

Results Interpretation Form

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| Your Name: | Jane Candidate |
| Participant Name: | Peter Participant |

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| Facilitator Name: | Mike Davies |
| Date Submitted: | 05-04-23 |

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| <p>Context:</p> <p>(Brief description of the participant's background and how you know them)</p> | <p>Change management and communication consultant working for Quality Consulting. Has been with Quality Consulting for about 3 years.</p> <p>We were colleagues at ABC Enterprises for 5 years and have continued to work on projects together.</p> |
| <p>Key Messages from MVPI:</p> | <p>Peter enjoys making a difference, being in charge and leading others (high power). They are driven by hedonism, indicating that they are motivated by an environment that enables them to have fun, to be spontaneous, and one that provides variety whether inside or outside the workplace. Peter will enjoy a role where they can help and support others and where they can work as part of a team (high altruistic and affiliation). Peter values style and elegance and will seek to provide high quality work products (high aesthetics). They prefer to work in an environment which provides stability and predictability and where there are established rules and procedures (high tradition and security). Peter may not need a lot of praise, and is likely to prefer a quiet thank you, rather than having their name in lights (low recognition).</p> |
| <p>Key Messages from HPI:</p> | <p>Typically, Peter seems vigilant in their approach and quick to act. Others are likely to describe them as demonstrating a high sense of urgency (low adjustment). They seems to be results orientated, driven to succeed and eager to outperform the competition (high adjustment). They are likely to enjoy networking and initiating new relationships as well as nurturing current ones and seems to enjoy being the centre of attention. Peter's scores suggest they will build good relationships, get on well with others and be fun to be around (high IS & sociability). Peter's profile suggests they are hardworking, they enjoy planning and are likely to pay attention to the detail, seeking clarity on what is required and adhering to rules and processes with little interest in innovation. They are keen to do the right thing for the organisation and unlikely to take unnecessary risks (high prudence and low inquisitive).</p> |
| <p>Key Messages from HDS:</p> | <p>Peter may be risk averse, preferring to ask others before acting and afraid to make mistakes or embarrass themselves (high cautious).</p> <p>They are likely to set high standards seek perfection under pressure, which means that they may micro-manage others and have difficulty prioritising their work, wanting to do everything equally well (high diligence). They may resist or be slow to change and not challenge bureaucracy (high diligent). Outgoing and talkative, they could dominate social situations, talking over others and interrupt them (high colourful).</p> |
| <p>Key themes and links across the three assessments:</p> | <p>Low adjustment and high ambition suggest that Peter will work with a sense of urgency, and will be driven to succeed, whilst constantly worrying about their performance.</p> <p>High affiliation, altruism, sociability, and interpersonal sensitivity scores indicates that they will enjoy working in team environments and dislike working alone for any length of time. With their high dutiful, interpersonal sensitivity and prudence, Peter will have difficulty saying to and may also potentially look for the approval of others, worrying about what they think of them.</p> <p>High security, high prudence, high cautious and high diligence suggests that Peter will be careful and considered in their approach, preferring tried and tested ways of working and avoid taking risks, instead deferring decisions to authority.</p> |
| <p>Top 3 development recommendations:</p> | <ol style="list-style-type: none"> 1. Peter should give themselves credit for the things they do well and note the areas in which they need to improve. They should consider documenting their strengths and those areas in which they need to improve. They need to make sure they keeps their strengths and development areas in balance. Remind Peter to remember what has made them successful to date in their career. 2. Their tendency to avoid confrontations and contentious situations may undermine their effectiveness. Talk to Peter about conflict being healthy and can achieve a better outcome, as well as strengthening relationships. 3. Consider how Peter can take risks without seeking approval from others. Ask them what is the worst that can happen. Recognise that they cannot have all the data and analysis before making a decision and that sometimes speed and action is more important. |