

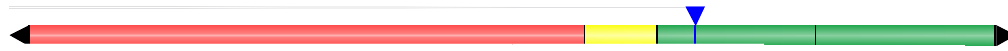


Sample Jon Citizen Executive Management Level – Summary Report

46.55 Suitability Score matched with others.

Career Drives	– Group Score:	51.50
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Achievement – Primary



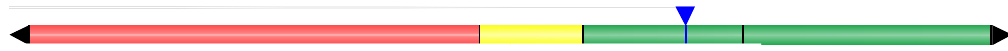
Likely to strive to achieve results.

Remuneration – Secondary



Financial reward is less of a motivation than many other factors at work

Ambition – Primary



Strong level of ambition and would strive hard for success.

Independence – Secondary

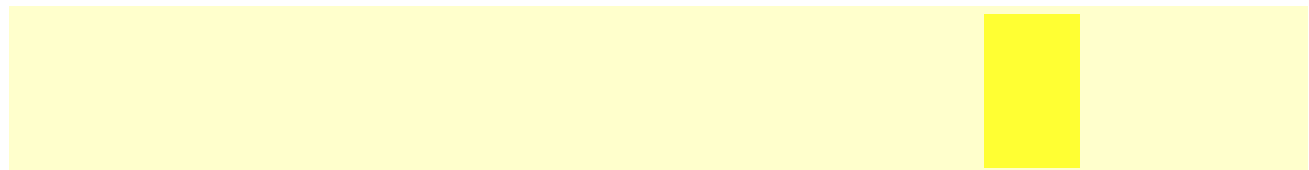


Values independence highly, will want to do things their way. May have difficulty fitting into organisation life unless the role provides autonomy.

Recognition – Secondary



Very high need for recognition will ensure standards and quality maintained, but perfectionism may cause staff problems.



Conflict Management Style – Group Score: **43.30**

Assertive – Secondary



Competitive – Secondary



Collaborative – Secondary



Compromising – Secondary

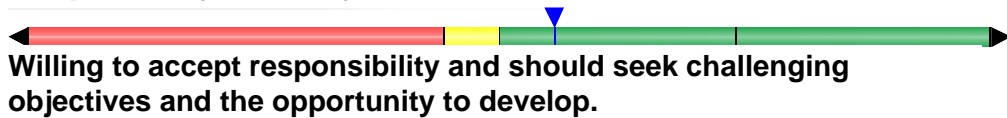


Coping – Group Score: **53.40**

Security – Secondary



Responsibility – Primary



Stress Resilience – Primary



Sensitivity – Secondary



Not easily upset, can sometimes seem insensitive to others.

Leadership and Influence – Group Score: **41.30**

Power – Primary



Strong desire for leadership, power and influence can alienate others, and fail to get their best contribution.

Decisive – Primary



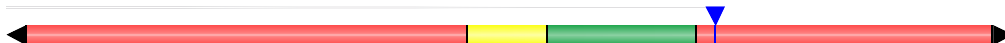
Usually a thoughtful and timely decision maker.

Persuasive – Primary



Generally persuasive and able to influence others.

Directive – Primary



Strong directive leadership may be too dominating.

Delegating – Primary



Likely to delegate readily and develop the potential of reports.

Coaching – Secondary



Could coach and develop the skills of others more, and explain more when needed.

People Orientation – Group Score: **60.00**

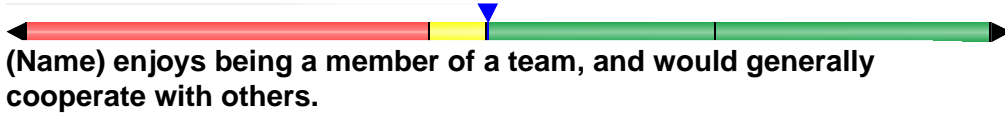
Agreeable – Primary



Usually happy to socialise at work and sensitive to the needs and concerns of others.

Summary Report

Teamwork – Secondary



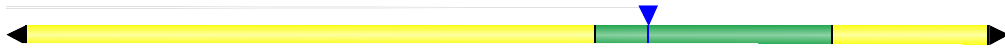
(Name) enjoys being a member of a team, and would generally cooperate with others.

Extraversion – Secondary



Generally enjoys networking, and likely to have a global perspective.

Intimacy – Secondary



Strikes a balance between friendships at work and being objective.

Strategic Orientation – Group Score: 40.80

Goalsetting – Secondary



Does not always set goals, may have difficulty prioritising.

Innovation – Primary



Flexible, innovative and open to new approaches. Likely to generate ideas that contribute to future organisation development

Proactive – Primary

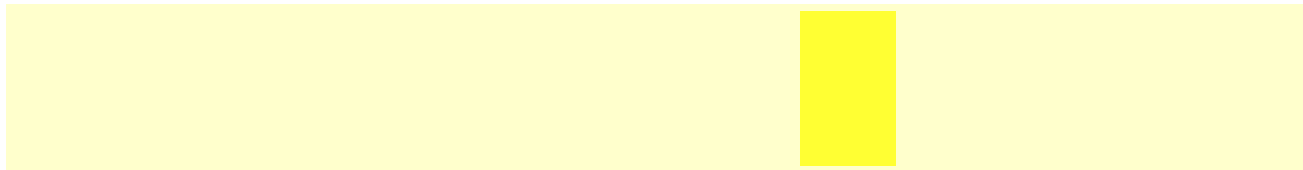


Proactive and likely to respond in a timely way to threats and opportunities.

Analysing – Primary

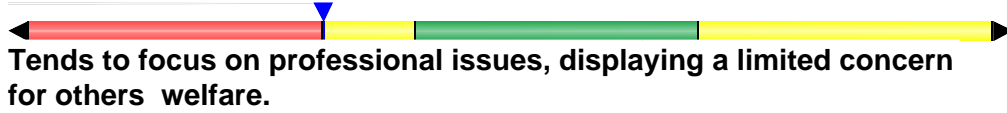


Little interest in problem solving and analysing may lead to difficulties comprehending complex situations.



Values – Group Score: 45.50

Altruism – Secondary



Trust – Secondary



Loyalty – Secondary

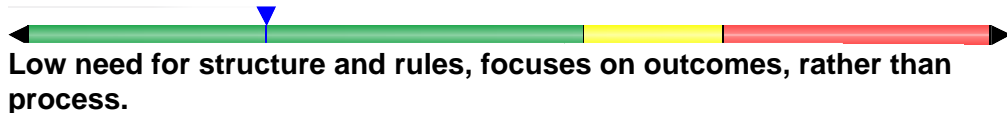


Conforming – Secondary

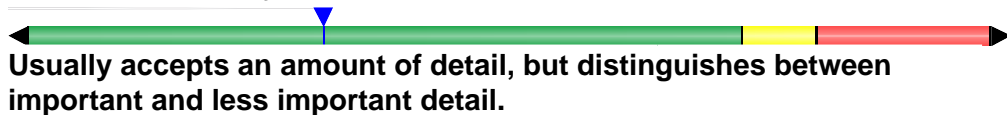


Workplace Management – Group Score: 57.70

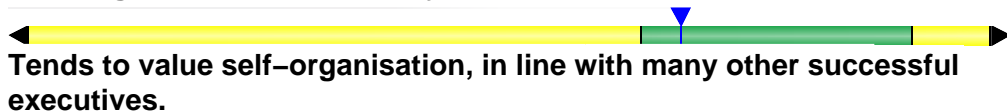
Conscientious – Primary



Detail – Secondary



Self Organisation – Secondary



Unusual Answers Score

– Group
Score: 0

Unusually Low Answers – 'Primary'



Answers to the low scoring questions are in the normal range, and consistently agree with what most people choose.

Unusually High Answers – 'Primary'



Answers to a number of high scoring questions are in the normal range, and consistently agree with what most people choose.

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