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Management Potential Report

Ella Explorer

11 July 2016

CONFIDENTIAL

Introduction

The MPR focuses on personality issues related to management selection and development. This report is intended to be used in conjunction with professional judgment. The information in this report is confidential and the statements it contains should be viewed as hypotheses to be validated against other sources of data in the overall assessment process.

Leadership

Leadership style

In leading others, Ms Explorer's most likely style would be characterised by tolerance and leniency. She is likely to adopt a permissive style of leading others. Ms Explorer's manner of leadership may be characterised by the following behaviour(s):

- Ms Explorer tends to react to circumstances and may feel overwhelmed in some stressful situations. It may be difficult for her to feel satisfied with herself.
- She tends to be serious and cautious in her dealings with others.
- Ms Explorer is likely to follow conventions and traditions. She tends not to question the way things are done and may prefer work that is familiar and routine.

Based on Ms Explorer's personality information, her overall leadership potential is predicted to be less than average. She may lack the social presence or pragmatism that typically characterises those in positions of leadership and authority. Even so, individuals can affect group performance through means other than direct leadership.

Evaluating others

Overall, Ms Explorer's responses to the inventory suggest that she would be reasonably comfortable with the interpersonal nature of conducting face-to-face performance evaluations. In her appraisals, she tends to balance resoluteness with receptivity. There may be times when she adheres to her position, while at other times she may be open to another's perspective. A typical session is likely to be one of mutual exchange where both parties will have an opportunity to express their views.

Interacting with others

In general, Ms Explorer shows about equal preference for activities involving social contact or those requiring individual effort. When it comes to revealing personal matters, Ms Explorer describes herself as neither very private nor very forthright. In group settings, she seems to balance self-assertion with reserve; she would rarely be perceived as too bold or too shy. Ms Explorer tends to be open and accepting toward most people, putting her trust in the goodwill of others. However, under certain circumstances, she could be taken advantage of if she does not give enough attention to other peoples' motives. Ms Explorer is not overly assertive, nor is she overly accommodating.

Making decisions

Ms Explorer's problem-solving ability is predicted to be above average. She is likely to assess and comprehend problems rapidly. Her level of creative initiative is predicted to be somewhat lower than average. This does not necessarily indicate a lack of creative ability, but may reflect on the extent of her willingness to take risks, her flexibility, or her resources. Because she may be adept at problem solving, however, she probably can organise information from many diverse sources. She can value many aspects of established methods while remaining open to change. It is likely that she will consider both the outcome or goals and the process or method for achieving them.

Initiative

Independence

Ms Explorer tends to be agreeable and cooperative and she probably prefers receiving directions or counsel. Moreover, this outlook for receiving guidance and support is likely to be accompanied by the following personal qualities:

- Although there may be times when she feels uncomfortable introducing her ideas in front of a group, overall she is as capable as most people in expressing herself in new group settings.
- To a certain degree, she adjusts to changing conditions fairly well and would neither salute established standards and policies nor consciously disregard them.

Dependability

Ms Explorer tends to be spontaneous and flexible. At the extreme, her impulsivity could entail responding to challenges immediately when a more planful or disciplined approach might be preferred. When involved in new projects, Ms Explorer's approach may appear to be casual or may be perceived as unorganised. She has a tendency to be easily distracted and sometimes may have trouble concentrating on her work.

Personal adjustment

At the present time, Ms Explorer presents herself as no more or less anxious than most people. Specifically, the degree of emotional adjustment shown by Ms Explorer is typical of most adults. That is, most of the time she faces challenges with personal resolve but, in very demanding situations, she may be reactive or upset.



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Score summary pages

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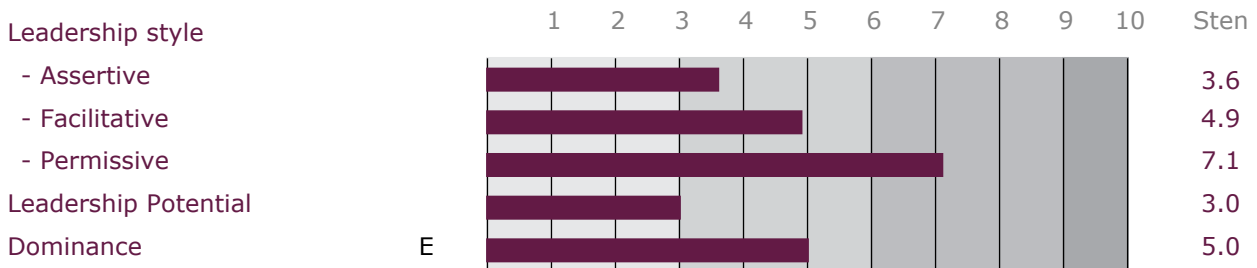
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Score summary

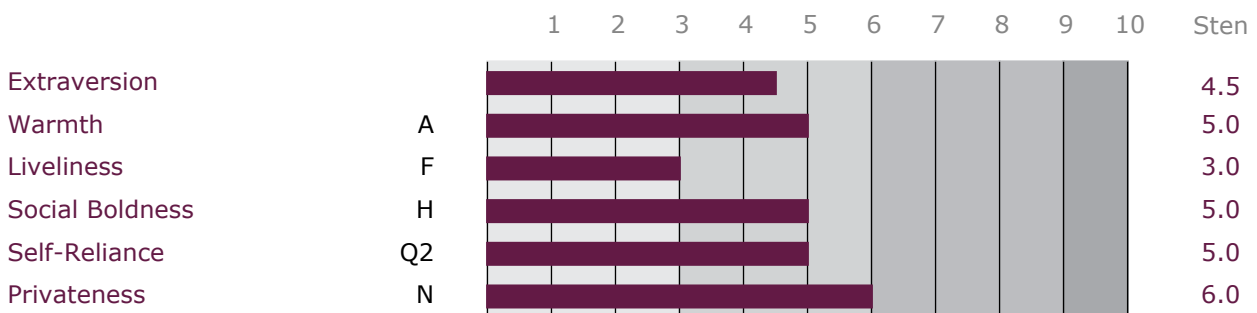
This score summary is intended to be used by qualified professionals only.

It should be interpreted in light of the specific needs and priorities identified within the organisational setting. These pages should be maintained in a secure file.

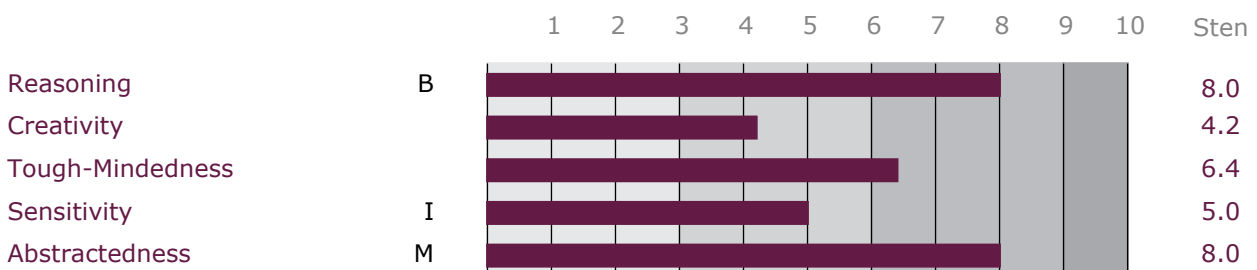
Leadership



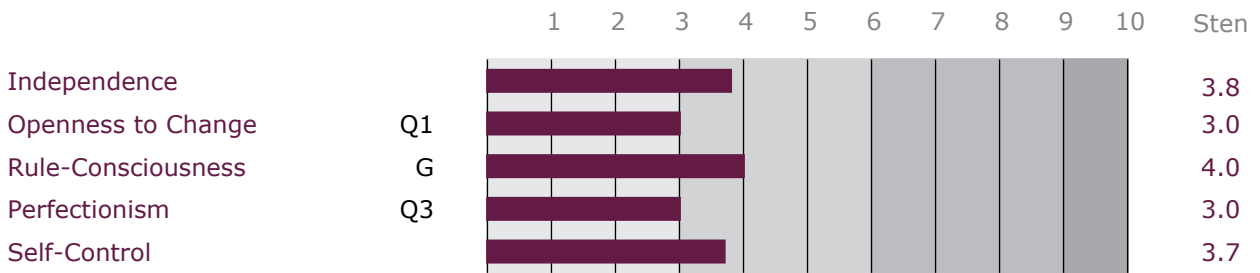
Interacting with others



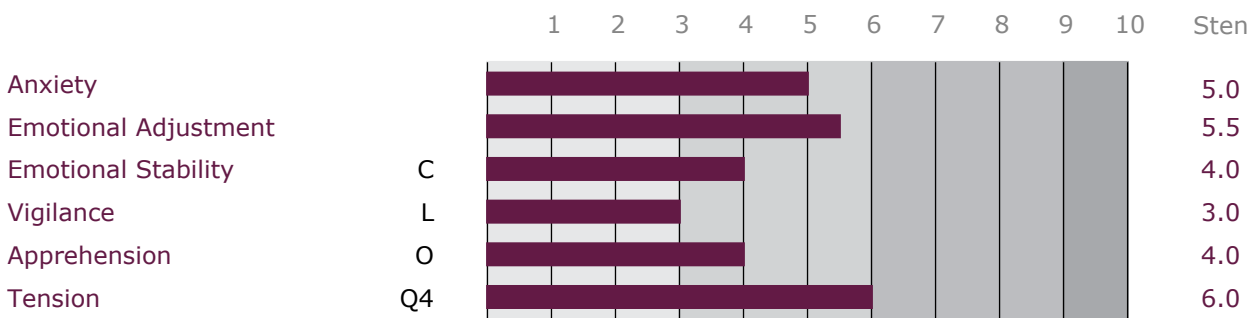
Making decisions



Initiative



Personal adjustment



Response Style Indices

Impression Management	9	Within expected range
Infrequency	1	Within expected range
Acquiescence	47	Within expected range

All response style indices are within the normal range.

Item summary

This page of 16pf scores is intended for qualified professionals only. Data on this page should be treated with utmost confidentiality.

Item responses

1	c	25	c	49	c	73	a	97	a	121	a	145	a	169	c
2	a	26	a	50	a	74	c	98	a	122	c	146	a	170	a
3	c	27	a	51	c	75	a	99	a	123	c	147	c	171	a
4	c	28	a	52	c	76	a	100	a	124	b	148	a	172	c
5	c	29	a	53	a	77	b	101	c	125	a	149	a	173	a
6	a	30	c	54	c	78	c	102	c	126	a	150	a	174	c
7	c	31	c	55	c	79	a	103	a	127	c	151	c	175	a
8	c	32	c	56	c	80	a	104	c	128	a	152	a	176	a
9	a	33	c	57	c	81	c	105	c	129	c	153	c	177	b
10	b	34	a	58	a	82	c	106	a	130	a	154	a	178	c
11	a	35	c	59	a	83	a	107	c	131	c	155	a	179	c
12	c	36	a	60	c	84	a	108	c	132	a	156	c	180	c
13	a	37	c	61	a	85	c	109	c	133	a	157	a	181	b
14	a	38	c	62	a	86	c	110	c	134	a	158	c	182	b
15	a	39	c	63	a	87	a	111	c	135	a	159	b	183	b
16	c	40	c	64	a	88	a	112	a	136	a	160	a	184	b
17	a	41	c	65	a	89	a	113	a	137	a	161	c	185	b
18	a	42	b	66	a	90	c	114	c	138	c	162	a		
19	a	43	a	67	c	91	c	115	c	139	c	163	c		
20	c	44	c	68	c	92	c	116	a	140	c	164	b		
21	a	45	c	69	c	93	b	117	c	141	a	165	b		
22	c	46	b	70	a	94	c	118	a	142	a	166	a		
23	a	47	a	71	c	95	c	119	a	143	c	167	c		
24	b	48	a	72	a	96	a	120	a	144	c	168	b		

Summary statistics:

Number of a-responses	= 82 out of 170 (48%)
Number of b-responses	= 11 out of 170 (6%)
Number of c-responses	= 77 out of 170 (45%)
Number of missing responses	= 0 out of 185 (0%)

Factor	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw scores	12	13	5	10	6	9	7	10	8	16	14	6	10	8	5	12	9	1	47
Missing items	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

This report was processed using 16pf Fifth Edition Questionnaire GB combined-sex (2011) norms.



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