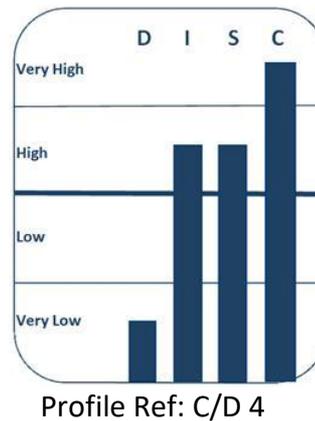




Remote/Homeworking Report

Barrie Cummins - SPR (440012)

Group "C"



Groups Summary

When looking at remote/homeworking, it is possible to model the likely behaviour and compatibility of a person into one of four high level group. Providing the transfer is structured, thought out and they have a specific home office area to be undisturbed to work in, the transition to homeworking for this person should not present too many problems.

Primary Characteristics Summary

The Primary Characteristics are derived from the highest and lowest factors in the "Natural" profile graph. These represent a scoring validation based on a consistent choice of answers throughout the assessment.

This candidate has very good people skills and will be very good in a long-term relationship management environment. Their naturally dependable, friendly and positive character means they will build confidence and trust quite quickly. Systematic and logical in style, they will feel able to communicate complex or technical ideas in a meeting. They are usually mild mannered, accommodating and sometimes a bit of a perfectionist. Their self-confidence levels may need a boost at times and they could feel easily bruised or demotivated after a confrontational meeting with people who are very assertive. This candidate is a naturally good communicator, careful and values procedures and rules.

Often be seen by others as positive and friendly. They will tend to have an amiable, patient style, and seen by others as being relaxed and a good listener. May have high expectations of others, which could result in them feeling the job will be done better if they do it themselves.

Suggestions to manage and support this group when working from home

- They are prepared, unhurried, organised, and punctual, so they will expect to see that the process of moving to homeworking has been thought out and carefully planned.
 - They will look for precedents or policies to support the decision that transferring to homeworking is workable.
 - Their organised and thoughtful approach will need supporting throughout the homeworking period.
 - Being time-disciplined and systematic, they will expect consistent contact times for daily work reviews.
 - They like things in writing, so follow up discussion with a detailed email.
 - Do not rush their decision-making process.
 - They like guarantees that their actions cannot backfire.
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Key Motivators:

They will seek and be motivated by strong logical procedures and rule adherence in their working environment. Having a structured home-office area to work in will be key to them.

Basic Fears:

This group's basic fear and dislike is conflict. They will deal with it when necessary for short periods of time but will not continue for long if that environment persists.

Communication Suggestions for Manager and Colleagues:

- Try to support their organised and thoughtful approach
 - Be systematic, exact, organised and prepared
 - List advantages and disadvantages of any plan you propose and viable alternatives for dealing effectively with the disadvantages
 - They like things in writing, so follow up your discussion with a memo or letter
 - Provide solid tangible evidence (not someone's opinion) that what you say is true and accurate
 - Do not rush the decision-making process
 - They like guarantees that their action cannot backfire
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Graph Meaning

Modified – This shows the person’s current behavioural traits in their working environment. Therefore, the following changes between the Modified and Natural graphs are an indication that the person is currently modifying their behaviour and should be investigated.

“D” = possible change in assertiveness. Lower = less, higher = more.

“I” = possible change in communication style. Lower = less outgoing, higher = more.

“S” = possible changes in pace. Significant changes here can also indicate stress.

“C” = possible changes in attention to detail. Lower = less, higher = more.

Core – how the person reacts under pressure

Natural – The “Natural” profile report presents a view of the person’s core behavioral character traits. Matching a job role to these traits means a person is operating in a working environment that feels natural to them. This generates less stress and dramatically increases the likelihood of success.

