

REPORT FOR
 Andrew Jones

DATE OF COMPLETION
 12/06/2018

RELIABILITY - 99%
 Answers were very likely accurate and truthful

ORGANIZATION
 Your Company Name

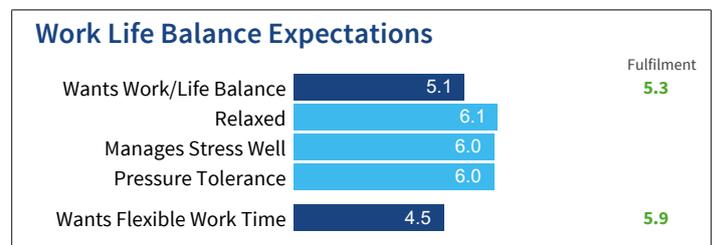
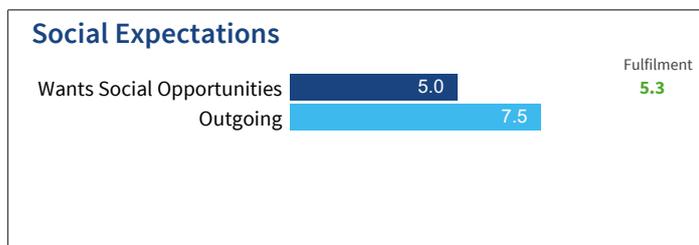
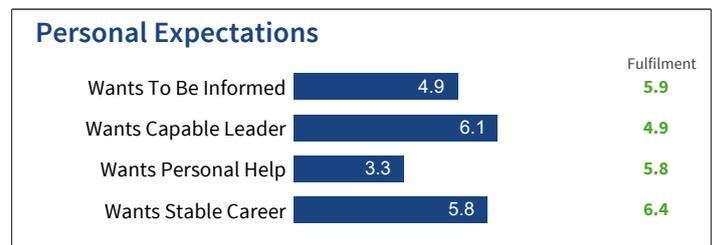
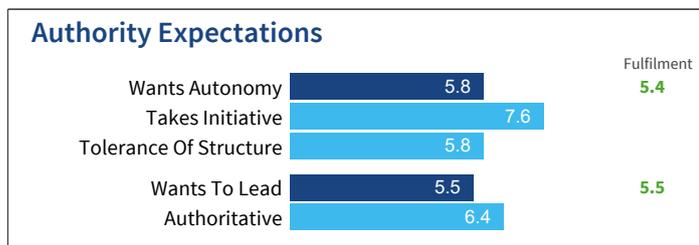
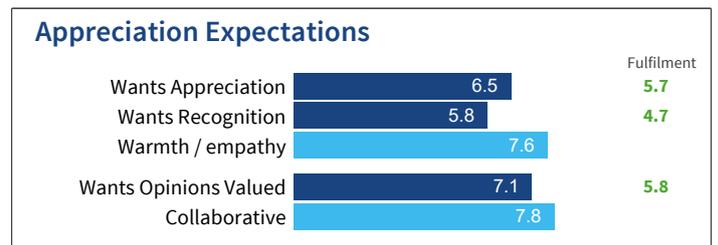
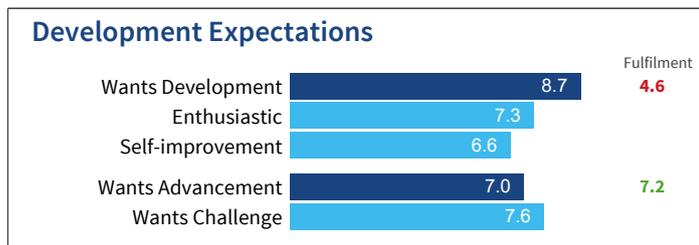


This report enables employers to enter fruitful discussions that establish mutually beneficial, long-term employment relationships. The graph below identifies the employee's:

- the dark blue bars are Employee Expectations
- the light blue are behaviors needed to fulfill the expectation(s) above
- the length of the bar reflects the strength of the expectation or behavior
- to the right of each important Expectation is the percentage of Fulfillment

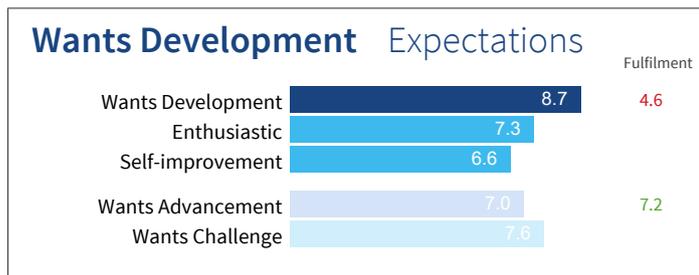
Focus on the important expectations (scores of 6 or greater) with fulfillment ratings less than 70%. Clarify the expectation and give specific examples about how it could be fulfilled including behaviors needed. Narrative interpretation is available on subsequent pages.

TENDENCIES FOR THESE EXPECTATIONS ARE:



Development Expectations

This section analyzes employee expectations for development opportunities, highlights related organizational behavior, and provides guidelines for managing career development expectations. This section also shows the person's level of fulfillment for each expectation.



Wants Development : The desire to have work opportunities to learn new skills or increase abilities

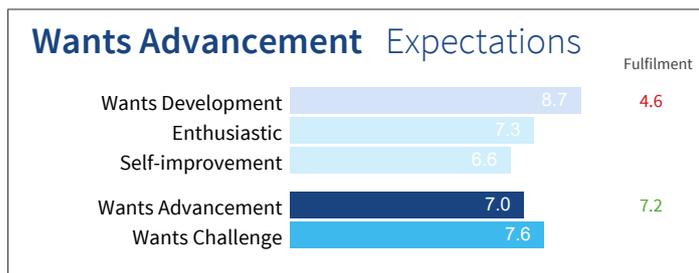
Enthusiastic : The tendency to be eager and excited toward one's own goals

Self-improvement : The tendency to attempt to develop or better oneself

Tendencies for Wants Development

This group considers career development to be very important and thus, it is very important to provide development opportunities. This group believes this expectation is only moderately likely to be fulfilled with his/her existing employer. There is a large gap between the expectation and level of expected fulfillment. It is important to discuss this topic and if possible create a plan for resolution. This group has a reasonable tendency to be clear about goals. Thus, they will probably have career development goals in mind. Discuss those goals to obtain a clear understanding before suggesting or creating a development plan.

This group considers self-improvement to be reasonably important and may be reasonably willing to develop new competencies related to career development.



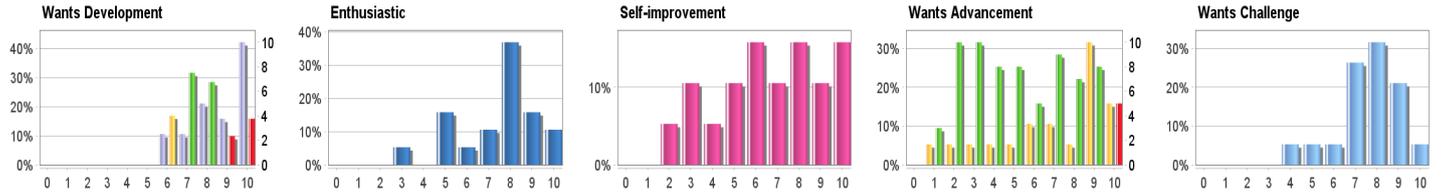
Wants Advancement : The desire to have work opportunities to expand one's career or responsibilities

Wants Challenge : The willingness to attempt difficult tasks or goals

Tendencies for Wants Advancement

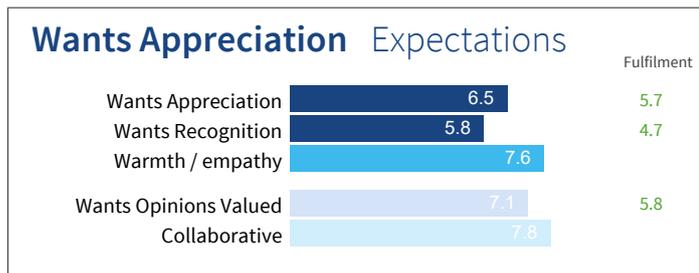
This group considers career advancement to be reasonably important and thus, it is reasonably important to provide information about advancement opportunities that are available and what is required to achieve them. This group believes this expectation is possible to be fulfilled with his/her existing employer. There is little or no gap between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan. This group is willing to pursue difficult challenges related to career advancement. If advancement is considered, they will probably embrace any challenges related to advancement.

Percentage of people per trait score (rounded)



Appreciation Expectations

This section analyzes employee expectations and organizational behavior related to giving and receiving appreciation and provides guidelines for managing the need for recognition. This section also shows the person's level of fulfillment for each expectation.



Wants Appreciation : The desire to have an employer who expresses appreciation for one's work

Wants Recognition : The desire for positive acknowledgement (from others) related to one's abilities and strengths

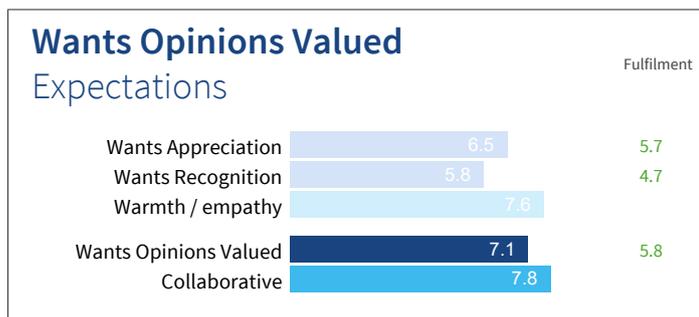
Warmth / empathy : The tendency to express positive feelings and affinity toward others

Tendencies for Wants Appreciation

This group considers receiving appreciation to be reasonably important. It is reasonably important for management to communicate sincere appreciation for work contributions. This is best fulfilled with an occasional one-on-one communication that establishes that their contributions are understood and appreciated. This group believes this expectation is moderately likely to be fulfilled with his/her existing employer. There is little or no gap between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan.

This group considers receiving recognition to be moderately important. Consequently, it is moderately important to find ways to provide recognition. This type of recognition should be related to acknowledging their strengths and capabilities. This group believes this expectation is only moderately likely to be fulfilled with his/her existing employer. There is little or no gap between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan.

This group has a strong tendency to express warmth and empathy. Consequently, it is more likely others will reciprocate with appreciation and recognition.



Wants Opinions Valued : The desire to have an employer who listens and gives importance to one's views

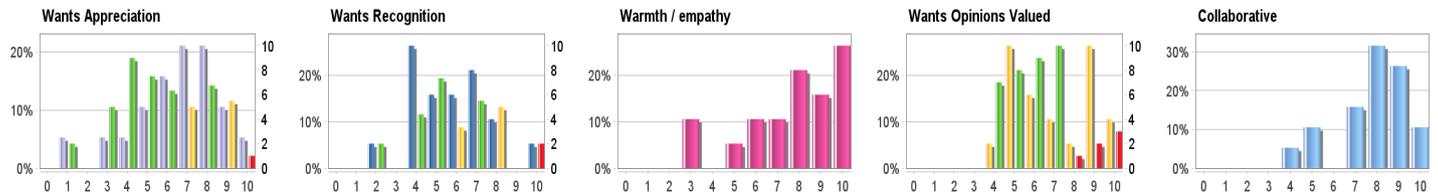
Collaborative : The tendency to collaborate with others when making decisions

Tendencies for Wants Opinions Valued

This group considers it to be reasonably important for others to consider and value their opinions. Therefore, it is reasonably important that management listens to, acknowledges, and encourages their opinions. This group believes this expectation is moderately likely to be fulfilled with his/her existing employer. There is little or no gap

between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan. This group has a strong tendency to be collaborative with regards to making decisions. This is likely to cause others to reciprocate by being more receptive to and encouraging of their opinions.

Percentage of people per trait score (rounded)



Remuneration Expectations

This section analyzes employee expectations related to remuneration. The scores related to **Wants High Pay** and **Wants Quick Pay Increases** are compared to this group's level of self-motivation. **Wants High Pay** indicates the importance given to earning high pay levels, while **Wants Quick Pay Increases** indicates how quickly it is desired. This section also shows the person's level of fulfillment for each expectation.



Wants High Pay : The desire to earn greater remuneration

Wants Quick Pay Increases : The desire to have an employer who offers relatively frequent pay increases

Self-motivated : The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals

Tendencies for Wants High Pay

This group considers earning higher pay levels to be only moderately important and thus, it is only moderately important to carefully explain how higher pay can be achieved.

This group considers quick pay increases to be unimportant. Consequently, this group is probably not going to be too impatient about achieving higher pay.

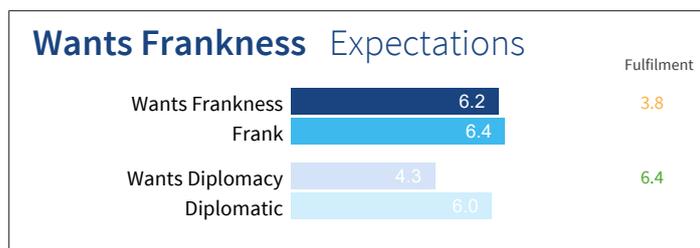
This group has a strong tendency to be self-motivated independent of consideration about remuneration.

Percentage of people per trait score (rounded)



Communication Expectations

This section analyzes communication expectations related to frankness and diplomacy. The scores on Wants Frankness, Wants Diplomacy, Frank and Diplomatic are compared to each other in a variety of ways to better understand expectations and behaviors related to communication. This section also shows the person's level of fulfillment for each expectation.

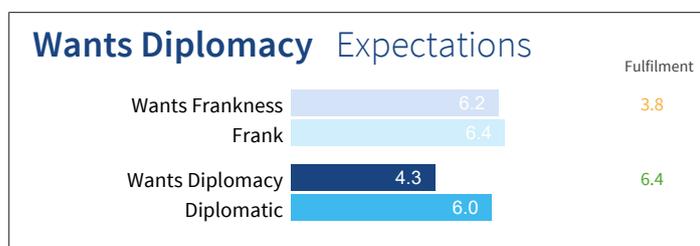


Wants Frankness : The desire for others to be direct, straightforward, and to the point

Frank : The tendency to be straightforward, direct, to the point, and forthright

Tendencies for Wants Frankness

This group has a moderate desire for others to communicate in a frank and straightforward manner, including when giving feedback. This group believes this expectation is reasonably unlikely to be fulfilled with his/her existing employer. There is a reasonable gap between the expectation and level of expected fulfillment. It is recommended to discuss this topic and possibly create a plan for resolution. This group has a moderate tendency to be frank when communicating.



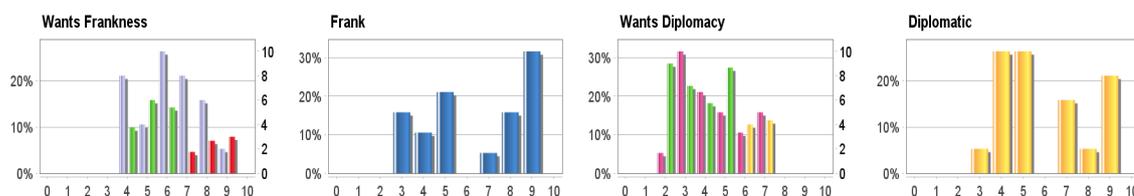
Wants Diplomacy : The desire for others to be tactful

Diplomatic : The tendency to state things in a tactful manner

Tendencies for Wants Diplomacy

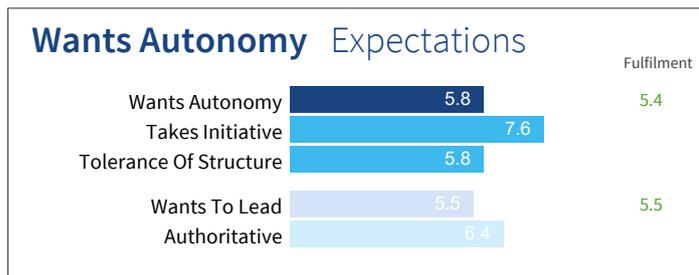
This group has little desire for others to be diplomatic during discussions and when giving feedback. This group has a moderate tendency to be diplomatic when communicating.

Percentage of people per trait score (rounded)



Authority Expectations

This section analyzes issues related to authority including the relationship between the desire for autonomy and the level of initiative, the relationship between the desire to lead and the willingness to make decisions, and how one responds to structure. This section also shows the person's level of fulfillment for each expectation.



Wants Autonomy : The desire to have freedom or independence from authority

Takes Initiative : The tendency to perceive what is necessary to be accomplished and to proceed on one's own

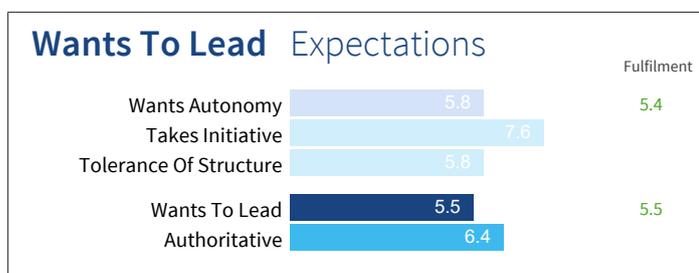
Tolerance Of Structure : The tolerance of following rules, schedules, and procedures created by someone else

Tendencies for Wants Autonomy

This group has a moderate desire to work autonomously. It is important to consider this desire related to the amount of autonomy required or given related to the job. It is also important to consider the tendency to take initiative related to the desire for autonomy. This group believes this expectation is only moderately likely to be fulfilled with his/her existing employer. There is little or no gap between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan.

This group has a strong tendency to take initiative and thus, the initiative is sufficient for the amount of autonomy desired. They will have greater motivation if given opportunities to take initiative. Assuming this group has the necessary experience and skills, give opportunities for initiative wherever possible and carefully explain the initiative that can and cannot be taken.

This group tends to be moderately willing to accept a great deal of structure placed on them by the organization.



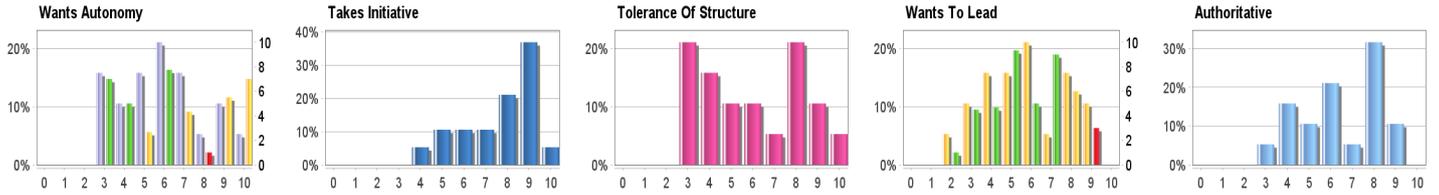
Wants To Lead : The desire to be in a position to direct or guide others

Authoritative : The desire for decision-making authority and the willingness to accept decision-making responsibility

Tendencies for Wants To Lead

This group has only a moderate desire to take a leadership role. This group tends to be moderately willing to accept decision-making authority.

Percentage of people per trait score (rounded)



Personal Expectations

This section analyzes various issues related to personal expectations including the desire to be informed, the importance of working for a leader perceived to be capable, the desire for personal help from an employer, and the importance given to having a stable job. It includes guidelines on how to manage strong expectations in those areas. This section also shows the person's level of fulfillment for each expectation.



Wants To Be Informed : The desire to have an employer who freely shares information related to one's work or job

Tendencies for Wants To Be Informed

This group has only a moderate desire to be informed related to company information.



Wants Capable Leader : The desire to have a leader one perceives to be capable

Tendencies for Wants Capable Leader

Working for a capable leader is moderately important to them. This group believes this expectation is only moderately likely to be fulfilled with his/her existing employer. There is little or no gap between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan.



Wants Personal Help : The desire to receive some form of employer support related to one's personal difficulties

Tendencies for Wants Personal Help

This group considers receiving personal help from the employer to be unimportant.

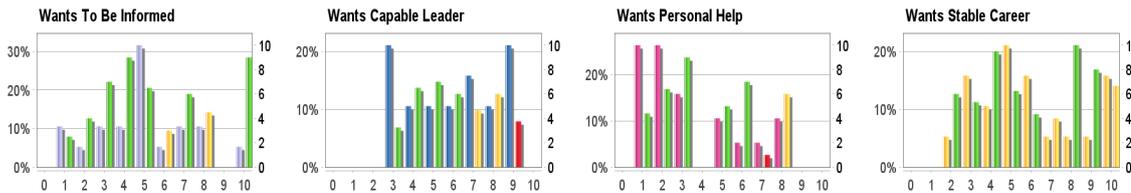


Wants Stable Career : The desire for long-term or permanent employment

Tendencies for Wants Stable Career

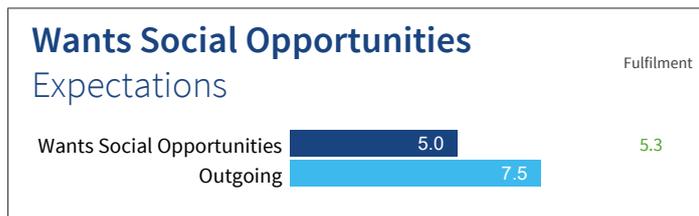
This group considers having a stable career to be moderately important. This group believes this expectation is moderately likely to be fulfilled with his/her existing employer. There is little or no gap between the expectation and level of expected fulfillment. Therefore, it is probably not necessary to discuss this topic or create a related plan.

Percentage of people per trait score (rounded)



Social Expectations

This section analyzes the desire for social opportunities at work in relationship to introversion and extroversion. It includes guidelines for managing strong social expectations. This section also shows the person's level of fulfillment for each expectation.



Wants Social Opportunities : The desire to have a workplace that enables one to meet and interact with others

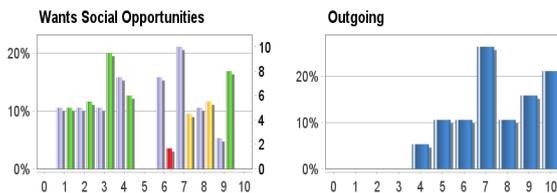
Outgoing : The tendency to be socially extroverted and the enjoyment of meeting new people

Tendencies for Wants Social Opportunities

This group has only a moderate desire to have social opportunities related to work.

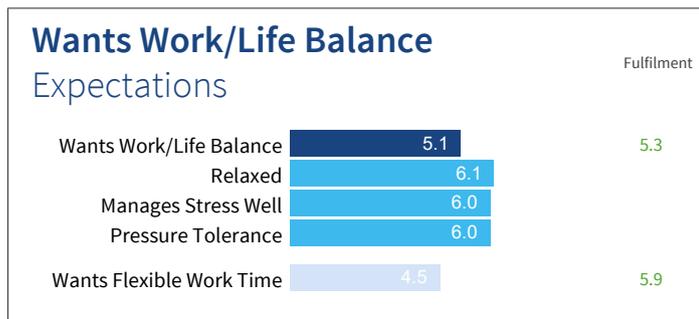
This group has a reasonable tendency to be outgoing. Since this group tends to be outgoing, you probably only need to organize some employee social events to help fulfill this desire.

Percentage of people per trait score (rounded)



Work Life Balance Expectations

This section analyzes issues related to the desire for work life balance related to stress management and levels of stress. It also examines expectations for flexible work time and tolerance related to tight schedules and deadlines. This section also shows the person's level of fulfillment for each expectation.



Wants Work/Life Balance : The desire to have sufficient time away from work for rest, enjoyment, or family

Relaxed : The tendency to feel at ease or calm while working

Manages Stress Well : The tendency to deal effectively with strain and difficulty when it occurs

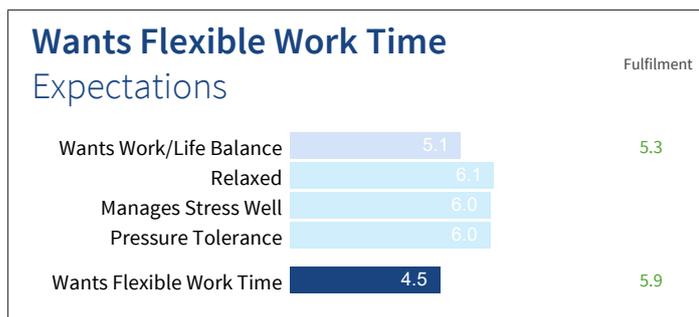
Pressure Tolerance : The level of comfort related to working under deadlines and busy schedules

Tendencies for Wants Work/Life Balance

This group considers having work-life balance to be only moderately important.

This group tends to be moderately effective managing stress when it occurs.

This group tends to be moderately willing to deal with the pressure of tight schedules and deadlines. Discuss the schedules and deadline pressures and determine if any are unreasonable or unwarranted.

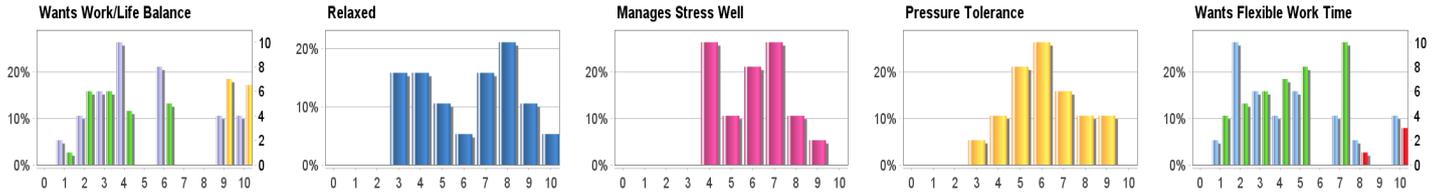


Wants Flexible Work Time : The desire to have flexible working hours or holiday schedules

Tendencies for Wants Flexible Work Time

This group considers having flexible work time to be reasonably unimportant. This group has a tendency to be moderately relaxed and easy going.

Percentage of people per trait score (rounded)



1. David Archer
2. Aseem Shukla
3. Carol Dvorak
4. August Greider
5. Noella Kiessling
6. Ann Marcellino
7. Deepak Gupta
8. Xiang Nguyen-Huu
9. Tuan Wang
10. Brian Thorp
11. Katherine Schwartz
12. Paul Priscu
13. Ahmad Pratistha
14. Agung Halim
15. Mostafa Moussa
16. Ram Kumar
17. Birbal Ashtekar
18. June Davis
19. Anna Harris