

Dianne Russell

Candidate Profile

✔ Behaviour

✔ Aptitude

Overview

 **Behaviour**
● Last taken 13/08/2020

 Charismatic

 Accommodating

 Persistent

 **Aptitude**
○ Last taken 06/01/2021

High

 Perceptual

 Articulate

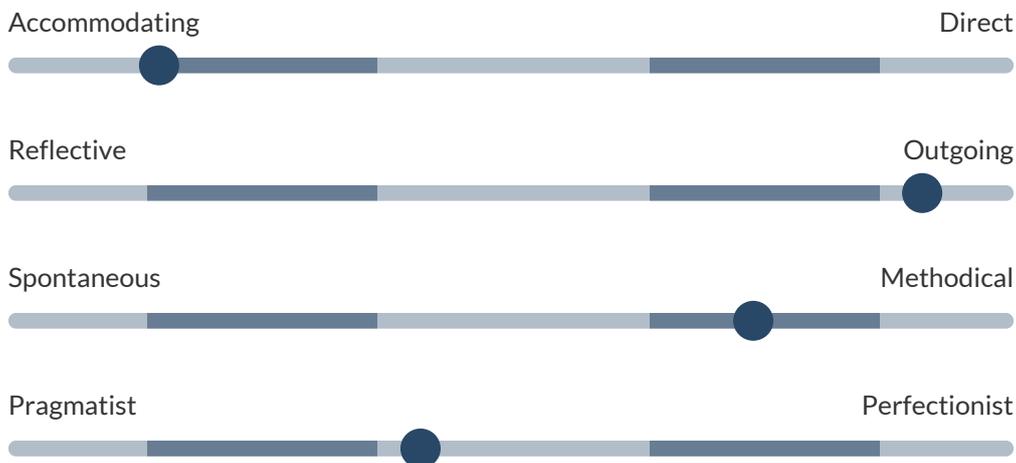
 Conceptual

 **Personality**
○ Coming soon

This assessment is coming soon.

Profile

Behaviour



This person is kind, accommodating and dependable. They are friendly, persuasive, charming and affable. They are good in a team and appear sympathetic, warm and willing to help. A good communicator who recognises the opinions of others. They are prepared to listen and will present things deliberately. They can see an assignment to a conclusion and are generally organised. Their best work will be obtained by them being given detailed information with which to work.

Generally diplomatic, this influential person is relatively confident and relaxed within their area of expertise. Being steady, persistent and deliberate, they prefer to deal with one task at a time. They dislike tight deadlines, are not always good at time control. They may deliberate for too long and overestimate their abilities or capacity for work. They can be obstinate, inflexible and even opinionated at times when attempting to win their way.

Being non-aggressive by nature, they prefer to do business in a friendly way. They may be seen by more assertive individuals as internally mild and often indirect. They may have difficulties in implementing their ideas or making decisions without the necessary information and support.

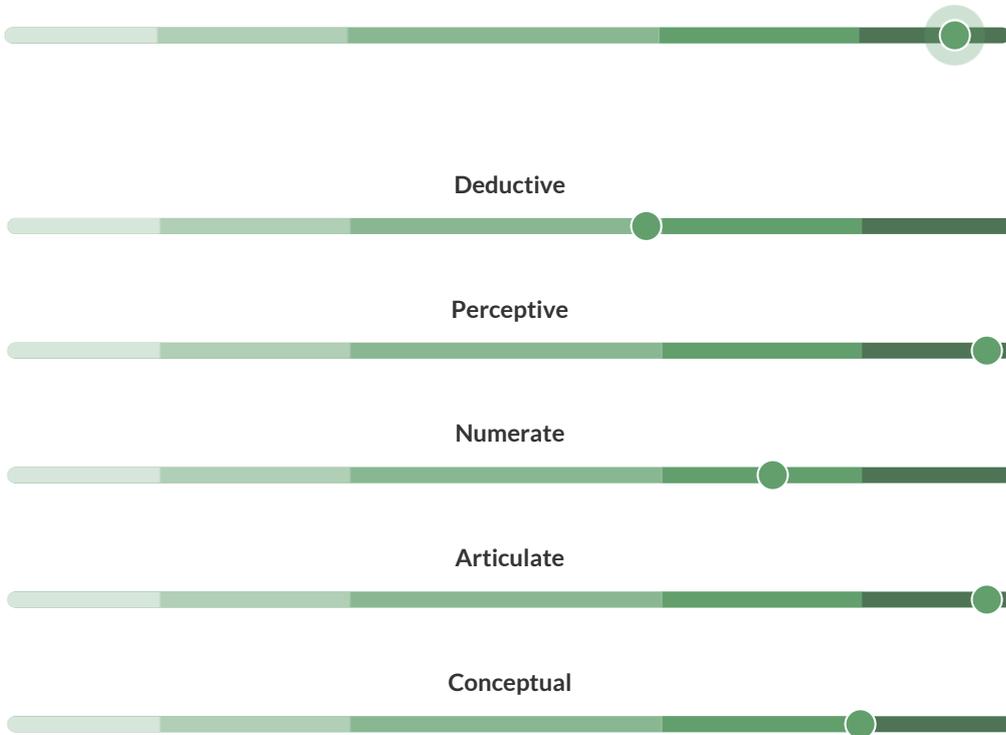
This person prefers to keep the environment friendly and harmonious. They enjoy group activities and are generally liked by others. They will invariably differentiate between friends and acquaintances, for they build true relationships slowly, basing them on trust. Not always objective, they tend to become too involved with people and their problems. They prefer to discuss any decisions they are required to make either with the team or a superior, before implementation.

✓ Aptitude

Overall High

Low

High



This person will be exceptionally fast when learning new information. They will thrive in challenging environments that require frequent problem-solving. Their exceptional learning speed should be applied whenever possible in the workplace, otherwise this person will get bored when they do not have intellectually stretching work. This person will have an extremely broad range of aptitudes and will be able to reason from most sources of information. In a group setting, this person will work extremely quickly, and others may find it difficult to keep up.

Communication Style



This person has the natural characteristics required for good verbal and written communication. Due to their friendly and usually outgoing manner, they are likely to add enthusiasm to a subject. They will tend to listen to opinions and adapt their behaviour in order to win their way and are likely to be prepared to involve others in terms of communication. This person's profile suggests that although they will be comfortable asserting their views in their own area of expertise, they may avoid conflict of opinion if they are dealing with issues outside of their remit. Therefore, it may be beneficial to assess this person's general assertiveness as it is a trait that is linked to effective leadership.

Decision Making



This person is a consultative decision maker and will always try to obtain a consensus before acting. They very often come up with independent ideas but will hesitate to put them into practice without agreement from their team or superiors. Decisions this person does take will have been thought through and will have taken the needs of their team or colleagues into consideration.

Strengths



- Accomplished verbal communicator
- Exhibits poise
- Motivates people to act
- Conserves assets
- Demonstrates empathy
- Deliberates before taking decisions or action
- Staying power within an organisation and/or on projects that can be repetitive
- Can find tasks to be intellectually stimulating even though routine in nature
- Calm, unruffled manner, consistent and steady under pressure
- Persistent and well organised
- Cautious and conservative
- Good listener and empathetic
- Natural service orientation

How To Motivate



This person is motivated by public recognition, monetary rewards, and recognition for a job well done. Additionally, they enjoy personal attention, reassurance and security of situation.

Should this person have a boss, then ideally that person will be a participative and diplomatic leader, who considers people and has the ability to give them confidence, a sense of urgency and conditioning prior to change. The boss should also recognise that this individual works best within the security of a structured working environment.

How To Manage



The most effective way of managing this person is to show a personal interest and communicate with them on a frequent and regular basis. They respond well to a boss who is part of the "team". It is important that they feel they are something more than just an employee. Long distance management is unlikely to elicit a positive response from this team-orientated individual.

They seek security through continuity and a sense of belonging. Consequently, their manager needs to provide a well structured working environment, supported by established working and reporting procedures.

This person responds well to genuine public appreciation of their efforts. However, their manager should be aware that insincere platitudes are likely to be counterproductive. Show this person that you appreciate their contribution and they will normally reciprocate with loyalty and increased effort.

How To Onboard



This person is likely to need their manager's support when making decisions. Particularly if they are of an unpopular nature or require a swift reaction. The manager would be advised to advocate a policy of consultative decision making with this person.

Although they are administratively competent, they can labour unnecessarily when analysing data. They would therefore appreciate the provision of analysed rather than raw data. Advanced notice and reassurance in times of change are an essential form of managerial support.

Maximising Potential

- Strive to maintain the status quo, but if change is necessary provide them with support and reassurance
- Set realistic timescales and help them meet deadlines
- At times of extreme pressure, help them prioritise their tasks
- Give them a secure structured working environment and clearly define the work parameters
- Recognise, if their mind is made up they can be difficult to move
- Be aware that they may make trivial mistakes if the work becomes too detailed

Leadership Style



This person's profile indicates that their leadership style is personable and procedural. Their leadership skills may be suited for specialist areas of expertise. They would likely perform best in an organisation whose culture is structured and democratic. They are likely to have a collaborative approach and will tend to build positive relationships with their colleagues. However, they may be reluctant to address underperformance to avoid compromising their relationships at work.

Their leadership potential will also depend on aspects of their emotional awareness and level of fluid intelligence.

Leadership Strengths

- Comfortable working with people in a structured environment
- Has respect for tradition and tried and tested methods
- Friendly by nature, gains the trust of others
- Likely to be a good mentor
- Helps others and enjoys providing a service
- Loyal and hardworking

Interview Guide

By comparing the assessment results of Dianne Russell with the Senior Sales Executive job profile, our data/algorithm has recommended these as the most important questions to use in the interview.

The questions are also ordered based on how much value they are likely to add to an interview.

Can you provide an example of a time in a previous role where you have stood by a decision/opinion and what was the outcome?

Why are we recommending this question?

You should ask this question because you wanted a candidate that was Independent and Dianne Russell scores much lower on some of the behaviour traits that are related to this characteristic.

How would you approach working on multiple projects simultaneously? How make sure all are being moved forwards at a fast pace?

Why are we recommending this question?

You should ask this question because you wanted a candidate that was Driven and Dianne Russell scores much higher on some of the behaviour traits that are related to this characteristic.

Under time pressure, how do you ensure that the projects you deliver are accurate and of high quality?

Why are we recommending this question?

You should ask this question because you wanted a candidate that was Independent and Communicative and Dianne Russell scores higher on some of the behaviour traits that are related to these characteristics.

Can you tell me about a time when you have had to make a difficult decision even though it risked making you unpopular with colleagues?

Why are we recommending this question?

You should ask this question because you wanted a candidate that was Driven and Communicative and Dianne Russell scores lower on some of the behaviour traits that are related to these characteristics.