

its shareholders by way of  
or advising them that it intended  
turn cash to shareholders using a  
share structure. The cash was £2.2  
billion of net proceeds from the sale  
of Pacificorp. This was a tax efficient  
method for shareholders allowing  
them the following options:  
single B share dividend

VOCATIONAL GUIDANCE  
SENIOR EXEC MERCHANT BANKER  
SEEKING TO CHANGE CAREER WITHOUT LOSING EITHER  
STATUS OR FINANCIAL REWARD

### **General characteristics**

A confident and self-assured writer who is generally immaculately presented. She enjoys meeting people and is both courteous and charming on first or formal occasions. Always pleased to communicate and to have an opportunity to develop new relationships both professional and personal.

### **Personality structure**

A writer whose family had a very supportive and 'laid-back' approach to life generally - although the children were often left to fend for themselves and were expected to help keep a relative sense of order and tidiness in the home. In no sense did they feel neglected - and the ties between the parents and siblings were very strong, and still appear so to be. Nonetheless, this writer, felt as a child, that she needed to be recognised by her peers and always had a group of friends upon whom she could rely. These friendships will have stood the test of time and she is still, in all probability, very much in contact with many of them.

At school a good scholar, not outstandingly bright, but certainly very keen to learn and most diligent and purposeful in her concentration on learning - and achieving good results. Even at such a young age, she was conscious of the need to be organised and careful in all that she did.

A writer who is a very loyal and generous friend and family member. She seeks to ensure the stability and comfort of both her immediate and extended family. Whilst she will always ensure that she is prepared for 'all' eventualities and little is allowed to take her by surprise - she will give generously of both her time and emotions when the need arises. Very little is said or done on the spur of the moment - despite her very progressive and quick mind - she generally thinks everything through and carefully assesses where, at that time, her priorities must lie. Certainly she is most proud to play a key role in the maintenance of the family both as an individual and as a member of the family group.

This is an individual who needs both personal and material security and has worked hard to achieve this goal. Whilst she is generally most direct and positive in her outlook, she is sufficiently streetwise to know exactly when and how to manipulate a situation to her own advantage. There are rarely any 'flights of fancy' although she has creative and artistic abilities they appear to be limited very much to practical use or to enhance both her living space and also the living space of others.

A generous hostess, she loves gathering a group of friends and family around for a meal and to communicate and share their lives and experiences. She may not be the greatest of cooks, but the atmosphere and huge sense of well-being makes these get-togethers an unforgettable experience. Strangers are always welcome, and usually by the end of the day, feel accepted as one of the family - no-one is allowed to feel excluded - but equally no-one is allowed to take advantage of her or any other member of the 'family' group.

Appearance is most important to this writer - she needs to know that she 'looks good' as this is part of her everyday armoury to achieve her goals and meet the demands of others. Her desire for new experiences and change is considerable, despite her underlying need for security. Therefore she is often restless and needs her mind and interest to be continually stimulated, otherwise she may become morose and bored. She is a graceful and well-coordinated person, therefore she probably enjoys dance and music - as she has a good sense of rhythm. An avid reader, she enjoys being mentally challenged by art and literature - although she probably does not paint or write, but concentrates on more practical forms of art such as utilising light, space and colour within her home to give a sense of warmth, comfort and, to a degree, stimulating effect.

### **Intellect**

The writer has a quick, investigative mind and enjoys exploring new concepts and ideas and will search out answers to the most difficult questions with considerable skill and concentration. An articulate, generally communicative writer who enjoys sharing her knowledge and opinions with colleagues and associates - indeed she will often enter into a detailed and constructive argument from time to time as she does not like assumptions to be made, or questions to be left unanswered. There is the ability to concentrate over a long period of time, thereby ensuring that accumulated observations and facts are logically put together and proven in their authenticity and use.

### **Working qualities**

An ambitious and goal-minded writer one who seeks to be in control of her situation and to, therefore, carefully structure both the routine and opportunities for both herself and her immediate colleagues and associates.

Capable of meticulous organisation and working patterns - this writer leaves very little to chance, and whilst she is progressive and forward looking in her thinking, she will make very

considered and careful judgment of the risk involved in any enterprise. Despite this, there is little doubt as to her considerable drive and enthusiasm for what she is doing although she will carefully conserve her energies to ensure that stable and precise progress is made.

Generally the writer is aware of all that is going on around her - and whilst she expects the detail to be correct is capable of making subtle changes in the substance or meaning of a subject, product or situation in order to achieve results that are both profitable and successful both for the client and the organisation. Therefore she manages both people and projects in a most competent and carefully orchestrated manner.

The writer generally enjoys working with people, although she is careful not to become closely associated with anyone particular person. She will communicate easily and well with people, but her natural reserve and sense of 'propriety' will not allow unnecessary familiarity. A most resilient writer - who despite, at face value, appearing to be most accommodating - is tough and can very much demand that people respect and comply with her expectations without unnecessary argument or delay.

## **Detailed Assessment**

### **Personal presentation :**

Attractive, immaculate and very aware of her surroundings and the people whom she is with. Most confident in her approach and progressive in her thinking and communication. Enjoys meeting new people and situations.

### **Professional abilities :**

Progressive, forward looking with good overall management abilities. Meets deadlines and works well with colleagues and associates, dealing with problems and difficulties generally with equanimity as and when they arise. Rarely does she come out of a situation empty handed.

### **Leadership skills :**

Her generally calm, constructive and enthusiastic approach to colleagues and associates ensures a good working relationship. She is unafraid to take responsibility both for herself and those with whom she is working without encroaching upon either their personal or professional boundaries. Always ready to encourage both individuals and team work earning respect by example.

### **Attitude to responsibility / corporate reporting :**

Carefully structures both the routine and opportunities for both herself and her colleagues and associates. Is loyal and supportive without being oppressive. Takes both her position and responsibility both to the organisation, colleagues and associates most seriously. Will report to the Board directly and positively, expecting her findings and views to be treated both with respect and consideration.

**Team builder / player :**

Whilst she will support and engage with a team, she prefers to play an independent, leadership role, rather than be just an integral cog in the machinery. However, as and when necessary, she will work hard to ensure both unity and confidence between both herself and the members of the team.

**Motivating forces :**

Ambition, the desire to grow and develop both her professional and personal abilities. She seeks the fulfilment of developing and maintaining a project to a very high standard - also to ensure security for both herself and her immediate family.

**Crisis management :**

Calm, careful consideration of the most positive and constructive solution to the situation. She is unprepared to settle for a 'quick fix' - and whilst a little more time may be necessary to resolve the situation she will not be 'hurried' into making decisions that do not provide a secure but viable outcome.

**Interpersonal techniques :**

Generally welcoming and considerate in her approach. She will carefully encourage and grow confidence in colleagues and associates ensuring that they feel secure and accepted as an integral part of the organisation. Her own positive and enthusiastic approach will inspire and enthuse commitment and loyalty in others and they will accept her demands and expectations with both diligence and interest.

**Communication skills :**

A courteous, charming and easy communicator. She enjoys sharing her knowledge, information and interests with others, but generally maintains her dignity and personal integrity at all times.

**Listening ability :**

Because this writer is interested in everything and everyone she listens and absorbs knowledge and information precisely and accurately. Sympathetic but objective in her understanding - she can normally be trusted to keep her own counsel.

**Integrity :**

Generally sound - but is prepared, on occasions, to use whatever means necessary to safeguard both her own position and that of those she feels responsible for.

**Objectivity :**

Despite appearing to be very involved in everyone and everything - this writer generally views both people and practical situations most objectively. There are very few occasions where she allows her own personal emotions to affect making the right decision for others, no matter if it is not what she wishes for herself.

**Intuition / creativity :**

Not a terribly instinctive or intuitive individual - she tends to use her energies in a positive and practical way. Her creativity is usually channelled into activities that have both aesthetic and positive value.

**Physical & mental condition :**

Appears to be both physically and mentally resilient. There is evidence of plenty of energy which she uses to drive both her personal and professional Life. Although she may need a boost to her optimism and determination from time to time, especially when negative emotions or disappointments have occurred.

**OVERALL ASSESSMENT / SPECIFIC STRENGTHS & WEAKNESSES**

**Strengths :** A generally calm, confident and competent individual - one who is at ease in most situations and can manage people and events with equanimity. A good communicator and one who gives commitment and practical assistance as and when required.

**Weaknesses :** Is sometimes too committed to the conventional and orderly - therefore not giving sufficient outlets for the creative input of colleagues and associates. Tendency to be rather territorial and guard her own interests too vigorously. Can let, on occasions, people and events over/underwhelm her.

## VOCATIONAL GUIDANCE

The writer is a most organised and practical individual, one who seeks to ensure that she is both materially and personally secure.

A woman who has always got along well with people as she reacts with generosity to those whom she meets both professionally and personally. They are immediately accepted within her group - although she is very aware, almost instinctively, of their strengths and weaknesses. Very few people have ever been allowed to 'take her for a ride'. She has always had a number of friendships that have been maintained throughout her lifetime - and which she feels are important to her, without allowing them to become burdensome.

This writer is a reliable and steady friend or colleague, she is quietly determined to achieve her goals and will not be distracted - although she will usually find time to help and support family and friends as and when the need arises. When once she has decided on what line of action to take in any aspect of her life, she will follow her chosen path with both perseverance and commitment. A very loyal friend and colleague - and whilst periods of time may pass without contact for whatever reason - old ties will remain strong and her support for them will not falter.

Always resourceful, she is capable of knowing exactly what is important to her well-being and success in life. She can manage to keep a sensible balance which enables her to see and understand the essentials and also to show initiative when dealing with everyday situations. Certainly she is open-minded and adaptable, enabling her to think carefully and yet allow her reactions to remain generally spontaneous. On the whole she will conduct herself with reserve and dignity within her professional environment - expressing her opinions and feelings in a suitably direct and positive manner. However, there may well be times when she becomes so involved with the task in hand that she cannot discern the wood for the trees.

### **suggested careers :**

law

psychology

human resources / development

corporate management

teaching / training