoritative personalities and established authority. Being a persuader rather than a director, the emphasis is on winning wars not battles i.e. this person will give in order to gain. A good promoter of images, he is likely to be an effective motivator of people. He has a tendency to gravitate toward areas of endeavour which involve people rather than things.

Thomas Sample will probably prefer to start rather than finish projects. While quite happy to make decisions based on fact, there is an indication that harsh and unpopular decisions will be avoided where possible. When absolutely necessary, the approach will be somewhat indirect with an effort made to shift blame/responsibility. This should not be read as a suggestion that he cannot make decisions. Thomas Sample is outgoing and gregarious by nature and gets on a first-name basis easily. He enjoys the limelight and public recognition of achievement.

SELF MOTIVATION

Thomas Sample requires a social environment in which to work and play. Social activity and recognition are important. He is motivated by public recognition and monetary rewards. There is a need for variety in a structured environment. The inner drive is a requirement to be liked by others and a need to avoid antagonistic situations.

JOB EMPHASIS

Achievement of accurate results through others

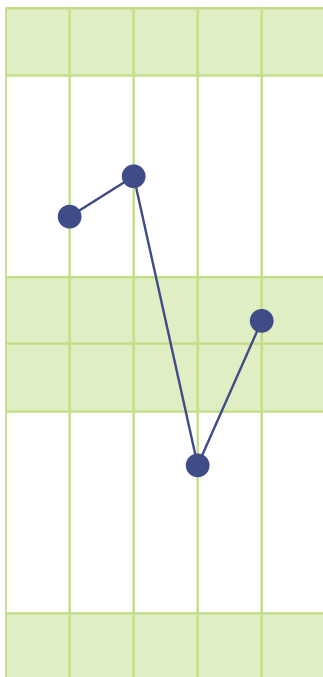
Thomas Sample requires a working environment which involves people. There is a natural tendency toward leadership and the manipulation of others. Ideally the job will be in a structured environment, but will allow for freedom from controls.

DESCRIPTIVE WORDS

Outgoing, gregarious, systematic, self-starter, mobile, conventional, accurate, positive, assertive, verbally aggressive, persuasive, influential, alert, active, competitive, asks "who" and "why".

WORK MASK - GRAPH I

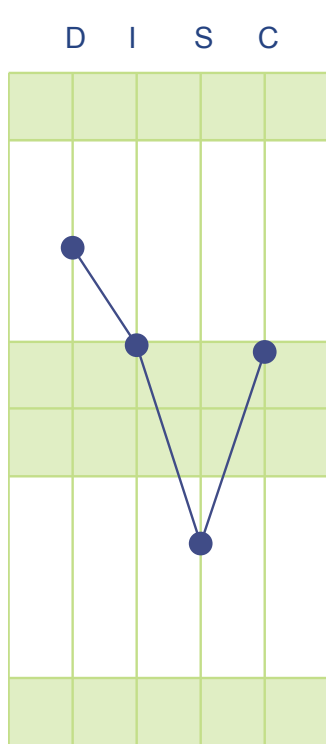
D I S C



Thomas Sample perceives there is no necessity to modify his characteristics in the current work situation.

This would suggest therefore that he feels behaviourally compatible with the current job and is acting in a similar manner to that indicated in the self-image.

BEHAVIOUR UNDER PRESSURE - GRAPH II



As a result of the rise in the dominance factor, it is clear that in pressure situations Thomas Sample becomes even more assertive and positive than that indicated in the self-image.

The suggestions are that he would take authority very seriously, be even more determined to achieve and is likely to give a better result when placed under a little pressure.

GENERAL COMMENTS

There is no indication of frustration, problems or pressure showing in Thomas Sample's profile.

As a result he is likely to feel compatible and able to cope with the behavioural requirements of the job, organisation and boss.

Motivators

Thomas Sample is motivated by freedom of speech, coupled with public recognition and popularity. Challenging situations and the opportunity for advancement are also important factors. He needs to work in a logical and systematic manner, so standard operating procedures are essential.

Should Thomas Sample have a boss, then ideally that person will be a participative but direct leader, who has the ability to both motivate and direct an operation. Work parameters and objectives should be communicated in a logical and systematic manner, timescales clearly negotiated, Thomas Sample should then be allowed the responsibility to complete the task. There maybe times when reassurance and advice should be given, if decisions have to be made outside Thomas Sample's area of expertise.

Please note

The above report is a guide. The Personal Profile Analysis is a work orientated inventory. This report is designed to

assist in the selection, appraisal, development or coaching and mentoring process.

The report should never be used in isolation but always in conjunction with both an interview and a process whereby a person's experience, education, qualifications, competence and trainability can be assessed.

Other reports are available on the Thomas program which will provide additional useful information about this person. Thomas recommend that consideration be given to using these further reports when appropriate.