

# BUSINESS REPORT

**destiniCalls**

**Grad**

**26 April 2019**

# BUSINESSREPORT

The aim of this report is to provide insight into how a business can best draw on and utilise an individual and teams current ability, personal preferences and makeup to align and realise both individual and business goals. This insight may be applied at a task, role or at a strategic level within an organisation.

**destiniCalls** is designed to provide a measure of the following 3 constructs:

|             |                                                                                                                                                                                       |                                                                                                                                                                                      |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ABILITIES   | <ul style="list-style-type: none"><li>• Numerical, Verbal and Abstract Ability</li><li>• Measure of current ability and skills</li><li>• Relevance is role specific</li></ul>         | <ul style="list-style-type: none"><li>• Key to here-and-now success in a known environment</li><li>• Change over time as linked to exposure and ability to learn and adapt</li></ul> |
| PERSONALITY | <ul style="list-style-type: none"><li>• Behaviour that characterises an individual</li><li>• Impact on role, team and organisation</li><li>• Key to job fit</li></ul>                 |                                                                                                   |
| VALUES      | <ul style="list-style-type: none"><li>• What drives behaviour and decision making</li><li>• Impact on organisational culture</li><li>• Differentiator of future aspirations</li></ul> | <ul style="list-style-type: none"><li>• Key to long term business strategy and culture</li><li>• Deep Seated and more difficult to change</li></ul>                                  |

Each of the constructs are unpacked in terms of how the individual can be expected to:

Approach delivery

Manage others and relationships

Manage themselves

## Candidate X

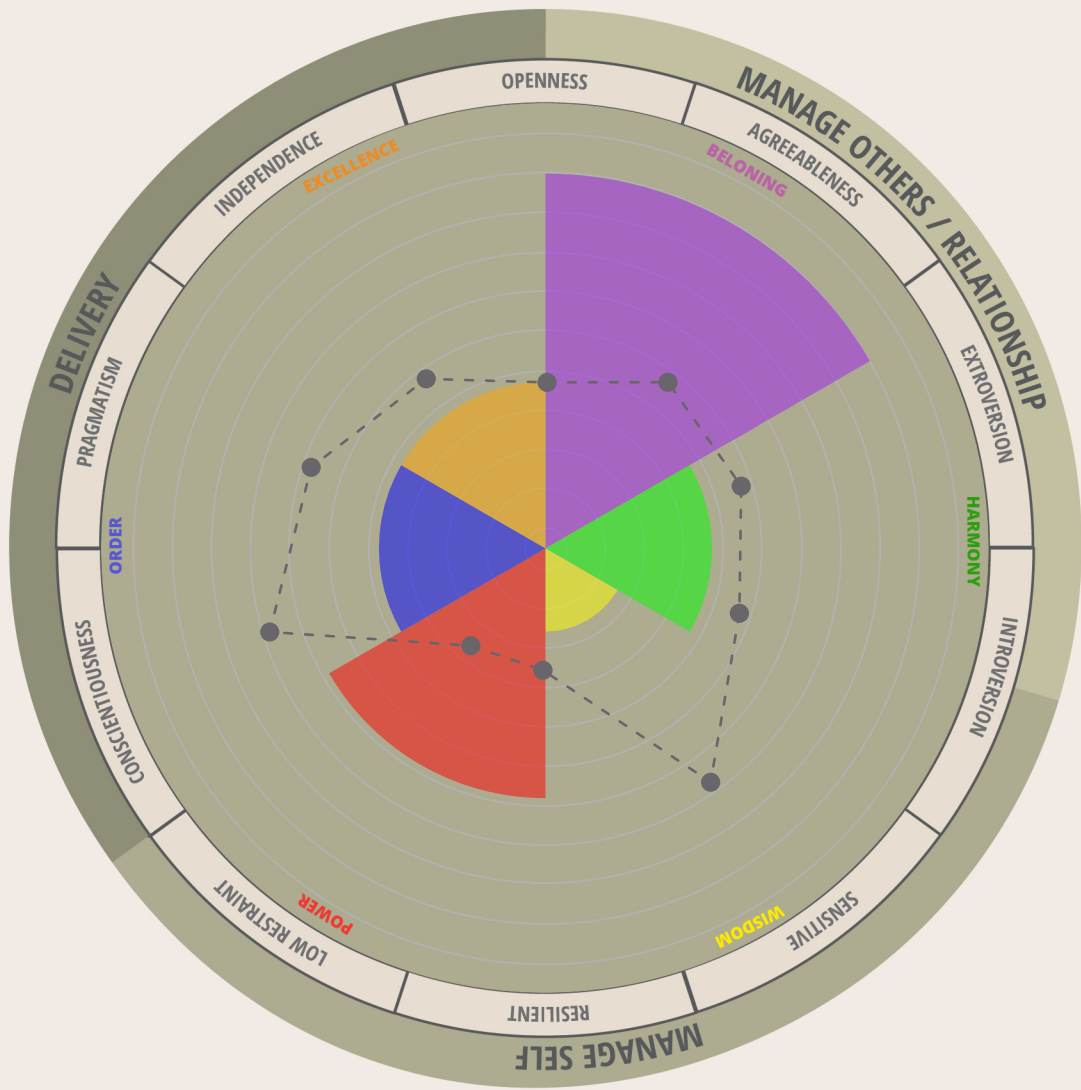
### OVERVIEW OF IDEAL WORK ENVIRONMENT

- Structured, focused and quality orientated
- Organised and values diligence and planning
- Extremely supportive environment which is aware of and actively assists in managing stress
- Where feelings and emotions are required to solve problems
- Pragmatic, logical and fact based (rather than creative and abstract)
- Orderly with set routines and traditional thinking

- Team orientated with 'like minded' individuals
- Supportive towards, loyal to and dependent on each other
- Utilises and values the ability to communicate eloquently in English in written or spoken format
- Utilises and values the ability to work with and make decisions based on numbers (Numeracy)
- Utilises and values the ability to think logically and to identify patterns and trends

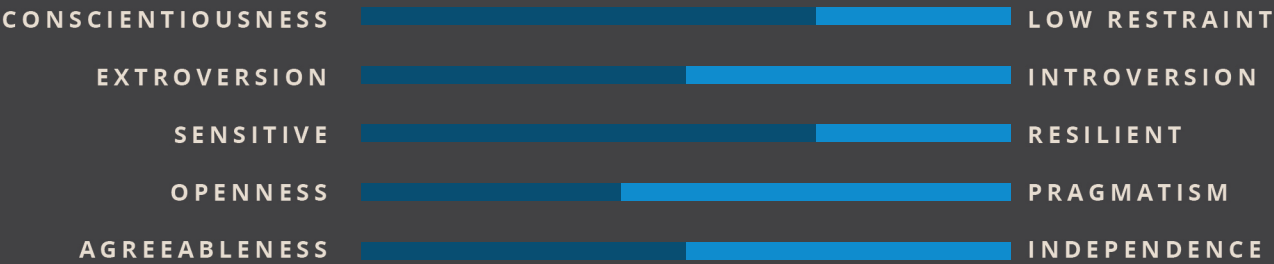
# OVERVIEW OF RESULTS

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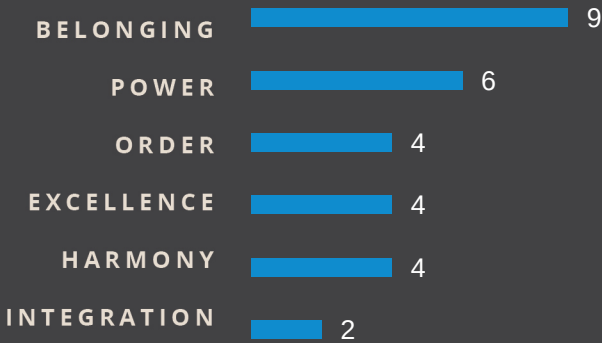


## CHART TITLE

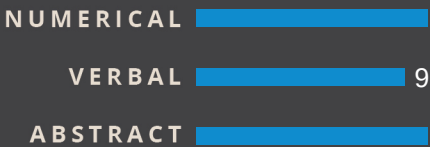
### PERSONALITY



### VALUES



### PROBLEM SOLVING



# CANDIDATE X

## OVERVIEW OF IDEAL WORK ENVIRONMENT (CONTINUED)

### KEY

STRONG PREDICTOR

AVERAGE PREDICTOR

WEAK PREDICTOR



| CONSTRUCT                  | MANAGING DELIVERY | MANAGING OTHERS | MANAGING SELF |
|----------------------------|-------------------|-----------------|---------------|
| Action and power           | ●                 |                 | ●             |
| Dependable in Delivery     | ●                 |                 |               |
| Order and Security         | ○                 |                 |               |
| Pragmatic thinker          | ●                 |                 |               |
| Excellence and commerce    | ○                 |                 |               |
| Independent                | ●                 |                 |               |
| Open to newness and change | ○                 | ○               |               |
| Drive to Belong            |                   | ●               |               |
| Agreeable and conforming   |                   | ●               |               |
| Drive for Harmony          |                   | ○               | ○             |
| Extrovert and friendly     |                   | ●               |               |
| Introvert and Introspect   |                   | ●               | ●             |
| Integration and balance    |                   |                 | ○             |
| Sensitive                  |                   |                 | ●             |
| Resilient and calm         |                   |                 | ○             |
| Unrestrained               | ○                 |                 | ○             |
| Numerical reasoning        | ●                 |                 |               |
| Verbal reasoning           | ●                 |                 |               |
| Abstract reasoning         | ●                 |                 |               |

### NOTES

# CLEAR PREFERENCES: X

## Behaviour that business can expect

| CONCEPT                | ADVANTAGES                                                                                                                                                                                                                                                                                                  | AREAS TO MANAGE                                                                                                                                                                                                                                                                                                          |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sensitive              | <ul style="list-style-type: none"><li>-Sensitive to the context and the emotional discourse of situations</li><li>-Serves as the emotional pressure gauge. More likely to interpret ordinary situations as threatening and minor frustrations as hopelessly difficult</li></ul>                             | <ul style="list-style-type: none"><li>-High levels of stress, worry and anxiety</li><li>-Easily upset and angered with dramatic shifts in mood</li><li>-Self conscious and lacking self confidence</li></ul>                                                                                                             |
| Abstract reasoning     | <ul style="list-style-type: none"><li>-Able to use lateral thinking skills, which are your ability to quickly identify patterns</li><li>-Able to apply logical rules and trends in new data, integrate this information, and apply it to solve problems</li></ul>                                           | -                                                                                                                                                                                                                                                                                                                        |
| Dependable in delivery | <ul style="list-style-type: none"><li>-Diligent, organised and proactive</li><li>-Completed tasks with good attention to detail</li><li>-Goal directed, plans ahead and dependable in delivery</li></ul>                                                                                                    | <ul style="list-style-type: none"><li>-Finds unplanned change a challenge to manage</li><li>-Can get stuck in the details and doggedly pursue goals with determination</li><li>-Meticulous and will take time to prepare</li></ul>                                                                                       |
| Numerical reasoning    | <ul style="list-style-type: none"><li>-Able to interpret, analyse and draw logical conclusions based on numerical data</li><li>-Mathematical ability and the application of it in making reasoned decisions and solve problems</li></ul>                                                                    | -                                                                                                                                                                                                                                                                                                                        |
| Pragmatic thinker      | <ul style="list-style-type: none"><li>-Follows a realistic, pragmatic and sensible approach</li><li>-Enjoys routine and sticks to what they know</li><li>-Prefers the tried and tested, managing risk and preserving the status quo</li></ul>                                                               | <ul style="list-style-type: none"><li>-Dislike unnecessary change and needs to be convinced to accept new processes and ideas</li><li>-Little interest in creative, abstract or theoretical concepts</li><li>-Sticks to what they know, limiting their exposure to new opportunities and alternative solutions</li></ul> |
| Drive to Belong        | <ul style="list-style-type: none"><li>-Close relationships with and loyal to own inner circle of people where they feel they belong</li><li>-Will sacrifice own needs and work hard to ensure team success</li><li>-Respect team traditions, hierarchy, customs and norms (own)</li></ul>                   | <ul style="list-style-type: none"><li>-Mistrust and reject those that do not share similar background/views causing silos and cliques</li><li>-Closed to diversity and difference</li><li>-Loyal to a fault; won't challenge others out of respect for custom or norm</li></ul>                                          |
| Verbal reasoning       | <ul style="list-style-type: none"><li>-Able to understand and use language and verbal information</li><li>-Able to think logically about written information, accurately draw logical conclusions</li><li>-Produce written reports, and convey information to others in a clear and simple manner</li></ul> | -                                                                                                                                                                                                                                                                                                                        |

### NOTES

# UNPACKING THE RESULTS

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### PERSONALITY

#### HOW MUCH YOU DISCLOSE:

##### Open to Newness and Change

Openness reflects an individual's willingness to try to new things, to be vulnerable, and the ability to think outside the box. This includes characteristics such as imagination and insight, and those high in this trait also tend to have a broad range of interests.

vs

##### Pragmatic Thinker

Pragmatism reflects the need to maintain an uncomplicated way of behaving, preferring not to try new things and be comfortable keeping the status quo. This includes following tried and tested methods. Logical and rational solutions to problems. Obvious solutions would take preference to imagination and insight, rather keeping to what they know and what is practical.

#### WHAT YOU VALUE IN DECISION MAKING:

##### Dependable in Delivery

Conscientiousness is a trait that can be described as the tendency to control impulses and act in socially acceptable ways, displaying behaviours that is directed at specific goals. Conscientious people excel in their ability to delay gratification, work within the rules, and plan and organize effectively.

vs

##### Unrestrained

Lack of restraint is a trait that can be described as the tendency to easily give in to impulses and to ignore socially acceptable ways to act, rather displaying more impulsive behaviours. These people prefer not to delay gratification, rather not work within the rules, and will not plan and organize. Sometimes known as impulsive or a procrastinator.

#### HOW MUCH YOU NEED OTHERS:

##### Independent

Describes how well people get along with others and generally interact with others. Independent individuals tend to be more callous, unfriendly and ruthless. They will not follow tradition and conformity, while placing much more importance on power, achievement and the pursuit of self-centred goals. Therefore, a person who scores high on independence may put their own interests above those of others. They tend to be distant, unfriendly, and uncooperative.

vs

##### Agreeable and Conforming

Describes how well people get along with others and generally interact with others. These individuals tend to value kindness, tradition, and conformity, while avoiding placing too much importance on power, achievement, or the pursuit of selfish pleasures.

#### HOW YOU MANAGE YOUR ENERGY

##### Extroversion:

Extroverts draw their energy from the outside world of people and things. Characterized by excitability, sociability, talkativeness, assertiveness, and high amounts of emotional expressiveness. They seek out social interaction and may often be the "life of the party." Extroverts are often assertive, active, and sociable, shunning self-denial in favour of excitement and pleasure.

vs

##### Introversion:

Introversion describes the tendency to draw energy from within and spending time with oneself. They tend to be inward turning, or focused more on internal thoughts, feelings and moods rather than seeking out external stimulation. Introversion is generally viewed as existing as part of a continuum along with extraversion.

#### WHERE YOU GET ENERGY FROM

##### Resilient: Calm in Crises

People who are resilient score lower on anxiety, react less emotionally and are less easily upset. They tend to be emotionally stable, calm, and do not constantly experience negative feelings. Although low in negative emotion and less anxious, they may not necessarily be experienced as extremely optimistic or positive.

vs

##### Sensitive: Anxiety in Action

Sensitive people respond strongly to stressors, interpret ordinary situations as threatening and minor frustrations as hopelessly difficult. They are often self-conscious and shy. More likely to be moody and to more often experience feelings of anxiety, worry, fear, anger, frustration, and moodiness.

### VALUES

#### HOW YOU MAKE SENSE OF YOUR LIFE

##### Drive to Belong

Belonging's focus is to suspend individual desires to the way of one's family, in-group or those close to you. This level has a state of thinking which reflects a person's need for stability, for the continuation of a strongly defended way of life that is seen in loyalty to your tradition, culture or inner circle.

##### Excellence and commerce

Excellence attempts to balance the expression the self and individual desires in a deliberate manner without incurring the wrath and rejection of others. This value system requires more than a moral solution to handle life's challenges, but rather a system that requires unemotional, deductive, theoretical and even a mechanical way of thinking about life's problems to get the best out of life.

##### Action and power

Power focus on what is important to the individual, with relatively little concern for the needs of others. The thinking in this value system can be raw, impulsive and uninhibited. There is a driving concept of fearlessness, displayed in the need to win or be better the rest. This could lead to self-indulgent celebration when achieved or when disappointed be filled with intense emotions of anger and resentment.

##### Order and security

Order requires the sacrifice of immediate needs or interests to receive longer term rewards later. They reject egocentric living that does not serve to create a deeper meaning to life. This leads to the realisation that there must be more to life than just looking after yourself. It is a way of life based on a philosophy that you should tolerate the challenges of this life, to achieve something more later or for a greater cause.

#### HOW DO I PREFER TO LIVE MY LIFE:

##### Drive for Harmony

The value of Harmony can be described as follows: if all sacrifice now for, then all can all get now. Other values systems attempts to solve problems of living but also created the problem of antagonism between people. The Harmony solution to this is to truly identify with and experience the inner, personal feelings of humanity, believing that it is possible for everybody to live together on this planet and that life could be better for all.

##### Integration and Balance

Wisdom prefers to express themselves for what they desire, but not at the expense of others and in a manner that all life, not just one life, will profit. This value system focus on integration, idealism, optimism and acceptance. It is much different from the other values. In short, they can be described as simply not so afraid and anxious and accept that life is an experience that cannot always be understood but must be experienced and appreciated.

### ABILITIES

#### ABILITY TO SOLVE PROBLEMS

##### Verbal reasoning

This construct measures the ability to understand verbal information, think logically about written information, accurately draw logical conclusions, produce written reports, and convey information to others in a clear and simple manner.

##### Abstract reasoning

Abstract reasoning measures your lateral thinking skills, which are your ability to quickly identify patterns, logical rules and trends in new data, integrate this information, and apply it to solve problems..

##### Numerical reasoning

Numerical reasoning measures your ability to interpret, analyse and draw logical conclusions based on numerical data. This construct measures your mathematical ability and the application of it in making reasoned decisions and solve problems.