



**CANDIDATE FEEDBACK ON THE RESULTS OF THE
PERSONAL ORIENTATION PROFILE
POP™ VERSION 6.0**

An Overview of Your Personal Characteristics & Career Strengths

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Personal Strengths/Career Needs

In Terms of Enterprising vs Support Role Possibilities

You would be described as extremely competitive, enterprising, assertive, aggressive, tough minded, determined and goal oriented. You may display new and creative ways to reach your personal and work objectives and you will be self-evaluative and sometimes critical of your own performance. Given an aim, objective or requirement, you would be able to develop your own plan, manage your time and focus your effort on a daily basis to reach your goals. Being a self-manager should come very naturally to you and these skills should be refined through formal training and/or on-the-job experience.

In Terms of Your Style & Strength of Various Motivations

You would be described as being motivated primarily by a genuine concern for the well-being and needs of others. People would see you as quite calm, steady, unhurried, predictable, stable and cooperative. Given an opportunity to focus your efforts on the achievement of some meaningful and perhaps demanding, long term 'people-oriented' goals, you could become a very loyal, dependable and dedicated member of the team delivering the product or service. Generally your motivational pattern will produce the greatest personal satisfaction and your best performance in positions requiring ongoing commitment to goals which you feel have real merit in alleviating the distress or adding to the quality of life of the people who receive the results of your efforts.

In Terms of Your Independence vs Your Need to Be in the 'Team'

You would be described as quite strong-minded, stubborn, demanding, firm, independent and resolute. You would be innovative in certain circumstances to achieve your objectives and tend to seek some additional responsibilities in your job and personal life. You would accept minimal supervision but it would be difficult for a supervisor to guide or closely supervise you over an extended period of time.

In Terms of Your Orientation Towards the 'People' Side of Business

You would be described as quite sociable, enthusiastic, cheerful, genial and outgoing. You would enjoy personal relationships and interactions, and would make a good company representative in terms of customer satisfaction and personal and company public image. You might be very sensitive to rejection in some circumstances.

In Terms of Your Orientation Towards Technical & Practical Concerns

You would be described as quite logical, reflective, analytical, factual and practical. A job requiring the solving of intellectual or conceptual problems would stimulate a person such as yourself. You would have a flair for technically oriented and detailed work. Taking on challenges to learn and use new information in a field that interests you would be rewarding in itself.

What To Seek/What To Avoid In Jobs

What Should You Look for In a Job/Career that Matches You Best?

- + Look for opportunities to create your own work structure and to develop your self-management skills by training in time management and activity planning. The opportunity to put solid effort into the job each day is a real plus for you as you know that effort invested consistently will produce the results you seek in both productivity and recognition.
- + Look for a career position which will have both social value in terms of what the function does to help others and personal security in terms of the opportunities it offers to you to make a long term, ongoing commitment of your talents and energy.
- + Make sure that any new position which requires you to accept close supervision and control initially will have those controls removed when you demonstrate through performance that you no longer need the help.
- + You should look for employment that provides you with people contact or some public relations opportunities. You derive satisfaction from interaction with other people in both personal and work environments.
- + A job with some learning and technical requirements would be quite satisfying. The opportunity to be creative and to put your new found knowledge into action would also be appealing to you.

What Should You Avoid in Jobs/Careers that Don't Match You?

- Avoid tightly and rigidly structured work situations. If there is no room to put your personal touch to work in organizing and managing yourself, the job may become too constricting for you. Try to avoid jobs that may limit your self-management skills development which is a very strong need in you for your personal productivity and your sense of satisfaction with any job.
- Avoid positions which you feel have little value in terms of their impact on the quality of life of the people who receive the product or service. A job with intense, short term and repeating 'production' requirements would not give you the best opportunity to employ your talents and energy effectively.
- Avoid career paths which have vague supervisory requirements or which expect you to accept continuing and close supervision for a prolonged period of time. You would eventually rebel at too much and too close supervision.
- You should avoid employment in jobs that have only limited feedback from others. You should also not be in situations that isolate you from others.
- You should avoid jobs that are not intellectually challenging, creative and those that do not offer a chance for personal growth in a technical or practical sense.