

A decorative horizontal wavy graphic in shades of red and orange, spanning the width of the page.

PUZZLE DISC

Candidate report

An analysis which describes the way in which you communicate with and relate to those around you

ID: 33804

Eductus
Analysis date: 30-11-2010
Time: 10 minutes
Print date: 06-08-2013

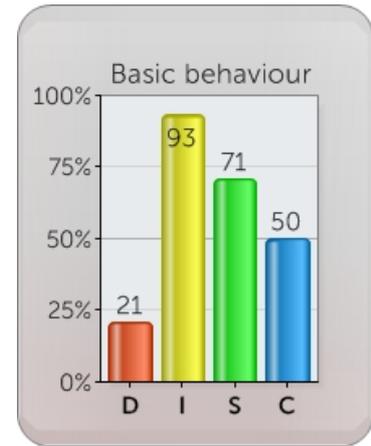
Ensize AB - Anne-Lie
Anne-Lie Form
Solleftegatan 15
162 53 Vällingby
08-7919800
anne-lie@ensize.se

Index

- 3 General description / This motivates you
- 4 Strengths / Limitations
- 5 Strengths / Limitations, continued...

General description

The general pattern in your profile is probably the most effective with regard to relationships with others in a wider sense. You find it easy to be at your ease with others and your easygoing nature means that you feel comfortable even with people you do not know. You are often persuasive and charming. Steadiness in your profile means that you also have the ability to listen in a relaxed way when the situation so requires. You normally also have a sympathetic ear for others and are prepared to help solve their problems if possible. At those times you can be a somewhat more passive receiver of other people's thoughts and feelings.



You are generally interested in personal matters and understand others. You are motivated by social contact and appreciate the support and approval of others. Many of your contacts with other people are based on feelings and you have very good communication skills. Not only can you formulate your own message, you are also able to listen to the views of others. You often behave confidently and at the same time are warm and friendly with those around you. Your free and easy style and genuine interest in other's thoughts and feelings means that people usually come to you for advice and support.

Despite the fact that this is undoubtedly strengths, you have a tendency to overemphasise the social side of your nature. You can be less interested in productivity and efficiency and occasionally your attitude towards this may be negative, particularly if you perceive that these more formal activities conflict with a positive relationship with another person.

This motivates you

What motivates one behaviour style is often not at all motivating for another. Below are a few statements that can be important for you to feel motivated.

- to encourage and inspire others
- to bring people around to your views
- that changes are allowed to take time
- to work in a positive and supportive work climate

Strengths / Limitations

Strengths

It is important for you to have a secure work situation. You appreciate close relationships and that you can consult colleagues when you feel uncertain about an issue. You would prefer to make collective decisions where everyone gets to say their piece. One downside can be that you, because of your caution, can miss development opportunities.



Limitations

You may find it difficult to stand up for your own opinions. Others may sometimes perceive you as a bit too compromising and find it difficult to know what you really think.

Strengths

With your positive and enthusiastic attitude you are usually very expressive in displaying your interest in a subject. Thanks to this you often have the ability to motivate others and gain their support when you want to "sell" a new idea. In a work group often you are responsible for positive encouragement and inspiration. One downside can be that you, under pressure, can react by being sarcastic and ironic.



Limitations

Sometimes, maybe your arguments are not sufficiently backed-up by facts. Sometimes you may accidentally make a blunder by talking first and then think. But your good communication skills often take you off the hook.

Strengths / Limitations

Strengths

You feel secure with routines and stability in life. You can have difficulty breaking with established procedures and adapting to a new situation. You would prefer to keep the status quo and can therefore be reluctant to change, particularly if the advantages of the "new stuff" are not clear.



Limitations

You may be reluctant to change, especially if the benefits of the "new" are not clear. You may have to speak your mind sometimes.

Strengths

When you have finally assessed a situation or problem you stick to your view even if you encounter opposition. You trust your own judgement even if it means that you have to go against established rules and practice. Sometimes others can perceive you as unyielding.



Limitations

Sometimes, others can perceive you as uncompromising. You may find it difficult to adapt in a working group where members stick too much to rules and structure.