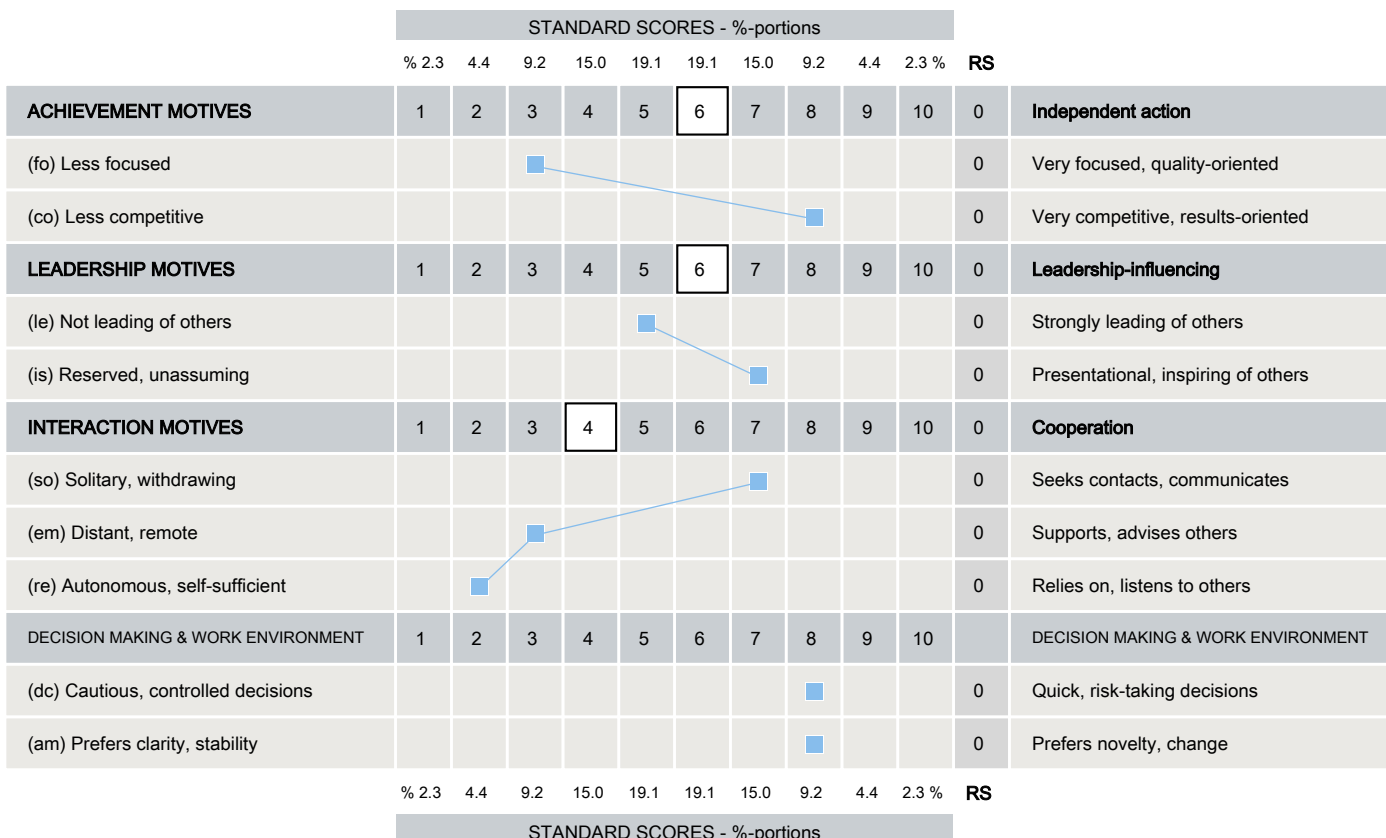


Confidential

Name: SIMON SALESMAN | Date: 11.1.2012 | Norm: General



INTERPRETATION	
ACHIEVEMENT MOTIVES	INDEPENDENT ACTION - QUALITY vs. RESULTS
(fo) FOCUSING → Quality	Focused and quality-oriented. Thorough and perfecting - sometimes stuck on details. → FOCUSED, TECHNICAL, SEMI-INDEPENDENT JOBS
(co) COMPETITION → Results	Competitive-results oriented. Ambitious, quick, seizes opportunities – sometimes self-centered. → MULTITASKING, ENTREPRENEURIAL, QUICK TEMPO JOBS, e.g. sales.
LEADERSHIP MOTIVES	LEADERSHIP - ACTION vs. THOUGHTS
(le) LEADERSHIP → Action	Direction-giving and action-leading. Strong-willed and direct - sometimes over-demanding. → SUPERVISORY JOBS + jobs requiring ASSERTIVENESS
(is) INSPIRATION → Thoughts	Inspiring and thought-leading. Presentational, good with words - sometimes speaks more than delivers. → MARKETING, SALES, SUPERVISORY JOBS
INTERACTION MOTIVES	DIRECT COOPERATION-CUSTOMER SERVICE
(so) SOCIABILITY → Communicating	Contact creating-communicating - sometimes dependent on the group. → COMMUNICATION, LIAISON JOBS
(em) EMPATHY → Advising	Supporting-advising others - sometimes "knows better". → GUIDANCE, ADVISORY JOBS
(re) RELIANCE → Listening	(1-5) – Autonomous-uninfluenced - sometimes tough. → SECURITY, INSPECTION, PURCHASING JOBS (6-10) – Listens to others - sometimes dependent, easily influenced. → SERVICE PROVISION JOBS
DECISION MAKING & WORK ENVIRONMENT	
(dc) DECISIONS → Implementing	(1-5) – Cautious-controlled. Risk-minimizing, careful - sometimes slow. → PRECISION JOBS (6-10) – Quick-risk-taking. Initiative and brisk - sometimes impulsive. → ACTION JOBS
(am) CHANGE → work environment	(1-5) – Steady and stable - sometimes one-tracked. → STABLE, unchanging environments, e.g. control room. (6-10) – Curious-variety-seeking - sometimes unsettled, restless. → MOBILE, changing environments, e.g. sales.