

## Business Relationships - Overview

Report for: Gareth Gilbert

Compared against: Lawrence Clifford

### Executive Summary

Good team and interpersonal skills are highly prized. The ability to build friendly, positive and productive relationships is a major key to success in today's environment. Interacting with like minded individuals can be very rewarding, yet often the challenge is to be aware of the differences people bring to a relationship. And then be willing to appreciate, accept and utilise these differences.

It is easy to be initially attracted to the people who have a similar personality profile to our own. This is because we will naturally have a rapport with them, which helps them to stand out from the crowd. Yet it's possible that these similarities may not be ideal for teamwork or long term relationships. So, if you are thinking of spending time with someone, adding a new person into a group or just want to understand the dynamic between two people this report will help.

#### The Comparison Report

This report provides a detailed analysis of the core values and Personaliteye profiles of both Gareth and Lawrence in the content of work, highlighting the similarities, differences and how they might impact on their interpersonal relationship.

The purpose of this report is to provide an objective, scientifically based analysis of the dynamic between their personal values and Personaliteye profiles. This will enable you to make a more informed decision on how they are likely to interact. By understanding their personal preferences you'll better appreciate how they might impact on each other when working together.

#### Values Summary - Gareth and Lawrence do not share the same values regarding work.

So their priorities, drives and goals will be very different. Whilst this may be a benefit because you'll have big differences in both work ethic and motivation, it is unlikely that the relationship will be a comfortable one in the long term. So, unless you have a specific need for two people who have different drives and expectations it is probably best avoided.

They are likely to have distinctly different opinions on many issues. Expect this to provide a different point of view on people, situations and challenges. Depending on your expectations this could provide you, and them with a refreshing insight. Equally it might become a point of irritation, tension or frustration. It is unlikely that they will always see eye to eye on issues and its probable that they will often be on different wavelengths.

**The values hierarchy listed below highlights exactly the differences between Gareth and Lawrence.**

It lists the values around which they organise their beliefs about work. Values are central to how we view our careers and are important in defining behaviour in the workplace. People value the things that are important to them and when we value something we strive to have more of it. If we cant achieve the things that are important to us then we are more likely to become stressed, dissatisfied or frustrated. So the list below will give you a good idea where their focus is, and more importantly what drives and is important to them.

What's most important to Gareth is:

Personal Growth  
Variety

What's least important to Gareth is:

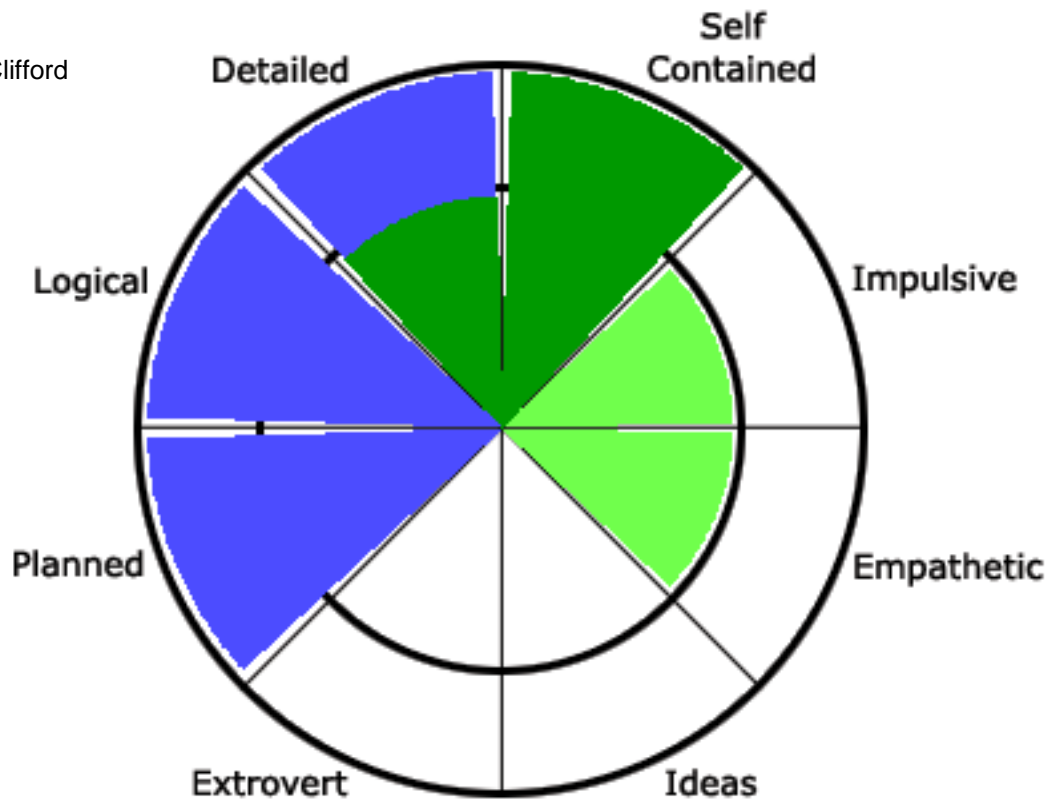
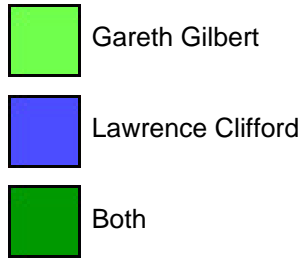
Feeling good  
Security

What's most important to Lawrence is:

Feeling good  
The connection

What's least important to Lawrence is:

Personal Growth  
Giving



This pie chart is divided to show the eight most common personality traits. The four dominant traits for those selected are plotted in different colours. A profile that is contained within the inner circle suggests a mild preference for that particular trait. Whereas a profile that reaches the outer circle suggests a stronger preference.

## **Coaching and the Comparison Report**

For people decisions to evaluate levels of competence, potential or personality fit coaches rely on the three primary sources of information.

**Direct observation, which might include, interviews, assessments or professional experience. Factual documentation, typically based on previous history which might include detailed personal history, application forms, references or suitable qualifications. Independent Assessments, which is the category into which this Business Relationships Report falls. This category also includes psychometric profiles, competency tests and contextual tests.**

It's important to realise that these three evaluation methods compliment each other and no single method should be used, or relied on as the sole basis of an evaluation. Typically the best decisions are arrived at by the coach blending the most suitable elements from each source.

### **What does the Coaching Success Profile measure?**

The profile measures five factors key elements of an individual's personality which can then be used to predict behaviour. The Coaching Success software then interprets the relationship between these factors. These factors combine to provide 1280 distinctly different profiles.

Using these profiles, coaching success can be used to predict the candidates likes, dislikes, motivations, strengths, weaknesses and how they will interact with others. The resulting reports will also provide guidance as to the suitability of the candidate. The interrelationships between the 1280 different personality profiles and how they impact on work and relationships are fully explored in many of the other contextually based reports available via Recreate Yourself.

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