

REPORT FOR
Andrew Jones

DATE OF COMPLETION
09/15/2013

RELIABILITY - 99.2%
Answers were very likely accurate and truthful

ORGANIZATION
AssessDevelopEvolve.com

Interpersonal Skills

The tendency to have a balance of traits that relate to effective interaction with others







This report identifies the specific factors related to this Interpersonal Skills behavioral competency and shows how the employee's score for each related factor impacts success for this behavioral competency.

| Essential traits <i>(in order of importance)</i> | Andrew's Score | Negative Impact < > Positive Impact | | | | | | | | | | | | |
|--|----------------|-------------------------------------|--------|-------------|----------|--------|-----------|--------|----------|-------------|--------|-------------|--|--|
| | | Very strong | Strong | Substantial | Moderate | Slight | no impact | Slight | Moderate | Substantial | Strong | Very strong | | |
| Diplomatic: <i>The tendency to state things in a tactful manner</i> Narrative: Andrew is very capable of being tactful and tends to state things in a very diplomatic manner. This will probably have a somewhat positive impact on this behavioral competency. | 8.6 | | | | | | | | | | | | | |
| Helpful: <i>The tendency to respond to others' needs and assist or support others to achieve their goals</i> Narrative: Andrew tends to be extremely helpful and conscious of others' needs. This will probably have a positive impact on this behavioral competency. | 9.9 | | | | | | | | | | | | | |
| Optimistic: <i>The tendency to believe the future will be positive</i> Narrative: Andrew tends to be extremely optimistic and cheerful. Andrew's positive attitude will be very beneficial when dealing with staff and co-workers. This will probably have a positive impact on this behavioral competency. | 9.5 | | | | | | | | | | | | | |
| Outgoing: <i>The tendency to be socially extroverted and the enjoyment of meeting new people</i> Narrative: Andrew enjoys meeting new people and is probably very outgoing. This will probably have a somewhat positive impact on this behavioral competency. | 9.2 | | | | | | | | | | | | | |
| Assertive: <i>The tendency to put forward personal wants and needs</i> Narrative: Andrew moderately puts forward his own needs. This will probably have a slightly positive impact on this behavioral competency. | 4.9 | | | | | | | | | | | | | |

| Essential traits <i>(in order of importance)</i> | Andrew's Score | Negative Impact < > Positive Impact | | | | | | | | | | | | | | | | | | |
|--|----------------|-------------------------------------|--------|-------------|----------|--------|-----------|--------|----------|-------------|--------|-------------|--|--|--|--|--|--|--|--|
| | | Very strong | Strong | Substantial | Moderate | Slight | no impact | Slight | Moderate | Substantial | Strong | Very strong | | | | | | | | |
| <p>Influencing: <i>The tendency to try to persuade others</i></p> <p>Narrative: Andrew very often engages in persuading and influencing others. Assuming he has the right balance of other interpersonal traits, Andrew is likely to be skillful in expressing his ideas to staff, co-workers and/or clients. This will probably have a somewhat positive impact on this behavioral competency.</p> | 8.1 | | | | | | | | | | | | | | | | | | | |
| <p>Self-acceptance: <i>The tendency to like oneself ("I'm O.K. the way I am")</i></p> <p>Narrative: Andrew is fairly self-accepting. This positive self-regard will probably translate to better interactions with subordinates, co-workers, and clients. This will probably be sufficient for this behavioral competency.</p> | 7.0 | | | | | | | | | | | | | | | | | | | |
| <p>Self-improvement: <i>The tendency to attempt to develop or better oneself</i></p> <p>Narrative: Andrew has an intention to improve himself. This will probably be sufficient for this behavioral competency.</p> | 6.6 | | | | | | | | | | | | | | | | | | | |
| <p>Frank: <i>The tendency to be straightforward, direct, to the point, and forthright</i></p> <p>Narrative: Andrew is fairly capable of being frank and usually tends to state things in a direct manner. This will probably have a somewhat positive impact on this behavioral competency.</p> | 7.1 | | | | | | | | | | | | | | | | | | | |
| <p>Warmth / empathy: <i>The tendency to express positive feelings and affinity toward others</i></p> <p>Narrative: Andrew frequently expresses warmth and empathy. This will probably have a somewhat positive impact on this behavioral competency.</p> | 9.9 | | | | | | | | | | | | | | | | | | | |
| <p>Tolerance Of Bluntness: <i>The level of comfort related to receiving abrupt or frank communications from others</i></p> <p>Narrative: Andrew is quite tolerant of people who are blunt. This will probably have a slightly positive impact on this behavioral competency.</p> | 7.8 | | | | | | | | | | | | | | | | | | | |

Behavioral Competency Analysis

Report for Andrew Jones
Compared to: Interpersonal Skills #001

| Desirable traits <i>(in order of importance)</i> | | Negative Impact < | | | | | |
|---|----------------|-------------------|--------|--|---|--------|-----------|
| | Andrew's Score | Very strong | Strong | Substantial | Moderate | Slight | no impact |
| <p>Flexible: <i>The tendency to easily adapt to change</i></p> <p>Narrative: Andrew tends to be quite adaptive and comfortable with change. This will probably be sufficient for this behavioral competency.</p> | 7.7 | | | |  | | |
| <p>Collaborative: <i>The tendency to collaborate with others when making decisions</i></p> <p>Narrative: Andrew only moderately enjoys collaboration and probably only gives moderate importance to collaborating with others in the decision-making process. If Andrew is making important decisions that could benefit from collaboration, it might be wise to require collaboration before the final decision can be made. This will probably be sufficient for this behavioral competency.</p> | 4.7 | | | |  | | |
| <p>Open / reflective: <i>The tendency to reflect on many different viewpoints</i></p> <p>Narrative: Andrew enjoys reflecting on different ideas and opinions and is generally open-minded. Andrew is likely to be good at brainstorming. This will probably be sufficient for this behavioral competency.</p> | 8.2 | | | |  | | |
| <p>Manages Stress Well: <i>The tendency to deal effectively with strain and difficulty when it occurs</i></p> <p>Narrative: Andrew is moderately able to manage stress. This will probably be sufficient for this behavioral competency.</p> | 4.5 | | | |  | | |
| <p>Relaxed: <i>The tendency to feel at ease or calm while working</i></p> <p>Narrative: Andrew is probably only moderately relaxed while working and may at times be a little tense. This will probably be sufficient for this behavioral competency.</p> | 5.2 | | | |  | | |
| Traits to avoid <i>(in order of importance)</i> | | Negative Impact < | | | | | |
| | Andrew's Score | Very strong | Strong | Substantial | Moderate | Slight | no impact |
| <p>Blunt: <i>The tendency to be frank or direct without being sufficiently tactful or diplomatic</i></p> <p>Narrative: Andrew probably does not have a significant degree of being blunt. This will probably NOT hinder this behavioral competency.</p> | 0.0 | | |  | | | |

Behavioral Competency Analysis

Report for Andrew Jones
Compared to: Interpersonal Skills #001

| Traits to avoid <i>(in order of importance)</i> | Andrew's Score | Negative Impact < | | | | |
|--|----------------|-------------------|--------|-------------|----------|---------------------|
| | | Very strong | Strong | Substantial | Moderate | Slight no impact |
| <p>Defensive: <i>The tendency to be self-accepting without sufficiently intending to improve</i></p> <p>Narrative: Andrew probably does not have a significant degree of defensiveness. This will probably NOT hinder this behavioral competency.</p> | 0.3 | | | | | |
| <p>Dogmatic: <i>The tendency to be certain of opinions without sufficiently being open to different ideas</i></p> <p>Narrative: Andrew probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.</p> | 0.0 | | | | | |
| <p>Harsh: <i>The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic</i></p> <p>Narrative: Andrew probably does not have a significant tendency to be harsh or overly strict. This will probably NOT hinder this behavioral competency.</p> | 0.0 | | | | | |
| <p>Dominating: <i>The tendency to be assertive of one's needs without sufficiently being helpful to others</i></p> <p>Narrative: Andrew probably does not have a significant degree of being dominating. This will probably NOT hinder this behavioral competency.</p> | 0.0 | | | | | |
| <p>Permissive: <i>The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable</i></p> <p>Narrative: Andrew probably has a very strong tendency to be permissive. Andrew may have difficulty insisting his subordinates follow the rules or perform to their potential. This will probably have a negative impact on this behavioral competency.</p> | 6.8 | | | | | |
| <p>Authoritarian: <i>The tendency to make decisions independently without sufficiently collaborating with others</i></p> <p>Narrative: Andrew probably has a moderate tendency to make decisions without sufficiently collaborating. Andrew may minimize buy-in and participation from others as well as reduce the effectiveness of his decisions as a result of insufficiently collaborating with others. This will probably NOT hinder this behavioral competency.</p> | 3.9 | | | | | |