

# Recruitment Report

Bobby

7 July 2021

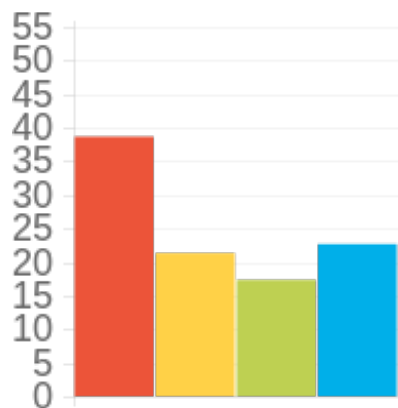
# Bobby

## Overview

This section provides a broad outline of Bobby's preferred ways of doing things.

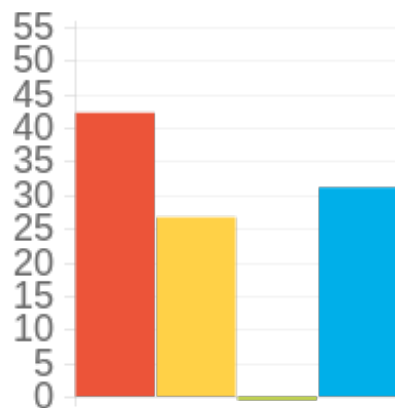
Bobby gives instructions easily in fast changing situations and enjoys taking charge. Bobby acts as if others should naturally follow his lead and may show surprise when not everyone does. Bobby enjoys leading the group but is happy to delegate the functional parts of the task. Because of his focus on the important issues, he is usually seen as a good problem solver. It is not easy to persuade him to change his mind; he has an inner certainty that can be difficult to move without a well reasoned argument. When he has a deadline to meet, he may not be sympathetic to his colleagues and their problems. Because he expresses his views so strongly, others may not even give their point of view. Charm will probably win through and help him get his point across.

These graphs show Bobby's personal preference combination based on how they answered the questionnaire.



### Adapted Behaviour

These are you more conscious preferences. They are likely to reflect your more modified behaviours



### Natural Behaviour

This less conscious reading of your preferences is likely to be your less filtered, more instinctive approach.



### Wheel Position

This is a summary of your colour combination. It is a helpful shorthand in comparing preferences.

## Personal Characteristics

# Bobby

### Resilient Strengths

Key strengths someone with this colour preference is likely to have:

- Enjoys the debate
- Gives direct feedback
- Works to tight deadlines
- Quick to determine priorities
- Thrives on pressure and competition
- Bold and determined

### Challenges

These are areas that are more likely to need developing or delegating:

- Can make others feel inferior
- Disrupts team harmony
- May rush important decisions
- Overly competitive
- Not good at diplomacy
- May seem to want to take over a meeting

### Enabling Engagement

What motivates them and demonstrates commitment:

- For Bobby it is all or nothing
- May write off members that demonstrate less commitment
- Will note each person's expression of commitment and remind them of it
- Expects full commitment from others and is dismissive of those who don't agree

### Team Contribution

The strongest value they bring to a team may be in these areas:

- Champions the cause and speaks out for the team
- Holds the team's focus on the key objectives
- Grasps opportunities and rises to the challenge
- Ensures that the targets are stretching
- Gives an instant response when speed is needed
- Challenges problems head-on

## Teamwork

# Bobby



### Positive Ways of Handling Setbacks

Positive preferences for handling moments of crisis:

- Re-prioritises quickly to make time to deal with the setback
- Confronts the problem
- Negotiates a tough resolution
- Sticks to their task, no matter how difficult



### Less Positive Ways of Handling Setbacks

Negative preferences for handling moments of crisis:

- May leap into action without considering all the facts
- May ride roughshod over colleagues
- Excludes some team members less relevant to the solution
- First response can be confrontational



### Role Agility

Role preferences and how they may react to change:

- Will not wait for everyone's views before moving on
- Needs to be kept fully occupied and challenged
- Organises and assigns roles to the group
- Likes to lead from the front



### Questions

- How do you make sure people know you care?
- What group of people find you strong minded?
- Do you prefer big picture or detail?
- When you find yourself talking a lot, what is it about?