



# Mr. Thomas Sample

## Personal Profile Analysis (PPA)

Managing Remote Workers

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Private & Confidential



## INTRODUCTION

Businesses around the world have experienced a rapid increase in the adoption of remote working practices. These new ways of working range from the increased number of people going freelance, to those engaging with aspects of the gig-economy or adopting flexible working patterns through their current employers. We know that when individuals are given the flexibility to adopt remote working practices, they often proved to be more productive, more innovative and experience greater well-being.

However, while some people will consider a period of remote working to be positive, or even a benefit, it is something that will also be viewed with a degree of concern by others. There are those that enjoy the social side of being in an office; the interaction with colleagues, being able to exchange ideas and collaborate face to face.

It is also important to view the potential challenges that employees could face if they struggle to switch off. Just as some staff may find it hard to be engaged with work when sited remotely, others will be unable to define and stick to boundaries between work and home life. Understanding communication styles doesn't just help you keep these employees engaged, it can also help to prevent burnout and work-related stress for those unable to switch off.

Understanding your people's communication styles will be critical to maximise the benefits presented by increased remote working practices. Get it right and you will engage your workforce and broaden your talent pool. Get it wrong and you could isolate your people and disconnect your best talent from critical projects.



## PERSONAL OVERVIEW

This is an assertive person who can take a creative idea and make it serve a practical purpose. They use a direct approach whilst still considering others and can convince them through persuasiveness when necessary. Aggressive and confident, this person is goal-minded and incorporates others into the process. They generally plan well ahead and integrate activities to assist in getting results. This versatile, eager self-starter acts positively in both competitive and social environments.

This person may be impatient and irritable when things do not happen fast enough, but they are an excellent director of people when trying to achieve results. This person seeks earned respect from associates and needs variety/change. They strive for the independence of a wide-scope operation.

They love challenging assignments that will offer the opportunity to move up the management ladder. This person requires negotiated commitments on a person-to-person basis, as well as outlets for drive and freedom of expression. They possess excellent leadership qualities. This person can delegate, communicate, solve problems and make decisions.



## GENERAL COMMUNICATION STYLE

This person's communication style tends to rely upon them influencing and persuading people and creating enthusiasm, which indicates that they will create a good impression on other people. They are likely to know when to shelve their friendly demeanour in order to drive for results.

Their communication is likely to be confident, outspoken, and they will tend to say what they feel. This can be seen as positive to people who like to know where they stand with them. However, it may be slightly daunting to others who are more reserved and reflective. They are likely to be positive and to seek the point of view of others, although they may not necessarily accept their opinion unless they are confident it will bring success.



## MOTIVATING THIS PERSON

This person is motivated by power and authority, challenge, money for material things, and an opportunity for advancement. Popularity, freedom of speech and democratic relationships are also important to them.

Should this person have a boss then ideally that person will be a direct but participative leader, who has good people skills. This leader should be prepared to communicate well with this individual and at the same time, set fair but very objective tasks, which ideally should be negotiated on a one-to-one basis. This person enjoys being challenged by difficult assignments and once a requirement has been agreed they should be given sufficient authority and freedom to achieve the result.



## MANAGING THIS PERSON

This person prefers to work in an environment that while providing a structure, allows them to operate independently within that structure. Although they work well with others, they will want to deal with their manager on a one-to-one basis. Where possible, this person should be given freedom to act and responsibility to direct and/or lead others to achieve independently. Alternatively, they should be allowed to work independently in a role that requires them to influence the activities of others or provide independent impetus and/or input.

This person often reacts negatively to an authoritarian management style, preferring to work with, rather than for, their manager. This person likes to know where they stand, therefore it is desirable that reporting relationships and limits to authority are established as early as possible.



## REMOTE WORKING

This person may find remote working challenging where their goals are poorly defined. If they feel these goals are unachievable they may become distracted by more menial 'quick-win' tasks or interaction with others.

This person has a friendly yet direct communication style so will prefer to be given concise and clear information. They are likely to be quick to adapt and be enthusiastic about changes, This may cause them to become frustrated with those who find adapting to change difficult particularly if they are assigned to work together remotely.

- Ensure this person is given clear concise instruction of a task with well-defined outcomes; they want to know how to win. Ensure that they are also given the freedom to define how they deliver those tasks.
- Provide regular opportunities for this person to explain how they achieve their results and overcome challenges. It will be motivating and provide insight to others.
- Ask this person questions and allow them time to describe their thoughts or opinions to you, especially when you're discussing their goals and targets.
- Ensure regular contact. Face-to-face video calls are best, and make yourself available to them for impromptu catch-ups as and when they need it.

## DEALING WITH CHANGE

This person is very open to change. Because of their forward-looking approach to situations they will question the status quo and venture into the unknown. As such, therefore, they are continually looking for ways to add value to the organisation and improve results. Having consideration for people, this person will want to include those around them and verbally communicate any action required. During times of change, this person is likely to encourage enthusiasm and boost morale.

If you'd like to explore this person's response to remote working and how to manage through uncertainty more deeply, you will benefit from the insight provided from our [Emotional Intelligence](#) and [Personality](#) assessments.