



# Management Potential Report

**Ella Explorer**

19 December 2008

**CONFIDENTIAL**

## Introduction

The MPR focuses on personality issues related to management selection and development. This report is intended to be used in conjunction with professional judgment. The information in this report is confidential and the statements it contains should be viewed as hypotheses to be validated against other sources of data in the overall assessment process.

## Leadership

### Leadership style

In leading others, Ms Explorer's most likely style would be characterised by persuasiveness and control over subordinates. She is likely to adopt an assertive style of leading others. Ms Explorer's manner of leadership may be characterised by the following behaviour(s):

- She is usually socially bold and venturesome and probably prefers to be the focus of attention.
- She presents herself as relatively driven and she may become frustrated by problems or delays that others might consider minor.
- She may not be very trusting of the behaviours and motives of others.

Based on Ms Explorer's personality information, her overall leadership potential is predicted to be somewhat higher than average. She is likely to possess the resilience and self-assertion that characterise those in positions of leadership and authority.

### Evaluating others

Overall, Ms Explorer's responses to the inventory suggest that she would be reasonably comfortable with the interpersonal nature of conducting face-to-face performance evaluations. In her appraisals, she tends to balance resoluteness with receptivity. There may be times when she adheres to her position, while at other times she may be open to another's perspective. A typical session is likely to be one of mutual exchange where both parties will have an opportunity to express their views.

## Interacting with others

In general, Ms Explorer shows about equal preference for activities involving social contact or those requiring individual effort. Ms Explorer may be hesitant to extend herself emotionally for other people. When it comes to revealing personal matters, Ms Explorer describes herself as neither very private nor very forthright. She shows little need for affiliation or extensive peer support. Although she is probably quite at ease in group settings, she may need to guard against being too outspoken. In general, Ms Explorer is likely to be wary of other people's intentions and skeptical of their motives. If she feels the necessity, she may at times be forceful and persuasive. Ms Explorer presents herself as a highly self-determined individual who frequently says what she thinks.

## Making decisions

Ms Explorer's problem-solving ability is predicted to be above average. She is likely to assess and comprehend problems rapidly. Her level of creative initiative is predicted to be high. She is likely to have the sense of venture, determination and orientation toward ideas that are instrumental for pursuing creative interests. She tends to be an open and receptive person, liking a variety of ideas and experiences. Rather than adhering to tradition, she may question established methods and remain open to the possibility of change. Sometimes she may stray from the problem and lose sight of projected goals, especially if something distracts her .

## Initiative

### Independence

Ms Explorer tends to prefer to work independently with little supervision or instruction. She often forms her own ideas and opinions about directing herself and others in the pursuit of goals. Moreover, this outlook for receiving guidance and support is likely to be accompanied by the following personal qualities:

- In all likelihood, she would feel comfortable introducing her ideas in front of a group and may enjoy holding the group's attention.
- She tends to be receptive to change, and she might question established methods.
- She would tend to form and express her own opinions and would prefer to take the initiative.
- Ms Explorer is a decidedly forceful, strong-willed individual. She is likely to be confident in her ability to meet future challenges.

### Dependability

Ms Explorer tends to be spontaneous and flexible. At the extreme, her impulsivity could entail responding to challenges immediately when a more planful or disciplined approach might be preferred. Because of her eagerness for action, she may change the way of doing things when there may be little need to do so. This may irritate coworkers who are comfortable with the familiar procedures. She has a tendency to be easily distracted and sometimes may have trouble concentrating on her work.

## Personal adjustment

At the present time, Ms Explorer presents herself as no more or less anxious than most people. Specifically, the degree of emotional adjustment shown by Ms Explorer is typical of most adults. That is, most of the time she faces challenges with personal resolve but, in very demanding situations, she may be reactive or upset.



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**Score summary pages**

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## Introduction

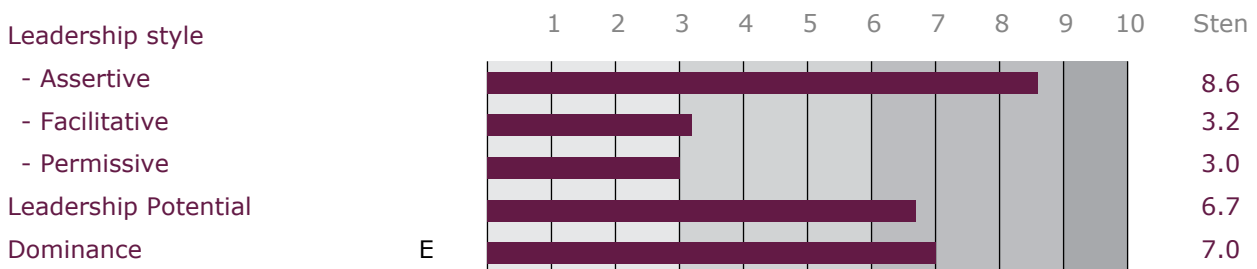
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## Score summary

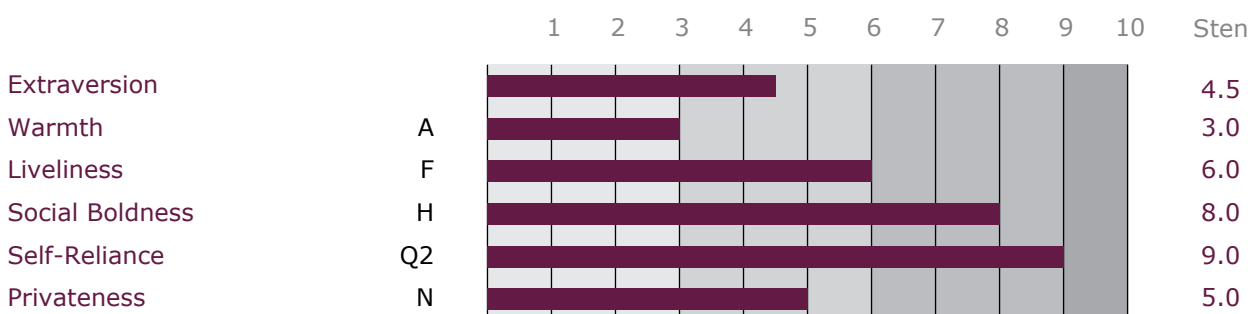
**This score summary is intended to be used by qualified professionals only.**

It should be interpreted in light of the specific needs and priorities identified within the organisational setting. These pages should be maintained in a secure file.

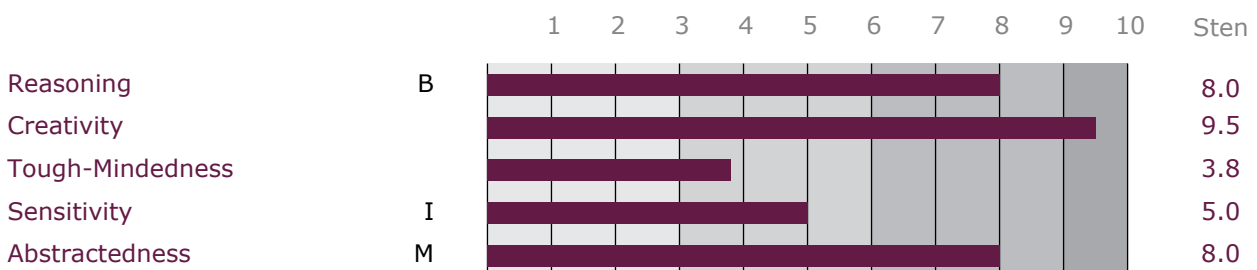
### Leadership



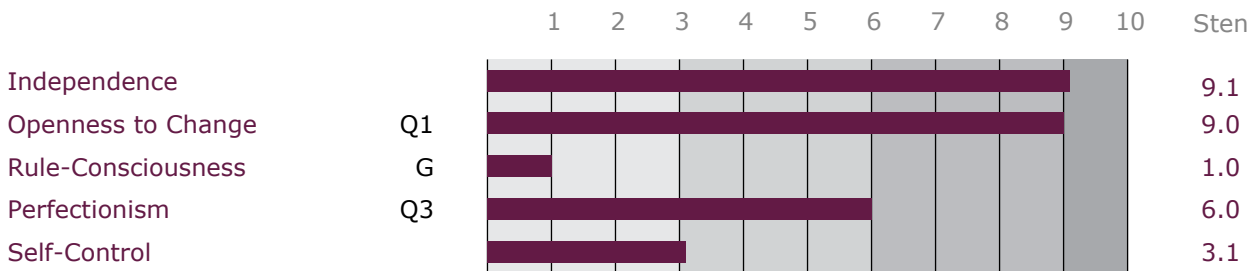
### Interacting with others



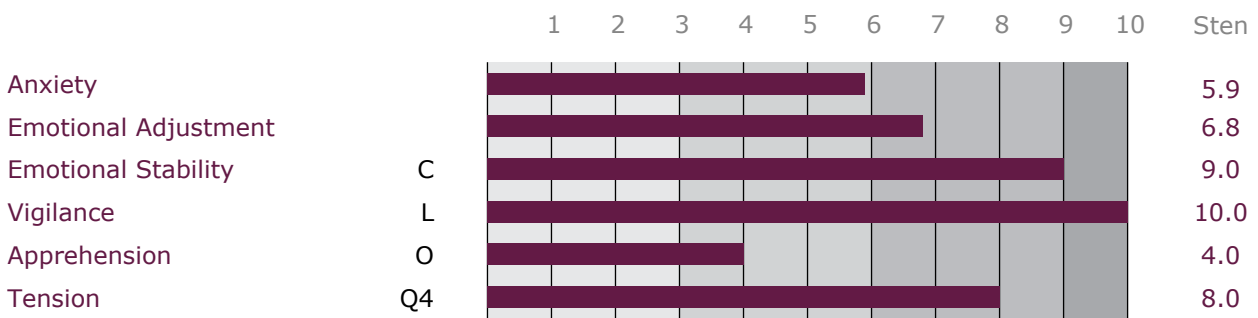
### Making decisions



## Initiative



## Personal adjustment



## Response Style Indices

Impression Management	12	Within expected range
Infrequency	5	Within expected range
Acquiescence	57	Within expected range

All response style indices are within the normal range.

## Item summary

This page of 16PF scores is intended for qualified professionals only. Data on this page should be treated with utmost confidentiality.

### Item responses

1	c	25	b	49	a	73	c	97	c	121	b	145	b	169	b
2	a	26	c	50	c	74	a	98	a	122	c	146	c	170	a
3	c	27	a	51	c	75	a	99	a	123	c	147	b	171	c
4	a	28	a	52	a	76	a	100	a	124	c	148	a	172	c
5	c	29	a	53	c	77	a	101	c	125	a	149	a	173	c
6	c	30	a	54	c	78	a	102	c	126	b	150	a	174	a
7	c	31	a	55	c	79	b	103	c	127	a	151	c	175	c
8	a	32	a	56	c	80	a	104	c	128	c	152	c	176	a
9	c	33	c	57	a	81	a	105	a	129	a	153	a	177	b
10	c	34	a	58	a	82	c	106	b	130	b	154	b	178	c
11	a	35	c	59	c	83	a	107	a	131	a	155	a	179	c
12	a	36	c	60	a	84	a	108	c	132	c	156	c	180	c
13	a	37	a	61	c	85	c	109	c	133	a	157	c	181	b
14	c	38	a	62	a	86	b	110	a	134	c	158	c	182	b
15	c	39	c	63	c	87	c	111	c	135	b	159	b	183	b
16	a	40	b	64	c	88	c	112	b	136	c	160	c	184	b
17	c	41	c	65	a	89	a	113	c	137	c	161	b	185	b
18	a	42	c	66	c	90	a	114	c	138	a	162	b		
19	c	43	a	67	a	91	c	115	a	139	b	163	a		
20	a	44	a	68	c	92	a	116	c	140	c	164	c		
21	a	45	b	69	a	93	c	117	c	141	a	165	a		
22	c	46	b	70	c	94	a	118	a	142	a	166	a		
23	a	47	c	71	c	95	a	119	a	143	b	167	c		
24	c	48	a	72	a	96	c	120	c	144	a	168	a		

### Summary statistics:

Number of a-responses	= 75 out of 170 (44%)
Number of b-responses	= 21 out of 170 (12%)
Number of c-responses	= 74 out of 170 (44%)
Number of missing responses	= 0 out of 185 (0%)

Factor	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw scores	7	13	20	17	13	1	20	11	20	15	12	8	25	20	13	17	12	5	57
Missing items	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

This report was processed using 16PF Fifth Edition Questionnaire GB Combined-Sex norms.





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