

CandidateProfile

REPORT



Name: Sample Candidate

Profile: Promoter Supporter

Date: 21 March 2012, 10:11



Profile Style

Promoter Supporter

Prepared For

Sample Candidate

Personal Graph

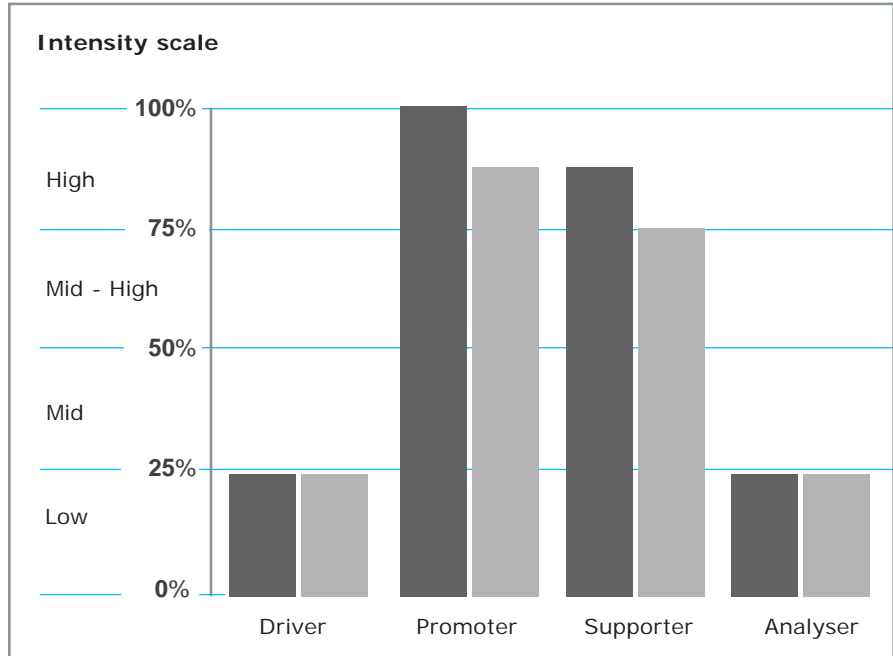
Job Profile identifies four basic personality (or behavioural) styles – **Driver, Promoter, Supporter** and **Analysers**. When blended together these four styles make us who we are. All people exhibit these four behavioural preferences in varying degrees of intensity.

Graph Intensity

The intensity percentages in this graph indicate how the four styles influence this person's behaviour. The highest percentage is the **dominant** style. People can have one, two or three styles of equal intensity; Jobprofile reports on the two most dominant styles.

Ideal results

Ideally the **Work Style** and **Natural Style** graphs should be identical; however variations are acceptable if they are on the line or within the same intensity band. Styles tend to be more intense 'at work' reflecting an environment for results and performance. The wider the difference, the more stressed this person is likely to be.



Work Style indicates how this person describes and perceives themselves to be at work.



Natural Style indicates this person's natural style away from work.

What Each Style Brings To The Job

Drivers bring: problem solving, vision, drive and ambition, confidence and natural leadership, high standards, strong work ethic, ability to create systems to achieve objectives, courage, drive to reach goals, ability to run many projects, energy, action and a strong motivation to excel.

Promoters bring: excellent communication and presentation skills, enthusiasm and ability to enlist cooperation with others, decisiveness and organisational skills, ability to see the big picture, drive to be productive, commitment to work they really believe in and adaptability to change direction.

Supporters bring: strong work ethic, responsible and hard-working, good cooperation skills, harmonious relationships with others, practical and realistic, accurate with facts and attention to detail, enjoy being of service to others, supportive of fellow workers and strong organisational skills.

Analysers bring: ability to see possibilities and implications, creative problem solving, determination, independence, high standards, strong work ethic, logical and analytical decision making, strong organisational skills, ability to absorb information, follow rules and a desire to be expert in field.

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Profile Summary

Promoter Supporters impress with their sincerity and always look for the good in others. They enjoy building long-term friendships. They are people oriented and get on well with others who share their views. They are good at solving people problems. They are confident, dependable and supportive.

They have a relaxed style that impresses people by their warmth and understanding. They do not attempt to force their ideas on others and they operate as a reliable and contributing member of a team. They don't like to be pressured and don't like to pressure others. They know what is required, but will check with others before deciding. They are very persistent especially when they believe they are correct. Their personal goals tend to be friendship-based and they want to be liked and accepted by others. As a result they have a wide range of interests and friends.

Promoter Supporters have good written and verbal communications skills. Being considerate, they communicate by carefully choosing their words. They understand what others are saying and base their judgements on intuition and "doing the right thing". They are hard working and trustworthy.

The ideal career for **Promoter Supporters** involves working with people. Their outgoing communication skills and creative ability require them to find jobs that stimulate and that they can be passionate about. Careers that involve hospitality, counselling, training, community welfare or healthcare are ideally suited.

Work Style
Review

At work they tend to use their	Personality & common sense
They mostly communicate by	Presenting benefits in a logical way
They are motivated by	Recognition & stability
They are de-motivated by	Rejection & insecurity
Their value to the company is	Creative problem solving, inspiring others
Their management style is	Communicative, friendly, no-nonsense style
They enjoy	Team activity, assignments with high people contact
They dislike	Administrative tasks & unplanned activity
They influence others by	Forming strong relationships and developing a trusting 'can do' attitude

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Ideal Work Environment

The ideal work environment for a Promoter Supporter is where

- There are assignments with a high degree of people contact
- Tasks involve motivating groups and establishing networks
- There is freedom from control and detail
- There is freedom of movement, variety and travel
- Flair and creativity are required
- Standards and methods are established
- Long-standing relationships can be developed
- Personal attention and recognition are offered
- There is an environment people can be dealt with on a personal basis
- They can be part of a team

Natural Talents They Bring To The Job

- Excellent at getting people to act and think positively
- Good communicator
- Can reconcile conflict
- Great listener
- Hard-working and dependable
- Completes assignments on time
- Demonstrates loyalty and dependability
- Perceptiveness about people's needs and motivations
- Exhibits patience
- Generates enthusiasm
- Desire to help others

Values And Dislikes

Promoter Supporters value: approval, cohesiveness, compassion, cooperation, creativity, enthusiasm, excitement, flexibility, friendliness, innovation, loyalty, relationships, security, stability and trust.

They dislike: boredom, conflict, controversy, disharmony, disrespect, formality, impatience, insensitivity, pressure, pushiness, rudeness, stagnation or tension.

Style Under Stress

Under stress Promoter Supporters become indecisive and fearful

When under pressure Promoter Supporters become moody and lose focus. They can jump to conclusions too quickly as they search for way to restore their position as a friendly, inspiring and outgoing person. They can become emotional and self promoting as stress isolates team members. They want to draw attention back to themselves and will 'over-sell' a solution. Outbursts can occur such as 'I don't know why I bother, no one really cares'. They will express their unfairness of the situation and become fearful of their job security.

Making A Difference

Promoter Supporters make a difference by

- Being creative
- Helping people understand
- Being positive
- Having a purpose
- Providing inspiration
- Doing good
- Always being friendly
- Behaving respectfully
- Smoothing conflict
- Making things easier to do

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Sales
Strengths

If this person is being considered for a sales position, here are the key sales strengths of **Promoter Supporters**.

Promoter Supporters are relationship focused and sell by presenting in a calm logical and amiable manner. They expect buyers to be quickly influenced by them and to make decisions based on relationship and trust. They won't badger the customer to buy but rather use their optimistic charm to win them over.

Their patience and bottom-line focus makes them well-suited to products or services requiring medium to long sales cycles. They prefer to sell on emotion but will use logic and facts to support the sale. They establish long lasting relationships with customers through trust and performance. They care about the customer and their personal reputation is important to them.

Promoter Supporters sell best where they can

- Work in harmony with their own personal values and beliefs
- Develop ideas and maintain control over the sales process
- Have opportunities to bounce ideas
- Sell in a flexible structure with minimum rules
- Sell products and services that are inspiring and help others
- Work in a cooperative environment that is stable and predictable
- Have lots of contact with customers and prospects
- Show enthusiasm and originality with products or services they market
- Be rewarded by praise and recognition

Leadership

Promoter Supporters are enthusiastic leaders who encourage performance and achievement with a 'can do' positive management style. They lead in a participative not autocratic style. They are persuasive and popular because of their friendly style. They are fun practical people who focus on getting the job done and doing it the easy way.

They find ways of making work exciting and purposeful. They are good open communicators with their colleagues, encouraging them to express their views. They prefer to work in a group and are tolerant managers. They accept authority and avoid conflict by using their relationship skills. They are excellent at tuning in to the mood of the group and recognising peoples concern. They are patient up to a point and can be demanding when necessary. They are able to simplify complex issues and provide creative solutions.

Managing Change

Promoter Supporters don't mind change provided they understand why it's occurring and the reasons behind it. The process of change provides them with the opportunity to display their organisational and teamwork skills to make it happen. They are able to bring others along with them in the process.

How to transition Promoter Supporters

Promoter Supporters are focused on people so they need to be reassured that people are being taken care of during the process. Make the change a challenge and a chance for them to help the organisation be successful. Be positive and tell them how they will be able to use their relationship skills. As long as the environment is friendly and exciting they'll do well. Recognition and praise is important to them, it's reassuring during the change process.

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Career Options

Matching talent with jobs

In listing occupations and industries that are popular among **Promoter Supporters** it's important to note that there are successful people of all styles in all occupations.

However some people are better suited to some jobs than others because their talent matches what the job requires, making them a natural fit.

As a result they are less likely to be stressed due to being in the 'wrong job' and more likely to perform better and stay in the job longer.

Listed are careers and occupations Promoter Supporters may find satisfying

The ideal career for **Promoter Supporters** involves working with people. Their outgoing communication skills and creative ability require them to find jobs that stimulate and that they can be passionate about.

- | | | |
|-------------------------|--------------------------|----------------------------|
| Accounting | Environmental Protection | Purchasing Officer |
| Administration | Film Editor | Real Estate |
| Architect | Financial Manager | Recruitment Consultant |
| Beauty Therapist | Financial Specialist | Researcher |
| Broadcasting | Graphic Designer | Retail |
| Call Centre Manager | Hospitality | Sales - Equipment |
| Career Counsellor | Human Resources | Sales - Financial Services |
| Charity Worker | Industrial Relations | Sales Engineer |
| Chef | Insurance | Sales Manager |
| Child Welfare | Interior Designer | Secretarial |
| Coach | Journalist | Social Worker |
| Community Work | Labour Relations | Special Event Planner |
| Complaints Manager | Lawyer | Specialist Teacher |
| Computer Hardware Sales | Marketing Services | Specialty Sales |
| Computer Software Sales | Mediator | Supply Manager |
| Conference Organiser | Mortgage Sales | Teacher |
| Corporate Team Trainer | Nursing | Telemarketing |
| Customer Service | Personal Assistant | Tourism |
| Designer | Production Manager | Travel |
| Educational Consultant | Production Supervisor | Welfare Officer |
| Engineer | Project Engineer | Youth Worker |
| Engineering Sales | Public Relations | |

Sales jobs that best suit Promoter Supporters include but not limited to

- | | | |
|----------------------|----------------------|------------------|
| Advertising | Fashion | Marketing |
| Art | Financial services | Mortgages |
| Beauty services | Fund raising | Public relations |
| Call centre services | Furnishings | Radio & TV |
| Capital equipment | Health & Fitness | Real estate |
| Charities | Home decoration | Recruitment |
| Computer hardware | Hospitality | Retail |
| Conferences | Interior decorations | Software |
| Cosmetics | Jewellery | Speciality sales |
| Customer service | Kitchen appliances | Sponsorship |
| Events | Magazine | Tourism |
| Exhibitions | | |

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