



Business Relationships

Report for: Nicole Waters

Compared against: Stuart Hart

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

The first section of this report provides a detailed analysis of the core values and personality traits of both Nicole and Stuart 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 Personality 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

Nicole and Stuart 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 less likely 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 it's probable that they will often be on different wavelengths.

The values hierarchy listed below highlights exactly the differences between Nicole and Stuart. 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 can't 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 Nicole is:
Variety
Personal Growth

What's least important to Nicole is:
Feeling good
The connection

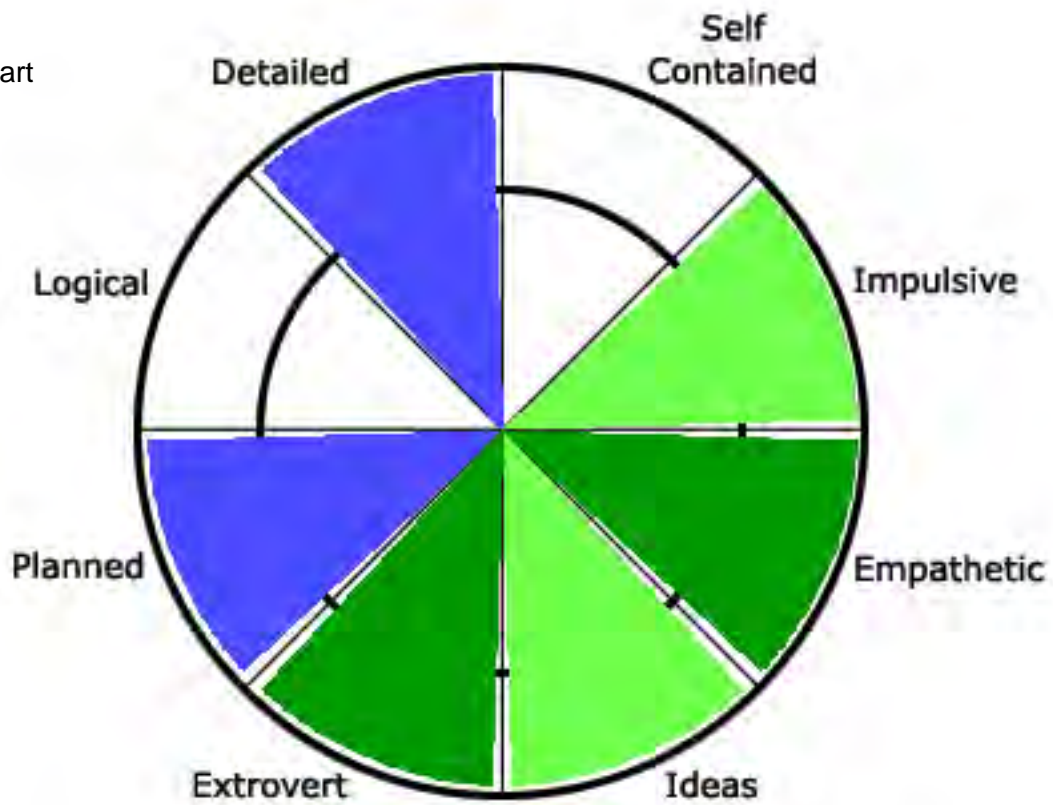
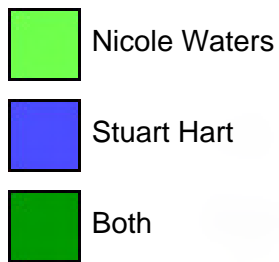
What's most important to Stuart is:
Feeling good
Security

What's least important to Stuart is:
Personal Growth
Giving

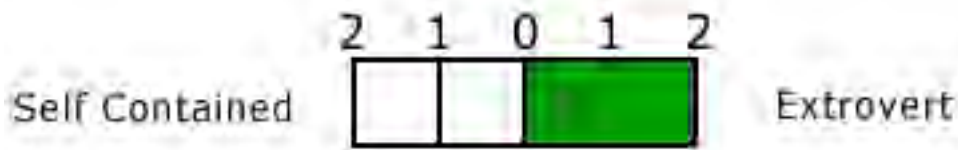
Comparative analysis of the personality profiles of Nicole and Stuart.

The following observations are based on an evaluation of the similarities and differences between the two personality profiles. The evaluation reveals that both Personality Profiles have one identical, and three very different personality traits. This suggests that although they will have something in common, their relationship is likely to have many points of difference, which may on occasion provide a degree of tension or friction. Because the profiles have similarities but mainly differences, Stuart is likely to add a degree of diversity and different perspectives to their working relationship.

The chart on page three shows in graphic form the core preferences of both profiles and the degree of similarity in one of the major personality traits. You'll notice that as well as the difference there is some overlap between the two profiles. This is the area where they are most likely to have agreement or common ground. If you have a need for someone with a largely different set of personality skills to Nicole then Stuart could be just the answer. The diversity will bring a more rounded perspective to both of them, as long as they can appreciate and embrace the difference. Initially they may enjoy their differences, but they may have to learn to accommodate them in the long term good of the working relationship.



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.



The bar charts focus on two specific personality traits and plots the preferences of those selected. A score of zero to one indicates a mild preference. A score of one to two suggests a stronger preference.

Interpersonal Skills

Nicole is sociable and extrovert, the same profile as Stuart.

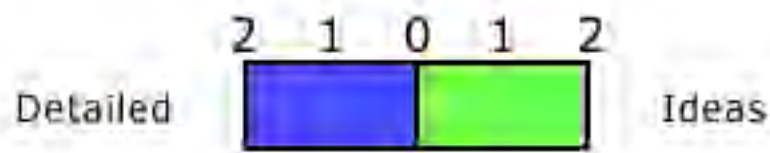
Nicole's extrovert profile suggests that she likes to share thoughts and ideas with others, perhaps even before having fully considered the consequences. You should expect the same appetite to communicate from Stuart who has the same outgoing, sociable profile. This suggests that Stuart is likely to jump in with a thought, idea or different perspective especially if its about a subject that is passionately felt.

Any position that involves interaction with others either inside or outside the organisation would play to Stuarts strengths.

During communications with Stuart and Nicole make sure that there isn't a competition for airtime and allow time to both speak and listen.

Nicole will also revel in activities that require interaction or communication with others, contributing as part of a team or being involved in social activities. And in the same way that Nicole might gravitate towards and feel energised by spending time meeting people, in meetings or on the phone or networking Stuart be equally enthusiastic. Expect Nicole to prefer to spend time communicating with others, as part of a group or being at the centre of any social activity.

Only rarely or when needs must, will either of them prefer to work quietly without the disturbance of others.



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Core Competencies

Nicole is insightful, Stuart is analytical.

Nicole may well have the ability to think about or juggle several things at once. This skill is likely to be one of her strengths because Nicole can often find simple relationships between complex issues or ideas.

Nicole will also like to explore ideas and possibilities, so if there is a need for someone with a preference for the detailed practicalities that Nicole would tend to avoid, then Stuart could be ideal.

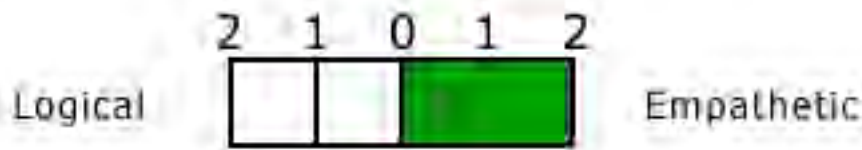
Expect Stuart to prefer to concentrate on the task at hand and generally not be distracted by the bigger issues or ideas. Tasks that yield some tangible conclusion, benefit or goal will satisfy him most he will prefer to spend much of his time on the practicalities.

Nicole should remember to stay grounded when talking to Stuart and talk about specifics because generalisations will not engage or motivate him.

Expect Stuart to be tidy, punctual for meetings and have a good sense of timekeeping. Stuart will not be easily distracted from the immediate task at hand and will be able to cope with and revel in large amounts of analysis or detail. As long as Nicole is comfortable with planning ahead, Stuart will excel at those tasks that yield some tangible goal, benefit or purpose.

In fact, Stuart is likely to enjoy spending so much time on the practicalities that there will rarely be time for longer term planning even if it was something that Stuart wanted to do or was his forte.

It's not in Stuart's nature to question or be overly critical of things, especially the things that many people take at face value. Stuart is someone who is very literal and will require clear, precise and unambiguous direction if he is to perform at his best.



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Decision making strategy

Nicole is caring, the same profile as Stuart.

Nicole is likely to feel that a good decision is one that takes into consideration the feelings of all involved.

They'll have a natural empathy with people and are aware of the feelings of those around them. That's because Nicole understands the importance of harmony in the workplace. They appreciate that conflict is something best avoided, preferring instead to put aside any differences and shaking hands. Because of this diplomatic style Nicole has a talent for mediation and conflict resolution.

It's not unusual for them to be there for people as there are some things in a company that cant be rationalised down to numbers and figures.

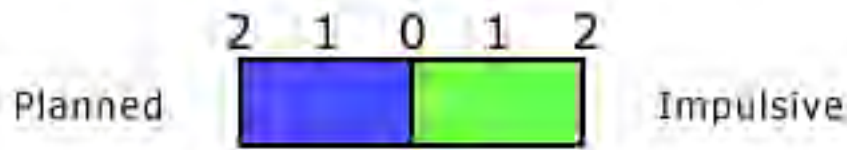
You'll find that Stuart feels just the same way as Nicole does.

They are just as likely to make decisions that take into consideration the feelings of all involved. They will also empathise with others and be sensitive to the feelings of others. Ideally Stuarts preference will be to try to accommodate them, even if sometimes that might be at the expense of their own interests. They would prefer harmony in the workplace rather than cold logic and clarity and is much more likely to put aside any differences and shake hands.

During a debate or discussion Stuart is more likely to put them self in the other persons position to see how it feels. This helps them to appreciate how the decisions made will affect all those involved. Because of this caring nature Stuart will have a strong talent for mediation and conflict resolution.

With a caring profile expect, Stuart to be very empathetic.

To help them perform at their best use positive language, without overemphasising it and remember that a direct style would seem distant and unsympathetic. Overall a friendly, soft approach, with a light touch will reap rewards. Stuart will often be there for people, whether its a shoulder to cry on, a sounding board or just for moral support, when support is needed. They are likely to feel that some things in a company cant be rationalised down to numbers and figures.



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Organisational skills

Nicole is imaginative, Stuart is dependable.

Taking life as it comes, Nicole prefers to keep her options open - Nicole prefers not like to be tied down. When working on something, she'll often rely on last-minute bursts of energy to meet deadlines. Confident she'll meet the deadline she may often put off decision making until the last minute.

Whilst Nicole will usually make a deadline, leaving things to the last minute may sometimes drive colleagues distraction. Nicole will tend not to overly plan a task, preferring to be flexible and go with the flow. Leaving things open enables her to see if a better solution can be found. Occasionally time can be a bit of a blur, especially when Nicole is engrossed in something interesting; she thrives in an environment that is flexible and reactive and believe that if everyone had more fun then the workplace would be a better place.

Being planned and organised, Stuart prefers his working environment structured in a very different way and will start the day with a good idea of how it should map out. Expect him to need a schedule and want to follow it. Stuart will take pride in the ability to keep to the schedules and deadlines so it's not uncommon for Stuart to have tasks completed in advance or ahead of schedule. Expect Stuart to be dependable which is a trait common to people with a planned profile.

Organisational issues to consider

Nicole will need to be aware that Stuart is not a fan of surprises, spur of the moment decisions or sudden changes in direction.

Stuart likes to keep lists and use them; if he does something that isn't on the list they may add it anyway just so that they can cross it off. Stuart has a high need for closure and will not like leaving something half finished or incomplete preferring to work things through to completion.

Time is important to Stuart so expect him to always be prompt for meetings and likely to be frustrated should others drift in late, he will thrive in a working environment that is orderly, and will probably have his own system for keeping things organised. Stuart will have a place for everything and like everything to be in it's place.

If you need someone to be methodical and organised then Stuart could just be the person you are looking for.



Coaching and the Comparison Report

In order 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, such as a detailed personal history, application forms, references or suitable qualifications. Independent Assessments; which is the category into which this Business Relationship 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 Personality images measure five factors related to the elements of an individual's personality, which can then be used to predict behaviour. The Coaching Success software then instantly interprets the relationship between these factors. These factors combine to provide 1280 distinctly different personality profiles.

Using these profiles, the Coaching Success process can be used to predict a candidate's 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 Touch Coaching.

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