

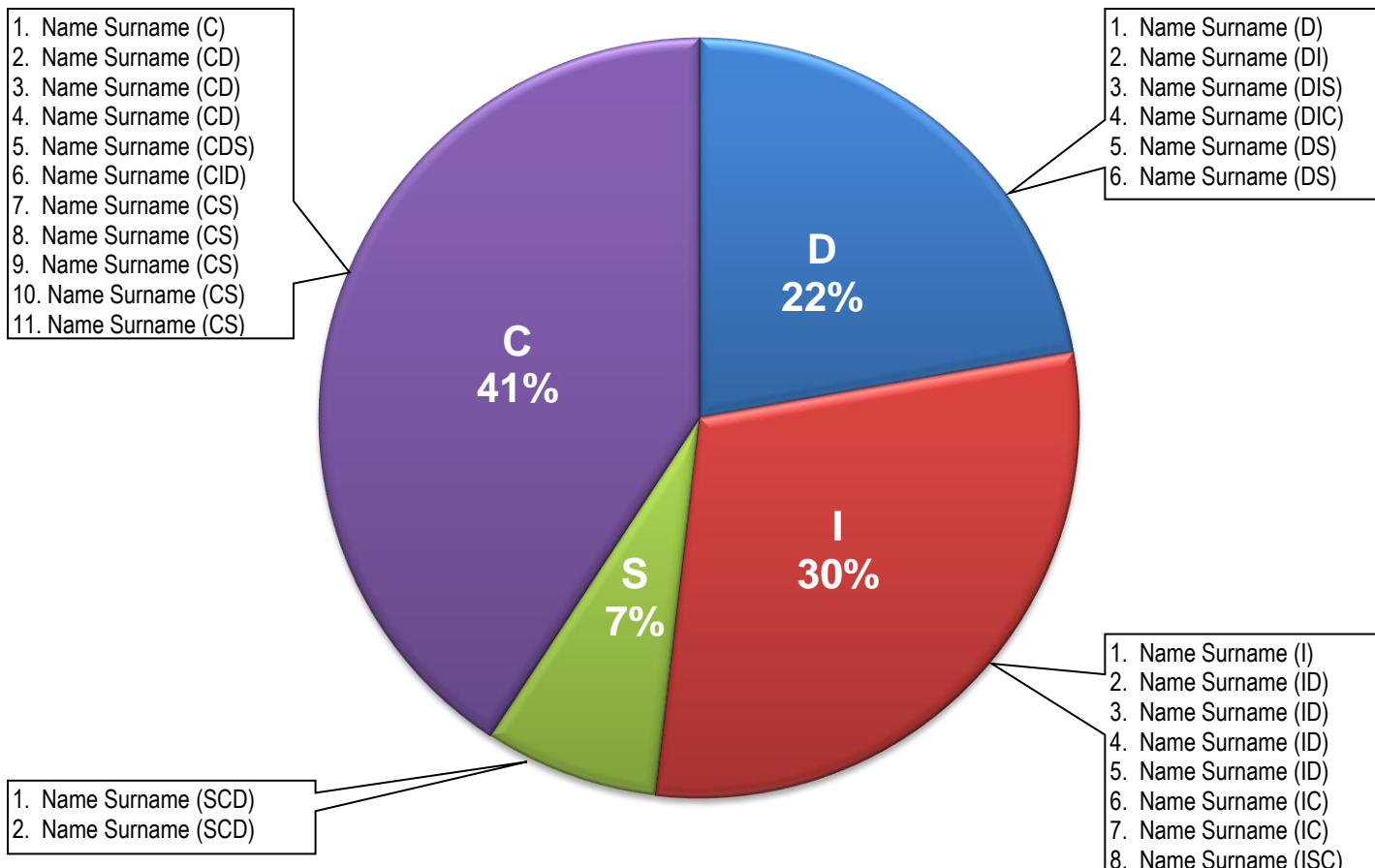
PPA CUMULATIVE PROFILES REPORT

This report is produced on the basis of PPA assessment of following 27 managers:

- | | | | |
|-----------------|------------------|------------------|------------------|
| 1. Name Surname | 8. Name Surname | 15. Name Surname | 22. Name Surname |
| 2. Name Surname | 9. Name Surname | 16. Name Surname | 23. Name Surname |
| 3. Name Surname | 10. Name Surname | 17. Name Surname | 24. Name Surname |
| 4. Name Surname | 11. Name Surname | 18. Name Surname | 25. Name Surname |
| 5. Name Surname | 12. Name Surname | 19. Name Surname | 26. Name Surname |
| 6. Name Surname | 13. Name Surname | 20. Name Surname | 27. Name Surname |
| 7. Name Surname | 14. Name Surname | 21. Name Surname | |

The report is presented in infographics to give a clear picture of assessment results.

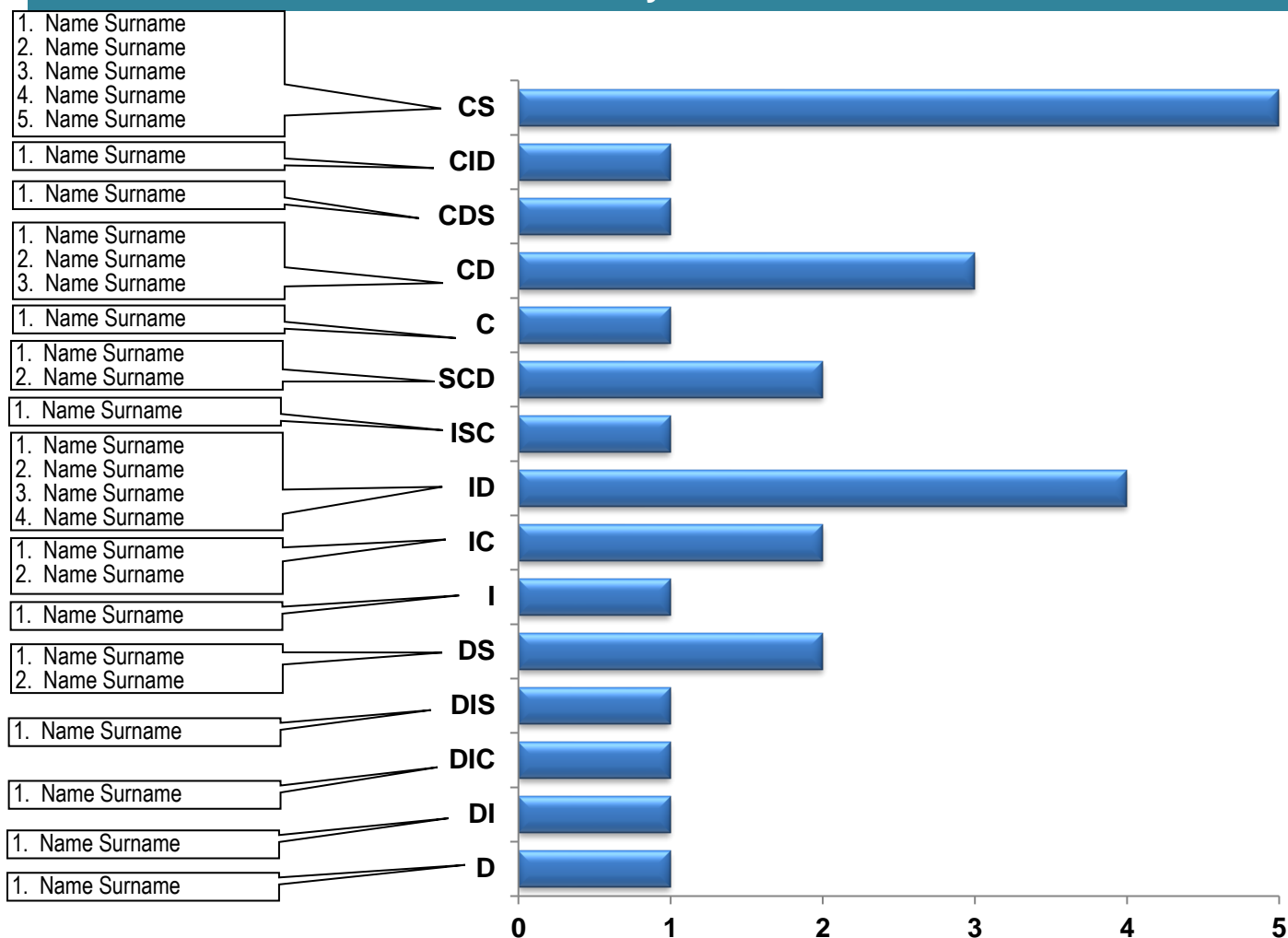
Team Distribution by High DISC Factor



- D Dominance (Power)** An active behavior in a challenging environment with a desire to overcome, control, or change the environment.
- I Influence (People)** An active behavior in a friendly environment with a desire to work with people, build relationships, create enthusiasm.
- S Steadiness (Pace)** A passive behavior in a friendly environment with a desire to provide support and service, work on a team, use a steady, procedural pace.
- C Compliance (Policy)** A passive behavior in a challenging environment with a desire to calm or control the environment with information.

	D	I	S	C
	High Dominance	High Influence	High Steadiness	High Compliance
Basic fear	Failure	Rejection	Insecurity	Conflict
Motivator	Power & authority	Public praise & recognition	Security	Standard operating procedures
Value to the organisation	Driving for results	Working with and through people	Service/support/specialist	Technical/quality/standards
Management style	Directing	Motivating	Organising	Rule enforcement
Communication style	Telling	Talkative	Listening	Writing
Leadership style	Authoritarian	Democratic	Procedural	Knowledge based

Team Distribution by Factor Combinations



Factor Combination & Title		Best Fit Job Requirements for Factor Combination
DI	Creativeness - Imagination	Challenging situations require exploring the unknown or untried and coming up with unique or imaginative solutions to problems. It is usually orientated to technical, abstract or conceptual areas. Original solutions must be attained in the realm of things or ideas.
DS	Drive	Tangible, measurable results must be obtained despite opposition or resistance to their accomplishment. There is pressure to meet deadlines in an environment laced with a wide variety of problems and unexpected interruptions.
DC	Individuality	Antagonistic situations require taking direct and positive action where there may be little or no precedent to go on. The job environment carries freedom to act and the authority to make decisions even when they may be unpopular.
ID	Goodwill	Situations involving people require creating and maintaining goodwill as well as making a good impression both personally and for the company. This job environment features a "soft sell" and long range or relatively intangible results. Cultivating new relationships is generally required.
IS	Contactability	The job environment requires actively influencing and motivating a variety of people in changing situations. Active generation of many contacts with people is usually required. Selling a product or a concept must be accomplished by gaining willing acceptance.
IC	Self-confidence	Contact situations require motivating and influencing people where there is little protocol or precedent available to serve as a guide. Job incumbents must be able to meet each situation with people on their own. Taking a position or "stand" which is controversial may be required. (Emphasised in combination with high D.)
SD	Patience	Job environment requires consistent performance in a highly structured, predictable climate. The environment has little significant variation on a day to day basis. Problem solving, when relevant, would be of a procedural nature.

Factor Combination & Title		Best Fit Job Requirements for Factor Combination
SI	Reflectiveness (concentration)	Job situations require concentration on things, ideas, concepts or equipment within a familiar area. When combined with high D, it most often involves reflectiveness and problem solving requiring a depth of specialised background. When combined with low D, it usually involves operating equipment, gathering facts or performing various operational assignments.
SC	Persistence	Assignments in this job environment require independent activity in specialised areas. The incumbents have authority to act. However, the authority is limited to the subject in which jobholders are expected to be an expert. In rare cases, it may indicate very repetitious work with very little possibility of error.
CD	Adaptability	Avoidance of trouble is the keynote of this work. The incumbents are expected to act with caution in conformity with rules, systems, protocol, etc. In combination with a high I, avoidance of trouble with people would be stressed. In combination with low I, avoidance of trouble with things is highlighted; therefore, accuracy, precision and attention to detail are featured.
CI	Perfectionism	Job demands avoidance of trouble with things. Attention to detail and precision are required to ensure that standards are met accurately and without error. Use of formulas, gathering of facts, and inspecting to specification are representative job samples.
CS	Sensitivity (shrewdness)	Concern for the consequences of action and alertness to quality are key components in this work. The position may involve a variety of activities in which stress is placed on accurate weighing of facts or awareness of protocol and regulations, yet there is an urgency to "do something".