

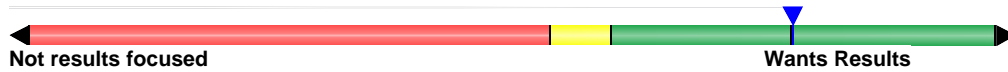


Apollo Consultants Cliff Brownell Management – Summary Report

60.08 Suitability Score matched with others.

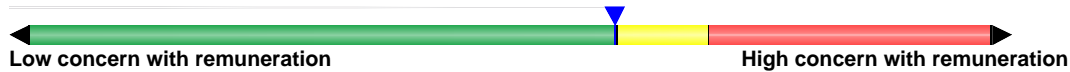
Career Drives – Group Score: **60.10**

Achievement – Primary



Strongly results orientated, but may need to improve people handling skills.

Remuneration – Secondary



Financial reward is less of a personal motivation than many other factors at work.

Ambition – Primary



Strong level of ambition and would strive hard for success.

Independence – Secondary



Sensibly independent stance usually provides credibility to both subordinates and superiors, and likely to have original ideas.

Recognition – Secondary



Wants to be recognised, and would endeavour to maintain quality and standards.

Conflict Management Style – Group Score: 53.90

Assertive – Secondary



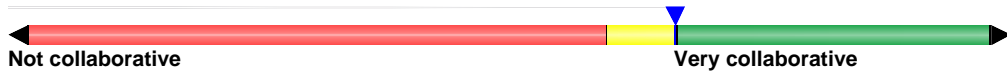
Sensibly assertive, likely to address conflict at an appropriate early stage.

Competitive – Secondary



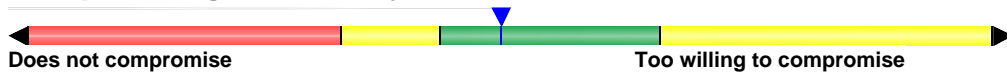
Reasonably verbally competitive, similar to other managers.

Collaborative – Secondary



Could be more collaborative to seek win/win outcomes.

Compromising – Secondary



Generally knows when and how to compromise for benefit of all.

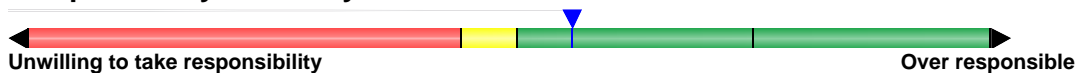
Coping – Group Score: 57.90

Security – Secondary



A low concern for job security enables necessary risk taking.

Responsibility – Primary



Willing to accept responsibility and should seek challenging objectives and the opportunity to develop.

Stress Resilience – Primary



Generally handles pressure well.

Sensitivity – Secondary



Generally sensitive and not upset easily.

Leadership and Influence – Group Score: 48.30

Power – Primary



Generally confident in exercising authority at work and dealing with discipline issues.

Decisive – Primary



Indecisive, likely to reduce personal productivity, and be a bottle-neck for workflow.

Persuasive – Primary



Likely to be capable of persuasion as a manager.

Directive – Primary



Likely to be directive when necessary.

Delegating – Primary



Could improve delegating to gain more effectiveness as a leader, whilst developing staff.

Coaching – Secondary



Summary Report

Does not coach or explain

Patronising

Would coach others, and take time to explain where necessary.

People Orientation

– Group
Score:

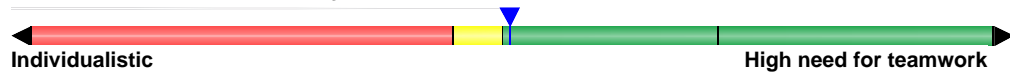
59.40

Agreeable – Primary



Usually agreeable and happy to socialise at work and sensitive to the needs and concerns of others.

Teamwork – Secondary



Enjoys being a member of a team, and would generally cooperate with others.

Extraversion – Secondary



Generally sociable and open, but likely to know when to close the door and concentrate.

Intimacy – Secondary



Strikes a balance between friendships at work and being objective.

Strategic Orientation

– Group
Score:

60.40

Goalsetting – Secondary



Usually clear on priorities and goals to be achieved.

Innovation – Primary



Summary Report

Highly innovative, initiates change, may need to allow others sufficient time to adapt to change.

Proactive – Primary



Proactive and likely to plan adequately and respond in a timely way to situations.

Analysing – Primary



Similar preferences for problem solving and being analytical as for many managers.

Values – Group Score: 58.70

Altruism – Secondary



Strikes a balance between providing support and remaining objective. Understands how decisions impact others.

Trust – Secondary



In relation to others has an average need for trust and openness at work.

Loyalty – Secondary



In relation to others issues of loyalty at work are of normal importance.

Conforming – Secondary



Balances being pragmatic with conforming with the views of society.

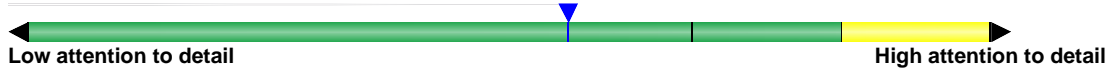
Workplace Management – Group Score: 55.90

Conscientious – Secondary



Has a low need for structure and rules at work, is more concerned with outcomes than with protocols.

Detail – Secondary



Usually accepts an amount of detail, but distinguishes between important and less important detail.

Self Organisation – Secondary



Tends to value self-organisation, in line with many other successful managers.

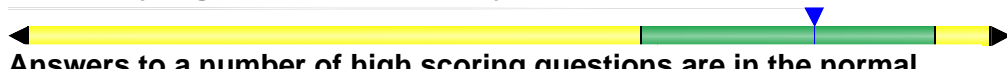
Unusual Answers Score – Group Score: 0

Unusually Low Answers – 'Primary'



Answers to the low scoring questions are in the normal range, and consistently agree with what most people choose.

Unusually High Answers – 'Primary'



Answers to a number of high scoring questions are in the normal range, and consistently agree with what most people choose.

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Summary Report

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