

Name: Ahmed Khalil

Gender: Male

Date: 3rd May 2019 06:52 PM

For Ahmed Khalil

This is your personality report Ahmed Khalil based on the answers provided in the personality questionnaire you completed.

How To Use This Report

This report goes into a lot of detail and is over 7,000 words long. However what you will not find included is a list of job titles. There are several reasons for this;

The sheer diversity of thousands of job titles, makes this an impossible task and the fact is, that someone with your personality type Ahmed would do well in hundreds of different roles.

The analysis looks exclusively at your personality type and takes no consideration of your work experience or qualifications.

And finally, you must remember that job titles are marketing devices to promote jobs, so they can be misleading. Job titles are very blunt instruments and insufficient when trying to decide your career direction. However you will read about the kind of work environment you will thrive in.

What Is Personality Psychology

The questionnaire you completed, along with its associated algorithm has calculated your personality type. Your personality type sits somewhere on the spectrum of personality. This is visually depicted on the PeopleMaps Map.

The PeopleMaps System does not use labels, as we find these to be pejorative and misleading. So instead we use the Map. Use this as a communication reference. There is not

need for you to try and interpret the Map. Everything about your personality within the context of your career, is described in plain English below.

The PeopleMaps System has been tried and tested for over fifteen years and over a million people have completed a PeopleMaps assessment.

Please speak to your coach about the psychology underpinning PeopleMaps if you wish a deeper understanding.

Important Notes

There are no good or bad personality types. When looking at your career, you should be aiming to match your work to your personality and do things that come naturally to you, rather than squeeze a square peg into a round hole.

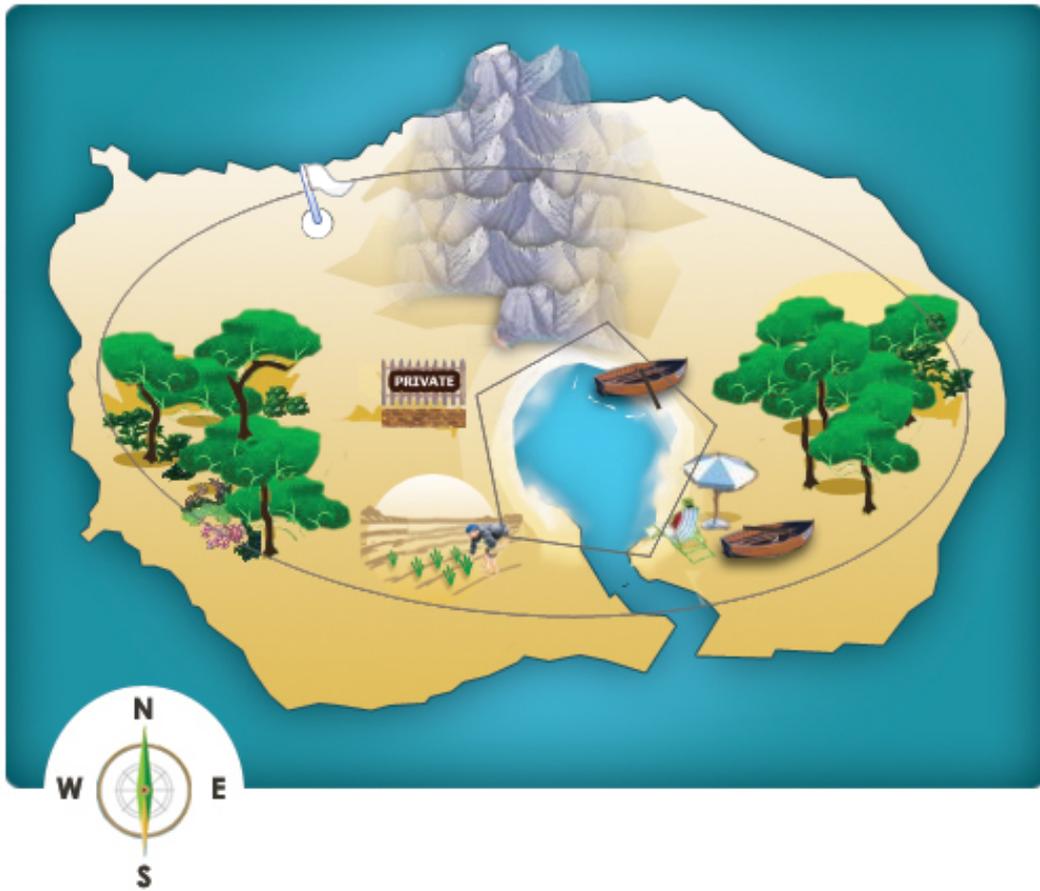
Your personality rarely changes over a lifetime. You are not setting out to "improve" your personality. Instead you are trying to develop a deeper understanding of it and to manage your world more in accordance with it.

And finally, your personality affects almost everything you say, think and do. It certainly affects your career. There are people from across the entire personality spectrum enjoying great career success. There are no personality types more prone to career success than any other. Your career success will come from matching your career with your personality and having them work in harmony.

Your PeopleMaps Personality Map Ahmed

Below is your PeopleMaps Personality Map. If you look carefully you will see a small flag. This indicates where you reside on the PeopleMaps Personality Spectrum.

Your coach may find it helpful if you let them know where you reside on the Map.





Your Personality Ahmed

You do not stand on ceremony, you value your independence and also encourage others to be independent.

You enjoy working on projects where your gift for problem solving is put to good use Ahmed.

You are motivated by following the rule book as you see rules in black and white and not mere guidelines

You are a critical thinker, objective and not easily persuaded unless you can find evidence to support your decisions.

You enjoy focusing on the details and can become irritated when those around you have a more scatter gun approach.

You are intent on keeping people focused, working diligently is important and you will do what it takes to keep everyone that you are responsible for, busy.

You have a good head for facts and figures and explore the how and why of things.

You take time to think things through Ahmed before you decide to take action and you become frustrated by those who rush to action without doing this.

What you need to watch out for

You like to appear cool and detached, and a result of this is that you do not easily share your concerns with others

You respond quickly to a crisis but may be less willing to take decisions involving people. You prefer making impersonal decisions, as you deal objectively and dislike becoming involved in emotion.

Your natural reserve may occasionally result in you being seen as 'stand-offish' and cold. Unbend a little, spend a few minutes in social chit chat, it won't delay your other activities too much, yet might help you gain more support from others.

You are suspicious of people who are over enthusiastic. This could be their gift and if you were to access some of their enthusiasm you might find it actually helps you achieve positive outcomes.

What motivates you

Positive

You are motivated by analysis and accuracy. You like time to think deeply and undertake research to ensure that you have as much information as possible before making decisions. Your motivation comes from getting things right. Accuracy is next to Godliness as far as you are concerned. You are your own most severe critic and suffer great loss of face if you ever make a mistake, therefore your strongest motivator is to get things right the first time.

Negative

If accuracy is the key factor then there is nobody better than you to ensure a result. If accuracy is important, together with deadlines being met, then a serious discussion around whose help you may need to ensure the deadline needs to take place. You may be reluctant to sign off on less than 110% accuracy without some assistance.

Questions you may want to ask

What sort of motivation is provided for the team?

Decisions you may need to make

You need to decide that the climate is one where motivation is recognised as a need and something that the organisation encourages.

How you motivate others.

You rarely seek the limelight. Although you do like credit for a job well done you prefer that it be a quiet word of praise rather than a public recognition, which you find embarrassing. You are inclined to treat others the way you like to be treated and you could actually be demotivating them by this approach. Some people need the public acknowledgement to thrive.

Key strengths and Ahmed

Logical
Reserved
Problem-solver
Self-starter

Ahmed places a high value on analytical thinking, enjoys complex problems more for the challenge of finding solutions than for any practical considerations. He is interested in ideas and curious about a whole host of things.

Consultant's comments

He loves sharing ideas with like-minded people who can contribute appropriate insights to the discussion. He values competence in all areas. He can be intolerant of those who think differently and who don't tackle issues in the same manner as he does.

Areas of Challenge and Ahmed

Impersonal
Critical
Superior
Demanding

Ahmed believes that he is mild-mannered and tolerant, which he probably is when sharing expertise with colleagues whose opinions he values.

Consultant's comments

He might be shocked to discover that others are reluctant to expose their thoughts or ideas to his scrutiny, as he can appear supercilious and less than impressed if they don't apply the same levels of conceptual analysis as he does when analysing problems.

Work Environment Overview

Different people thrive in different work environments. The key to landing your ideal job is to place yourself in an environment that is compatible with your core personality.

Your ideal work environment.

Different people thrive in different work environments and although it may not be possible to create a different environment for everyone, there is quite a lot that can be done to make the environment more compatible for each individual.

Autonomy is important to you and you thrive when given their own space, preferably your own office with a door to keep out distractions.

You are not particularly people oriented, yet you do want to surround yourself with those whose intellect you admire and can utilise in pursuit of your goals.

You do tend to pay careful attention to the details and you are a bit of a perfectionist. For you to thrive, it would be best if the job you do demands attention to detail.

As a first class problem solver you just love to be given tasks that have stumped others.

Environments to be avoided.

You like to think that you can be trusted to deliver quality without anyone peering over your shoulder.

Any work environment that has a constant need for rushed deadlines would not appeal to you.

The same would be true of a work environment that was closely supervised.

Questions you may want to ask

Any work environment that has a constant need for rushed deadlines would not appeal to you.

You would have to ask whether the company valued accuracy and quality work over rushed deadlines.

The same would be true of a work environment that was closely supervised.

You might want to ask what structures such as procedures that are in place.

Decisions you may need to make

If this is an organisation with highly developed team working you need to give consideration to how you would feel about this. Although you do enjoy working with like-minded people you would not really want to be surrounded by people.

You work best when given sufficient time to deliver your best efforts. You won't last long if you find the environment pushy and overbearing.

Your preference is to work alone and then take your product or service to colleagues, whose opinion you valued before approaching the organisation. If this is not an option how would it affect you is something for you to consider.

Your Line Manager

You need to have a boss who is direct and clear about what you are required to do. You do not want to waste time trying to second guess what outcomes are expected. You are a hard worker who enjoys a challenge.

Your ideal boss Ahmed, will recognise that for you to work well, you need access to information and to be given the people and support necessary for you to deliver.

Your boss should share your need for results and provide the supporting systems and people you might require to achieve them.

Your worst nightmare boss

Someone one who wants to explore how you are feeling about things is not going to sit well. You would relate better to someone who wanted to know what you thought about issues rather than feelings.

Your respect can only be obtained through results. You are delighted to be given a challenge and for your boss to leave you to get on with things.

Questions you could ask yourself or perhaps at an interview to help you identify if this is likely to be your ideal boss?

You need to understand the reporting structure, agree to delivery times and be left to work towards this end. You do not like to have anyone breathing down your neck a boss who needed to be 'hands-on' is going to irritate you.

Your approach is to plan as you go along, enabling you to get started and work out what's required when actually doing the job. If your boss wants to know how you intend planning and approaching the work in advance this is going to be unacceptable to you.

You will need to ask questions to ascertain how closely or regularly your boss will expect you to report.

Decision you may need to face

You do not need to get along with your boss. Tolerating people is what you do with most people. This would be no different. What would be vital is that you could respect them.

You might want to know if they are keen on close supervision and if they are be very wary on whether you could live with this. Your ideal would be to work on your own within your own office.

Your Colleagues

You have no great desire to mix with colleagues as you tend to prefer working on your own. You need a private environment where people are not constantly interrupting your thinking.

You like to know that support from colleagues is there if required. You are also willing to support the efforts of others in a constructive and meaningful way.

When you work well with others

You prefer working on detail work on your own and then conferring with the team or colleagues, once you are clear in your mind what you think or want to do about an idea, product, or service.

When you don't work well with others

Although you are not the greatest fan of team working you will enjoy civil relationships with most of your colleagues on the team.

You will find it difficult to suffer people who try to take control and follow their own agenda.

Your subordinates

If you have people to manage you need to be able to guide rather than offer to take over tasks from them. Understanding your own preferred management style is essential. You will not be comfortable trying to use a style that isn't in harmony with your core personality.

How you prefer to manage

You are demanding, however it is for quality. Those whom you manage will be given the parameters that you expect and unless they are falling short in some way they will be expected to work under their own steam and only occasionally check back with you that everything is in order.

You are very clear about what you require others to do and will clearly explain this to them. You will become irritated by sloppy work as you like to get things right first time. You tend to be the type of manager who negotiates in advance, time frames and an understanding of the task in hand.

You will make yourself available if they have any challenges, however you would lose patience if this was on a regular basis.

Questions you may want to ask re your colleagues

An important questions for you to ask is about teams. You are not really a team player and if being part of a close knit team is important to the job it might not suit you.

You also are not keen on open plan space so should check if you will have the privacy that you require to be able to think clearly and perform well.

If the organisation does not like these questions then chances are it's the wrong company for you.

Decisions you may need to make

You know that you prefer to work alone. Occasional interaction with others is fine, however, you must identify how closely you are expected to be working with colleagues as this is important for you to thrive.

If there is a real need to be part of a team, working closely with them on a daily basis, you might need to consider if this is an environment that could work for you.

If the organisation works totally through teams then you may have to make a painful decision that this organisation is not the right one for you.

Pressure

What pressures you

You have a calm demeanour, Ahmed and don't get flustered easily. You avoid stress by remaining self-controlled. You bring a cool, calm appraisal to most things you tackle, usually refusing to be hurried, which can relieve pressure on the job in regard to time deadlines.

How you cope.

You can, Ahmed be seen as stubborn because you do things your way. Your calmness helps some but can also be frustrating to others. You need to find a balance, as you could be the source of pressure in others by not fulfilling your part to help them meet deadlines.

Aspects you need to watch out for

Others, Ahmed may have a different trigger and you could actually be causing pressure within the team by demanding perfection. You should also recognise that people are not ensuring deadlines to pressurise you but to get the goods or services delivered on time.

You do cope effectively with work pressures when everyone is working well and you can in this type of situation be a calming influence.

Questions you may want to ask

Are there tight deadlines to meet in this job and are the teams aware of this? You don't want to go into a situation causing aggro by imposing tight deadlines.

Decisions you may need to make

You are not motivated by high levels of activity. You would much rather identify the time to deliver a good quality effort and then apply this time in getting things right. Negative pressure such as quarrelling with your boss or someone in the team will be very stressful for you. Deciding early on how much pressure you are likely to face in a job should prove helpful in the long run

Your communications style

How you like your boss to communicate with you

If your boss is happy to get an occasional update from you then that's right up your street. Written instructions are the way you prefer to work. You tend to have productive conversations that enable you and the team to reach conclusions about the best way forward. Being constantly harassed for outcomes disturbs you and it doesn't matter if it is by a boss, or any other person, you find it irritating. You want to be helpful and offer assistance however you also need peace to get on with your own work too.

You also like to be able to discuss with your boss so that you can be sure what it is that is required from you. You enjoy working with people who are motivated and bring real energy to the challenges that they face. People like you who once a decision is made do not want to spend endless hours talking about it as they really just want to get on and do it.

How you like to communicate with co-workers

You want to be able to discuss with colleagues how you are each going to tackle the respective aspects of a task. You are a detail person and work best when you get a level of cooperation from others.

Having occasional meetings to discuss your ideas is OK however you do not enjoy endless meetings.

How you like to communicate with subordinates

You prefer to have polite if distant relationships with all at work. You also prefer to meet in a more formal setting as you are not really interested in becoming great friends with work colleagues. What you seek is cooperation and you will meet to ensure this is the reality, however the sooner you can get back to your own thoughts and actions the better for you.

How you like to communicate with the public

You are businesslike, can manage to sound interested and reassuring to the public and as a result have successful relationships with them. You recognise that good customer relationships are important and even if the person you are speaking to is not actually a customer, it is still second nature to you to sound interested in them and to offer them help with their problem.

Questions you may want to ask

You should check out these aspects at interview. You could ask how much contact you had with colleagues, was there an emphasis placed on team working and how much time you would need to give to team meetings. At what point would you be expected to come into contact with the public. Would this be in a customer care capacity or an information gathering or imparting role.

Decisions you may need to make

Every job has some aspect where compromises must be made and you will want to know to what extent you would need to compromise to succeed in the role. By asking these questions at interview you would not only show interest in the job, you would also be identifying where you could fit best and if you would be able to play to your strengths. If you felt that you would

not have a great deal of opportunity to play to your strengths then you really would need to decide if the role was going to be a suitable one for your abilities.

Administration to You

As a stickler for detail you will demand a lot from the administration. If you are responsible for the system or role you will do whatever you can to make it as near perfect as possible. If you are dependent on others to provide first class administration services they had better be up to the mark, because you know what you are after and will be relentless in your pursuit of excellence. You are very demanding of yourself and others and seek perfection in whatever you do. You will not tolerate sloppy administration as you know the value of a good administrator or system.

You will be able to produce research that you have carried out to show your current knowledge of IT systems. You will want the very latest/best and will constantly seek that which offers the best value for money while still a quality product.

Questions you may want to ask

What systems are currently in place to support the operation.

Decisions you may need to make

You will be more willing to decide that a job is suitable when you know that systems are in place to support you.

Making presentations to groups.

You will do a good job delivering, on a subject where you are seen as an expert, however, this is not your favourite aspect of work.

You do not seek the limelight and this is never truer than when you find it necessary to give a presentation to a group.

You can excel when presenting expert knowledge, especially if it is in a more informal setting.

You would be unwilling, to lose face at any time and will ensure that you are able to develop the correct skills to deliver well.

You are an excellent problem solver< If delivering a speech, is seen by you as a problem, you will figure out how to make the problem go away.

Questions you may want to ask

Is there training offered on presentation skills?

Decisions you may need to make

You need to explore this, as you would be more comfortable delivering a presentation if you knew the organisation was willing to support and offer you suitable training.

Customer Focus and Ahmed

We all care about our customers in varying degrees and in different ways. Customer focus is important as when you are in contact with a customer, you are the ambassador for the company and possibly the only contact the company has with its customer base.

Ahmed you can be seen as distant and you are not likely to share feelings readily. You do get all the details right and pride yourself on doing the job well, however, you would not come across as warm.

Where this works well

Ahmed you may appeal to customers because you seem to know what's required and you sound competent when providing a solution to queries. You deal impersonally with the facts and to some customers, this is exactly what's required.

Where it could be challenging

Some customers can become a bit emotional on the phone and you would just hate this. Ahmed you do not 'do' emotion and would have a difficult time dealing effectively with it. You are logical and analyse things carefully in your attempts to seek a solution and in this there is no room for emotion. The challenge for you could be that emotional customers will not listen to your solutions until their feelings have been appeased. This has to be tackled before you can move on and in this area, you could benefit from some help.

Possible Areas for Development and Training

Personality is a major factor when dealing with customers, there is no one personality style that works for everyone.

Ahmed you are analytical and will always take a cool clear look at any situation and from a practical aspect, you will deal effectively. Where your challenge comes is if you are faced with an emotional outburst. In this sort of situation, you are likely to pursue avoidance tactics. You do not like becoming involved in the personal and any outbursts of emotion seem very personal. Your gift is that you can remain detached, yet sometimes this will be a luxury that you cannot afford. You may need some development help in trying to deal effectively with upset or difficult people.

Work with your manager to find ways of winning over customers who have a different personality type from you. Customers who are:-

Upset

Difficult

Excited

Remember it's not about changing your personality, it's about developing your mastery of it. You want to be more effective with a wider pool of personality types. The characteristics listed above are the ones you need to work hard at devising strategies that will help you cope.

You are unlikely to be moved by someone's emotional state. You are more likely to view this

as a loss of control that you find distasteful. You value calmness and a logical approach to all challenges and you fail to understand people who do not share these values. You could benefit from some interpersonal relationship building. There will be possibly be more excited, upset and difficult people to deal with than there are calm logical ones. If you want to excel in customer service these are people that you will need to learn to deal with.

Team working

You are a valuable member of a team, as they depend on you to see all the options.

Ahmed, you are the person who says, "Have you considered..." and "What if..."

You will leave the inspiring of the team to others but take a very keen interest in the team's performance.

You like to work things out from facts and prefer to have evidence to back up any of your decisions. This is a valuable contribution, as the team feel they can trust you to identify what's needed and what will work well to ensure success.

You are not really a team player, preferring to work in isolation without considering the views of others.

To be an effective team the work needs to be coordinated between the players and you should make and receive contributions from each other. You need to guard against cutting yourself off from the discussions that are the main part of the team's efforts.

Your need for privacy is strong however being part of a team does not mean that you have to share every waking minute with them - nor your innermost thoughts.

You do have to share some of your time, possibly more than you are comfortable with, but once you make the effort you may find the results will be well worth the effort.

How does the company make decisions

Dictates.

You are known to be an excellent problem solver and you would expect any organisation to seek your opinion rather than dictate to you. Any company that dictates which way something should be done would not be one where you could thrive.

Democratic.

You would appreciate a democratic environment when you wanted to put forward your ideas and suggestions, however, if your ideas were constantly shot down you might find democracy not really to your liking.

Committee.

You really do not like attending meetings and committee meetings are anathema to you. Reading proposals and being asked for input into them is much more to your liking and would not be seen by you as wasting your time. Meetings where everyone was given a hearing would bore you to tears.

Questions you may want to ask

You need to ask who decides the policy, the methods of working and the reporting structure. These are all questions that would be crucial for you to reach a decision of whether you could find fulfilment in this company.

Decisions you may need to make

You are really trying to identify if you can be part of the decision making process. You want to have a say in your future and within an organisation it is very important for you to be able to ask open questions and be included in some of the decisions especially those that affect you.

Organising.

We all like to think that we have good organisational skills, however, these are not really innate in every personality type. With some they are and in others they may not come naturally but they can be learned. When we are assessing personality type and how each type responds to organising it is the natural response of the type rather than the learned skill. Some people may naturally be chaotic yet have learned to become organised to get through their work.

Self

Positives

You like to be organised. You are independent and promote a work style encouraging others to be autonomous and lead independent lives. You can organise your own workload or at least know where to seek help in having this organised, however, you are not keen on becoming involved in the organisation of others' lives.

Negatives

Some help with the people issues could prove useful in enhancing your organisational skills.

Time management.

You are not the greatest team player, as you value your independence preferring to work alone.

You prefer to use your time, as you see it, wisely, in pursuit of solutions to problems.

For you, there is never sufficient time given to finalising projects or services.

You believe that given just a little more time you could perfect even further, that which, in the view of others, was already perfect.

You will rarely be a willing attendee at any training intervention.

You are constantly seeking information and pride yourself on the knowledge you have on a wide variety of subjects.

Anything you need to learn, you believe yourself capable of finding, without the aid of others.

You would possibly benefit from one-on-one coaching rather than training especially relating to interpersonal skills, which are not your strongest point.

Questions you may want to ask

What sort of training is offered by the organisation?

How often and how much time would be involved?

Decisions you may need to make

If a training intervention is not viewed by you as valuable, you will not learn much, and the whole experience will merely be wasting your valuable time. It is as well to ask the questions and make your decision on the answers provided at this time.

Will you have to face rejection.

Your whole ethos is to build accurate and valued products or services and any rejection would be taken by you as criticism of your efforts.

Your self esteem is tied into how accurate and perfectly you produce goods and services. Sloppy is not a word that could ever be used against you as you go to enormous lengths in pursuing perfection in all that you do.

By ensuring first class quality in every product or service that you deliver you can avoid any rejection. No one likes facing rejection, however, you would hate it and always go the extra mile to ensure it does not happen to you.

Questions you may want to ask

Ask if there are structures or guidelines that people should be following

Are there support systems or guidelines in the organisation to enable you to function at an optimum level?

You might also want to know what sort of access you have to a reference library.

Decisions you may need to make

Know what the boundaries are so that you can make a value judgement on whether this organisation would enable you to grow without fear of rejection.

If you are unlikely to get support for your careful and cautious approach to work you might not thrive in this organisation.

Dealing with the public

You will deal with the public in an objective way. At your best you are civil and friendly. At your worst you can be irritated and even a bit patronising if you have gone out of your way and still they complain.

You will certainly not be fazed by them. You will seek a solution for most situations and appease customers. You will come across as efficient and someone who will see that their concerns are understood and will be taken care off.

Questions you may want to ask

You might want to identify just how much interface you will have with the public, or people from other departments. If the role demands a lot of personal interactions this could be something of a distraction to you.

Decisions you may need to make

You have to decide when applying for a job what it is that attracts you to the actual work. There are always compromises that have to be made in most organisations. A decision will need to be made whether an organisation that requires lots of personal interaction is the one that you should be joining.

Delegation

Before delegating any work to you it is important that all aspects have been carefully thought through. you rarely accept anything at face value and will demand answers to lots of questions around what exactly is required. You will only proceed cautiously after you have had these questions answered to your satisfaction. The situation is much the same when the aim is to get you to delegate part of your work to others, something you will be very reluctant to do.

"Who is there in the organisation that could possibly do it as well as you do?" will be the question that springs to your mind. A lot of convincing has to be done to get you to part with any of your work and you need constant reassurance that you are still in charge of supervising what gets delegated. You believe that because your standards are high, others may not achieve them. Your standards can be maintained through your supervising of the work. You need reassurance that you will still be involved in ensuring that a quality product or service will still be the result. This same need for systematic order makes you reluctant to let go on any of your own tasks, far less projects, with the result that you can get bogged down with too much work.

Questions you may want to ask

Is there sufficient time and support allowed by the organisation for effective delegation?

Decisions you may need to make

How much help to offer should be discussed, as you can be too tolerant. A recognition of when to cut off support and start demanding action may also be helpful. The process of delegation is something that you must discuss before accepting a position.

Leadership

Yours.

You are responsible, careful and critical with a natural tendency to examine the logical consequences of actions taken.

You lead with authority you have gained through your encyclopedic knowledge that you have been built over your lifetime.

Being well-prepared is second nature to you, as you are curious and accumulates facts and figures easily which results in people trusting your judgment.

Others.

You could be an even more effective leader if you could show an interest in some of the personal aspects of the team.

You benefit from being an objective thinker, however, you could find other benefits by occasionally showing your more human side. Some development on this issue may be called for.

Questions you may want to ask

Ask if the job offered is a leadership position. You can take such a position, however, would want to know, how much hands-on support you had to offer others and what training and support would be on offer to you.

Decisions you may need to make

Depending on the response you need to make a decision. If you are likely to be a team leader, you need to carefully consider if this would motivate you.

You are not really keen to work, closely in conjunction, with others. You much prefer working alone with time and resources to develop products and services, rather than interact with colleagues.

If the role involves a team, then you absolutely must find out how much support and development you will be given.

Areas of Challenge

You hate ever having to deal with emotion and avoid such situations and emotional people as far as possible. This can leave you seeming very cold to others, even family and friends.

Because you have built a protective shell around you those closer to you sometimes find it hard to reach out to you. Live and let live is the motto you live by, which is fine yet it is not always possible to disconnect from the emotions of others.

You operate best when you have peace and quiet and time to think. You are not overly concerned about building friendships especially if they take your energy away from tasks that fascinate you more. The challenge for you in this is you are seen as unapproachable.

By unbending a little you will not compromise your standards. You are a person who values your own thought processes above most other things and because of this you have a tendency to block out feelings.

You do obviously have feelings, however you are unlikely to give into emotions having trained yourself to remain objective in all things. You might find life easier if just occasionally you let some of your own vulnerability show.

You value your personal space and tend to keep people at arms length. Even though it will be hard to break the habits of a lifetime just try giving someone close to you a hug, it won't hurt and you might feel more fulfilled as a result!

Companies ethics and values.

You want to know what they are and if they are within reason then you will be happy to comply.

Bottom line at any cost.

You would not be happy in an environment where the bottom line had to be met at any cost. It's important to you that you and the troops are motivated . If total focus on the bottom line was the refrain without any care of how you got there, it may be hard to remain motivated.

Staff well-being.

You recognise that if the staff are treated well the results will be better. You demand much from the other staff and want them to work with you to get the results that you know are required. For this to happen good treatment of staff is a must.

Staff turnover.

You are motivated to work hard and would expect everyone on the team to do the same. You do not like constantly changing staff, you would prefer that there was some stability in the workforce

Questions you may want to ask

Is there an ethical dimension to the work, such as green products. Is this a standard that people must work towards. Are staff consulted in areas that affect them? Does the company have a code of conduct

Decisions you may need to make

You want to know that you will be able to thrive in the work environment. If there is a green policy you should know this as it could affect the way you tackle the job. You also want to know that you would be able to adhere to their methods. If there is a code of conduct you should ask to see it before joining.

Ahmed As A Manager

Ahmed's high analytical skills generally give him authority. He may believe that this is all that it takes to be a manager, yet there's a lot more to it than being authoritarian.

Ahmed is an excellent problem solver and it is true that colleagues constantly come to him seeking advice. He is short on patience and will possibly advise once, then expect that this having been done, further advice on the same subject, should not be needed.

When managing others, he will need to be prepared not only to offer, advice but also ongoing support.

Ahmed demands quality. With his own work he is trusted to deliver a first class product or service. His challenge could be dealing with people on a personal level.

Consultant's comments

Ahmed may not take the time to explain, in the detail necessary, what exactly needs to be done to achieve that which he seeks. He is objective and not seen by others as being easy to approach. He demands high standards from himself and no less from others.

Consultant's Development Advice

There is rarely any question that Ahmed will deliver a quality product or service, when left to his own devices. He will need help in recognising that others may not be so capable and could need further input from him, if they are to achieve success.

Part 2 - Your Personality Gauges

Each of your personality gauges measures a very specific aspect of behaviour. More accurately, it measures your natural preference. You are not trying to improve your scores over time. This is not how personality profiling works. You are who you are. What you can develop, however, is your awareness. So although your natural preferences are unlikely to change much over time, your awareness of them can, allowing you to make better decisions and manage your life more effectively.

If a gauge score is less than 50, then this doesn't mean you can't do the thing. What it means is that this is not your natural preference. If you score below 50 then this is not something that comes naturally to you and therefore you have to concentrate harder and make more of a concerted effort to do it than someone that scores 75. You would not want to have to do this all the time as it will always be a challenge for you. Now and again is probably something you can cope with however.

If you score between 50 and 70, then although it's still not your natural preference, it's not a big stretch for you. Usually all it requires is more awareness and a little more effort.

And if you score 70+ then you are truly working to your natural preference. This is what you would do if no other external pressure were being applied. It is your natural default behaviour.

In life, you ideally want to spend more time doing things where you score 70+ and less time on things where you score <50. This is not always possible but you can now at least consider the following issues.

If you are working with a coach or trainer, then share your Gauges with them and discuss them. Feel free to disagree with some of your scores and talk about them with your coach.

Behavioural Gauges

The following Personality Gauges measure your preferred behaviour Ahmed. In our work we should aim to spend as much time as possible, working in harmony with our natural preferred behaviour. This reduces work related stress and is likely to see us excel at our work.

However, Ahmed, if you spend most of your days wrestling against your preferred behaviour, you will find it stressful and frustrating and it is unlikely you will excel in the role.

Natural Attention to Detail



Is a good listener.



Naturally service oriented with a strong sense of contribution.



Collects and analyses data.



Care about customer satisfaction.



Willing to follow agreed process



Quick thinking, decisions and reflexes.



Prioritises big picture over details



Able to cope with changes to the plan at short notice.



Not easily distracted



Naturally compassionate towards their team



Concentrates fully on one thing at a time .



Competes with self and others. Winning matters.



Environment Gauges

There are many factors that come together to form our work environment. Ideally, Ahmed, you want a work environment that is compatible with your personality.

If you find yourself in an incompatible work environment, you are likely to feel stressed and become disengaged. Most people quit their jobs because the environment is not compatible with their core personality.

So if you want to comfortably stay with a job for any length of time, then make sure you place yourself in a compatible work environment Ahmed.

Likelihood of stress occurring if they have little or no autonomy.



Likelihood of stress occurring if they are working alone for long periods of time.



Likelihood of stress occurring if their plans are changed at short notice.



Can cope with repetitive tasks and work days.



Ability to work alone most of the day.



Prefers to build long term, ongoing relationships with clients



Prefers transactional relationships with minimum client interface



Likes having rules and procedures to follow.



Summary

This personality report is designed to form the foundation of the conversation you should have with your coach / advisor Ahmed.

Although it is packed full of information, to get the very best from your personality report and make the right career decision for you, please talk to your coach.

Remember the 2nd Law of Personality states;

***"Personality is perfect. Personality is neither good nor bad. Personality just is.
There is no one personality better than another."***

The objective is never to try and change your personality Ahmed, so please do not try. Nor should you let anyone else try and change your personality. That's like trying to make yourself taller but more painful.

However, we can modify our behaviour but your ideal work scenario is where you do not have to invest a lot of energy modifying your behaviour or invest energy just trying to cope with the environment.

Instead, work hard to find a work environment that is compatible with your core personality and where you do not need to do much in the way of behaviour modification.