

er
' yes, I
giving-time during
'm not a great reader.
Little. Perhaps I should be. I
read a lot, both to do with the
and career, both to do with the
'm not a very good 'armchair' sports
-st - to impatient and always play
use to do. But I do play
today, once with three friends
rite exercise
out c

PROFESSIONAL EXECUTIVE ASSESSMENT

GENERAL CHARACTERISTICS (presentation)

A well presented, courteous, interesting and aware individual. He is generally stable, reliable and enthusiastic about all that he does. Whilst he enjoys meeting people and developing new relationships exuding charm, warmth and a lively, droll sense of humour - he maintains his own space and privacy preferring to reserve judgment until they have proven themselves.

PERSONALITY STRUCTURE

Whilst over the years this writer has developed a persona to cover much of his immediate past and upbringing, he is fundamentally bound by the origins of his family, their benchmarks and their beliefs. The maternal family, in particular, played and still do play a considerable part in his life whether he acknowledges this or not.

Although this individual has worked very hard to put his past and his background behind him, developing an image and façade that helps to encourage acclaim and recognition for his own abilities and achievements, woe betide anyone who seeks to encroach upon the more intimate details of his life and identity.

Generally this writer has a positive and buoyant personality. In his early formative years he was expected to adhere to the benchmarks laid down by the maternal family in particular. The strictness of such upbringing, despite it being countered by warmth and pride in his achievements, caused him to become impatient and frustrated from time to time and give vent to angry outbursts [temper tantrums]. However, as he matured he learned to contain and channel these energies, developing a rather droll sense of humour and an apparently detached and indifferent attitude toward those who did not immediately affect his personal and professional life.

Over the years these traits have mellowed - although he will surprise and even disconcert family and friends by a sudden burst of temper and frustration. Only those in whom he has absolute trust and understanding will recognise the build-up and repression of hopes/fears and anxiety that are the fundamental cause of such apparently unreasonable and unwarranted behaviour.

An individual who devotes much of his time to the support and well-being of his immediate family and friends. A careful listener, he often picks up on the unexpressed hopes, desires and anxieties that the speaker has scarcely recognised themselves. He also has deep feelings of compassion for those less able or fortunate than himself - although he finds this very hard to express, he will try to show his generosity and kindness in a practical and positive manner.

This is a writer who has considerable physical energy and stamina. He also is most intuitive and creative although much of his time now is spent in the more prosaic realms of ensuring that the practical needs of everyday living are met. However, he encourages others to share his interests and curiosity in the more stimulating and imaginative creations and inventions of writers, artists and music. He certainly enjoys travel and meeting and understanding new people and cultures - but at one and the same time he generally separates the experience and knowledge gained from his day-to-day living and expectations.

INTELLECT

deductive reasoning: critical and constructive in his appraisal of projects, people, situations - carefully examines cause and effect

logical interpretation: whilst he uses logic and factual evidence – he also has a high degree of intuition and / or gut instinct

communication: articulate, critical and thorough in his discourse – he leaves very little room for argument or discussion

Generally, this writer has a practical and constructive mind. He enjoys digging for knowledge and learning by constructive reasoning and practical experience. An individual who can articulate facts figures and expectations concisely and well. He is most observant and aware, little ever takes him by surprise. He has a sound memory with generally precise and accurate recall.

WORKING QUALITIES

A writer who is both progressive and forward looking without losing sight of the principles and benchmarks laid down to ensure the material, professional management and security of a project or organisation.

He is generally positive and optimistic in all that he does, but neither will he be persuaded to change his established and well tried methods without considerable proof of the unquestionable benefits that such a change will ensure. Nonetheless he has a good commercial understanding of the marketplace and knows exactly how to make facts and figures work for him.

Certainly he is ambitious not only for himself but for all those for whom he has responsibility. He does not suffer fools gladly and becomes impatient and frustrated by those who question

his authority and knowledge, or do not generally meet muster. Nonetheless he is genuinely interested and concerned for the welfare of the workforce and will respect, support and encourage the best efforts of those who may be less able than most. Often his sense of humour will soften his annoyance and/or frustration when things go wrong, enabling everyone to maintain their equilibrium.

Little escapes his observation and he carefully watches all that is going on around him. He is unafraid to confront situations in a most direct manner, and will 'hang people out to dry' should they cause concern or disruption amongst their colleagues or the organisation as a whole.

This writer, despite being very much an individualist, recognises the value of a good team spirit. He is prepared to support colleagues and associates in a practical and encouraging manner at all times. In an emergency he is quite prepared to roll up his sleeves and work on the 'shop-floor' to ensure standards, budgets and deadlines are met. Some may find this obtrusive, but the more professional and genuine members of the workforce will appreciate his concern and loyalty toward them.

A man who seeks to see a project through from start to finish and that the end result will be, at the very least, satisfactory and without loss or penalty. Therefore, his efficient and generally contained approach usually achieves positive results within a reasonable and profitable timescale.

Character Traits

dominant

independent
 ambitious
 enterprising / entrepreneurial
 optimistic
 watchful
 critical
 articulate / abrupt
 good listener
 thorough
 clever linking of thoughts & actions
 good practical & organisational skills
 commercially aware
 precise / accurate
 tenacious / persistent
 individualist
 emotional / vulnerable
 generous / careful
 intuitive / creative

counter dominant

obtrusive / egocentric
 cautious
 pedantic
 tense / anxious
 observant
 hypocritical
 direct / ruthless
 thoughtful / considerate
 leaves little to chance
 confusion of thoughts/thinking
 -
 -
 creative / inventive
 restless / unfulfilled
 rebellious
 compulsive
 -
 sensuous / imaginative

Detailed Assessment

Personal Presentation

A writer who on first meeting is poised and quietly confident. He exhibits interest and extends courtesy. He will listen and observe with consideration noting all that is going on around him.

Professional Abilities

It is important to this writer that he is able to establish a sense of order and precision within his working environment. He is conscientious and expects both this, and his methodology, to be recognised and respected by colleagues and associates.

He is capable of holding the interest of those with whom he is in contact. He uses his knowledge, ability and observations in a careful, often creative way, utilising, if and when necessary, the skills of those experts within a specialist field.

To some his method of working is idiosyncratic - but it successfully works for him.

Leadership

Is positive and authoritative and this generally encourages respect amongst his colleagues, associates and the overall workforce. His rather perfectionist attitude at times, in contrast to his rather less conventional approach, can cause confusion and dissention - but generally his commitment and work ethic will win over all but the most hardened sceptic.

Attitude to responsibility / corporate reporting

Is committed to ensuring that standards are upheld and works hard to ensure that a congenial atmosphere prevails amongst those with whom he is in daily contact. However, he is unafraid to express his views or confront issues that concern him most positively - with little regard as to how they will affect his own position, or that of others - as it is the overall principle with which he is concerned.

Team builder and player

Whilst this writer is very much concerned with the overall team spirit of an organisation he makes his own decisions and determines his own routine and concepts.

Therefore he may appear to be difficult to understand or work with on occasions; because he is very much aware of the need to progress and develop products and profitability he seems to be, from time to time, either unreasonably cautious or unnaturally reckless in his attitude and decision making. His approach may swing from provocative and demanding to an apparently laidback and conciliatory charm offensive.

Nonetheless his overall aim is to achieve successful productivity and an excellent conclusion to the promotion of a product or a venture through the example of commitment and application.

Motivating forces

Progressive, forward looking and ambitious. Seeks to develop and grow his knowledge, skills and position. Most importantly he seeks to find acceptance and respect that will enable him to attain his goals and fulfilment both personally and professionally.

Crisis management / Problem solving skills

This writer is good at pulling together all the necessary people and skills swiftly and efficiently to resolve difficult technical and/or production problems. Crisis management that is more reliant on political and people negotiation is more difficult - it is often dependent upon how high his confidence level is on the day, when he will either calmly and logically work toward resolution or react in a rather provocative and demanding manner. The crisis will be dealt with, but confidence and one to one relationships may suffer overall.

Interpersonal techniques

Generally good. His courtesy, enthusiasm and belief in both the organisation and himself will encourage co-operation and build up the confidence of less able colleagues and associates. As this writer is most observant and aware, difficulties arising within a 'people' situation will not escape his notice, and although perhaps rather impatient, he does have the ability to relate and communicate clearly how to resolve problems, except the very personal.

Authority will be generally well established - therefore when he does erupt into provocative and demanding behaviour this will, in most cases, only serve to reinforce in the mind of people that there are boundaries and he will not easily tolerate them being crossed.

Communication skills

Generally clear and logical. He will put forward his requirements, concepts and expectations in an enthusiastic and positive manner. This writer is happy to answer questions and explain the foundation of his thinking when necessary. Generally he is approachable, but cannot, and will not, be taken advantage of.

Listening ability

A courteous and careful listener. He can appear a little dismissive of suggestions or ideas for new working practices and the speaker will have to make his case positively and to have done their homework well. The writer, despite appearing somewhat impatient at times, is quite sensitive to the needs and requirements of colleagues and associates and will discuss and work with them to find a solution to a problem if at all possible.

Integrity

This is a writer who likes things to be done to a high standard. His work ethic is challenging as is his search for perfection. His loyalty toward both the organisation and its workforce should not be faulted. Should he question the integrity of anyone or anything within the remit of his position, then he will be unafraid to stand his ground, or to take whatever action he deems necessary. Therefore he is not always a comfortable bedfellow.

Objectivity

Very much an independent thinker and doer. He uses his commonsense, logic and practical knowledge when making decisions. He does not take sides as he is very much his own person.

He has experienced many difficult and some rewarding 'people' experiences and therefore people relationships do cause him some concern.

Intuition / creativity

A writer whose overall curiosity fires both his intuition and creativity. Rarely is he taken by surprise as he is very much aware in the ingenuity of man. He does not question his own inspirational thinking - but uses his knowledge, logic and practicality to turn it into a viable entity.

OVERALL ASSESSMENT / SPECIFIC STRENGTHS & WEAKNESSES

Strengths: A writer who is an individualist and protects both his independence and territory quite fiercely. Very much a thinker and a doer. He is careful to assess the content of projects and new concepts and products. He uses logic and practicality to make things work. He articulates his needs and expectations clearly and concisely. Very aware and streetwise. A good listener. Is driven by a burning need to prove himself and to achieve his ambitions.

Weaknesses: A tendency to be too self-reliant and/or stubborn in times of difficulty. Does not like to ask for help. He can, on occasions, be explosively provocative. He needs to learn to express his thoughts and emotions more openly which will reduce the fiery episodes and frustrations that he fights hard to contain.

General physical condition:

The writer appears, perhaps, to have a weakness/discomfort in the mid-spine/torso. There is also a possibility that he may have a circulatory problem. These may only be temporary symptoms caused by a degree of stress and anxiety that he is suffering at the present time despite his natural optimism and confidence. However, a medical examination should be able to discern the root cause.