



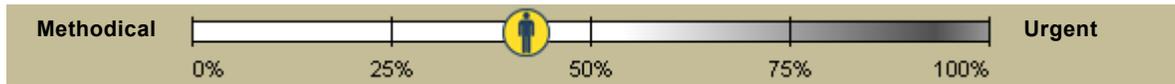
## Position Profile (Expanded)

Position: *Hospitality - General Manager*  
 Report for: *Bob Sample*  
 Date Completed: *3/9/2011 8:38:01 AM*  
 Profile Match: *59%*  
 Provided By: *Doug Poll Group*

### Section 1: Primary Factors

#### Achievement Drive = 42%

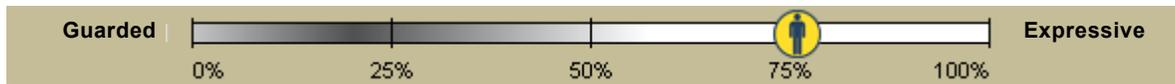
**Achievement Drive** describes the focus and intensity an individual brings to activities and goals. At opposite ends of the Achievement Drive continuum, are two primary approaches: *methodical* and *urgent*.



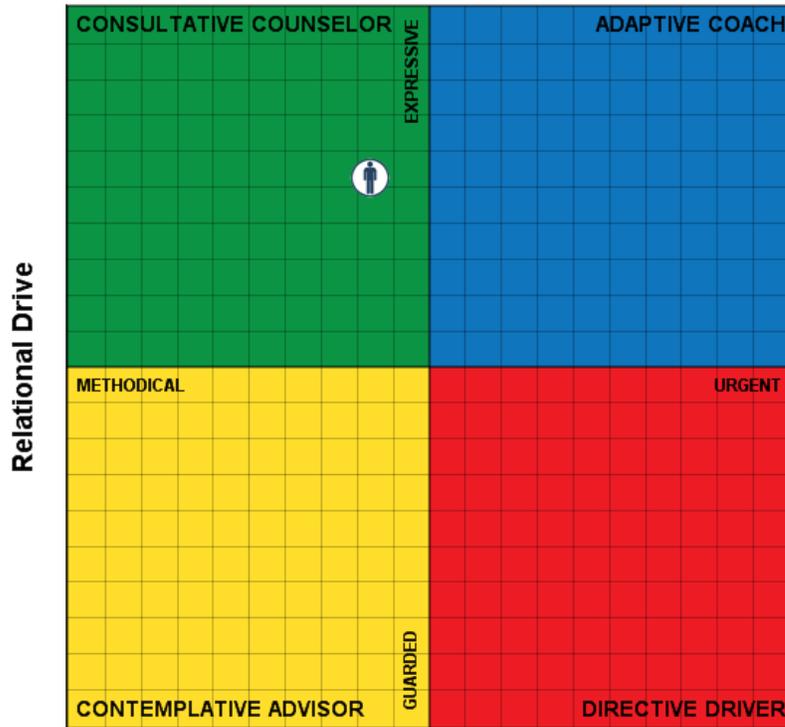
Their moderate approach shows that they tend to balance a careful, thoughtful approach with intensity and confidence.

#### Relational Drive = 76%

**Relational Drive** describes how an individual engages emotionally in most circumstances. At opposite ends of the Relational Drive continuum, are two primary approaches: *guarded* and *expressive*.



Their expressive approach means that they are more open, considerate and collaborative in their interactions with others.



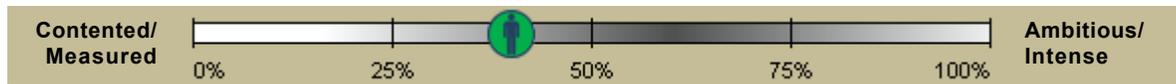
Achievement Drive

## Section 2: Achieving Dimensions



### AD1: Work Intensity (Accomplishing Goals) = 40%

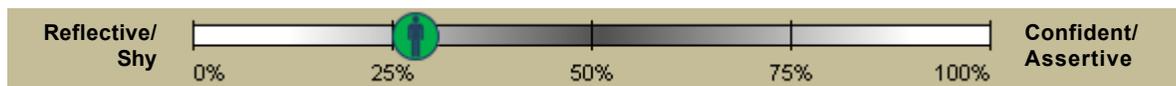
Work Intensity describes a person's drive to meet or exceed expectations when approaching goals.



Contented individuals tend to be more patient and easy-going than others, and often dislike high-pressure situations. They are more likely to think carefully before taking action and do not like being rushed. When thinking about or preparing for the future, they tend to be more relaxed than others.

### AD2: Assertiveness (Asserting Yourself) = 28%

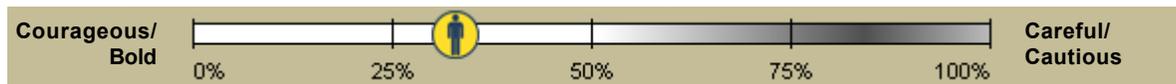
Assertiveness describes a person's level of confidence in approaching activities and asserting opinions.



Reflective individuals tend to prefer following direction more than giving orders, and they value peace and harmony more than getting their way. Since they may be hesitant to share opinions until they feel comfortable with their surroundings, they don't often seek power or influence.

### AD3: Uncertainty Avoidance (Taking Risks) = 33%

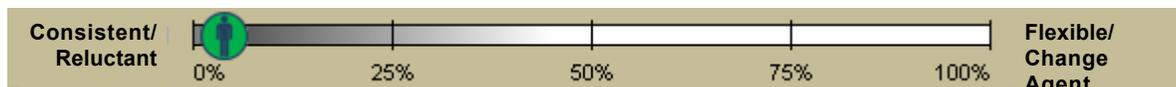
Uncertainty Avoidance describes a person's response to risky or uncertain situations.



Courageous individuals enjoy the chance to use creativity and imagination to solve problems, and they are rarely afraid to experiment with unproven ideas. They may be more willing to go it alone if others are less comfortable with their approach, as they are not easily intimidated by uncertainty or by challenging goals.

### AD4: Adaptability (Adapting to Change) = 4%

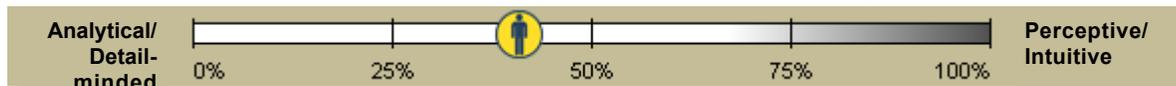
Adaptability describes a person's approach to new or changing experiences.



Consistent individuals tend to be most content when there is structure and stability, and they are likely to require a compelling reason to embrace major changes. They tend not to seek out new opportunities if the current situation is comfortable. If change is forced on them, especially in a hurry, they can become stressed.

### AD5: Perception (Decision-making) = 41%

Perception describes how a person relies on intuition and experience in making decisions.

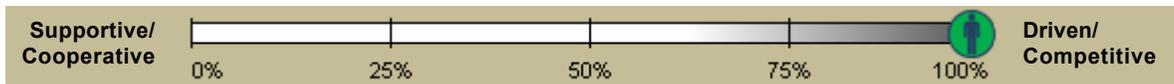


Detail-minded individuals place a great deal of importance on precision and accuracy, and they are more comfortable relying on careful analysis than thinking on their feet. They tend to follow an organized and logical approach, as they value practicality and efficiency when solving problems.

## Section 3: Relating Dimensions

### RD1: Status Motivation (Competing) = 98%

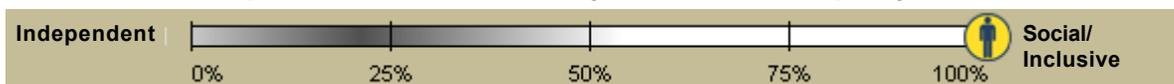
Status Motivation describes a person's desire to be publicly recognized for their efforts.



Driven individuals enjoy competitive situations and tend to be motivated by public recognition. Their drive to win makes them a natural in positions where incentives and rewards are offered for specific accomplishments. They tend to be most comfortable when their performance leads to measurable and recognized outcomes.

### RD2: Affiliation (Working Together) = 100%

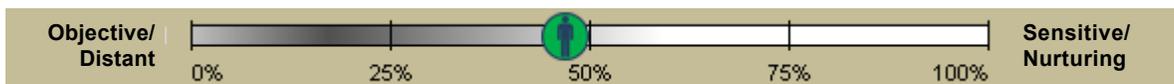
Affiliation describes a person's interest in collaborating with others to accomplish goals.



Inclusive individuals tend to be most comfortable working with others, and they may have little desire to strike out on their own. They will go out of their way to include others, and feel the best decisions are made through consensus and collaboration (both of which they try to build in their interactions).

### RD3: Consideration (Helping Others) = 47%

Consideration describes a person's tendency to consider others' feelings and emotions." To "Consideration describes a person's tendency to recognize others' feelings and emotions.



Objective individuals appreciate a more self-sufficient environment, where people tend to take care of their own needs. While they may lend a hand when needed, they may not seek out such an opportunity on their own. They tend to value objectivity and practicality over an emotional response to problems.

### RD4: Openness (Opening Up) = 62%

Openness describes a person's desire to learn about, and share information with, others.



Approachable individuals tend to enjoy talking with others and often show genuine interest in learning about them. They tend to relate easily, even with strangers, since they are more open and warm. They may have the "gift of gab", which allows for quick rapport-building.

### RD5: Self-Protection (Protecting Yourself) = 100%

Self-Protection describes a person's level of trust in the intentions of others.



Skeptical individuals may require others to earn their trust before they are willing to rely upon them. They ask the tough questions regarding plans and expectations in order to make informed decisions. They tend to be critical thinkers who like to see proof to support assumptions.

