

# Candidate Feedback

**Private & Confidential**

**04/08/2008**

**Mr. Thomas Sample**

	I	II	III
D	7	5	2
I	4	3	1
S	8	6	2
C	4	8	-4

## DESCRIPTIVE WORDS

Deliberate, amiable, dependable, persistent, good listener, kind, inquisitive, assertive, competitive, persuasive, communicative, verbal, firm, persistent, stubborn, strong-willed and independent.

## GENERAL CHARACTERISTICS

- Verbally communicates facts and information.
- A good listener who will give advice.
- Can use persuasion and facts to win people over.
- Likes to organize and plan his work and will conscientiously see a job through to conclusion.
- Reluctant to cut corners or take shortcut methods.
- Self-motivated; wants to achieve results.
- Stubbornly independent.
- Makes decisions within his specialist area of competence and expertise.

## Motivators

Mr. Sample is motivated by security of situation, sincere recognition of his achievements and challenging objectives which are fully understood. Ideally, he wants explanations, not restrictions, with opportunities for advancement within his area of expertise.

Should Mr. Sample have a manager, then ideally that person will be a diplomatic but direct leader, who takes time to clearly define parameters and objectives and then allows him to get on with the job. Consultation with Mr. Sample should be on a regular basis.

## Values Mr. Sample brings to the organization

The predominant strength of Mr. Sample is his combination of steadiness with assertiveness and an ability to motivate others. He shows commendable patience in listening to questions and opinions. This congenial approach encourages others to seek advice from him. His deliberate and persistent attitude hides a stubborn determination to achieve results and reduce costs. He is capable of persuading others to follow his lead.