

Report prepared by Axiom Software

Internet Developer

Irene Jacobs

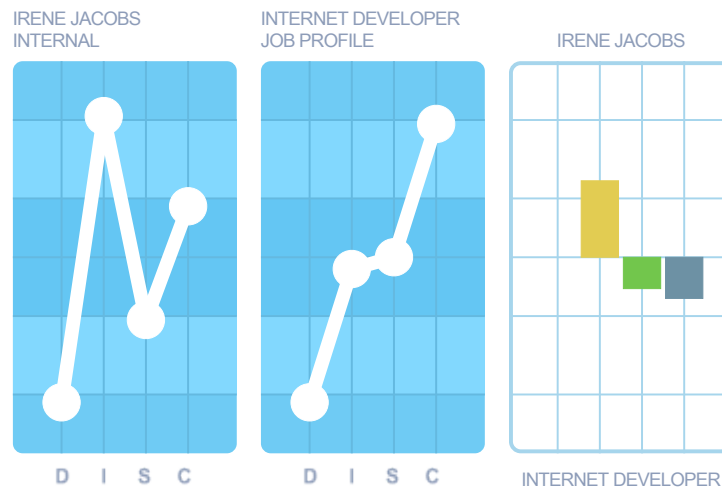
Report produced
13 October 2015



PRIVATE AND CONFIDENTIAL

Any purely behavioural tool should never be used to make a recruitment or redeployment decision unsupported by other techniques such as interviewing.

Irene Jacobs

Match Score
61%

Factor Matches

This table shows the match scores for the individual DISC factors in the profile.

Dominance	+0%	Close match
Influence	+39%	Too high
Steadiness	-16%	Somewhat too low
Compliance	-21%	Somewhat too low

Strengths For This Job

- Ability to empathise with others
- Respect for others
- Rapid and responsive approach
- Subtlety and sensitivity
- Calm, patient style
- Reliability and consistency

Probable Training Requirements

- Tendency to take unnecessary risks
- Over-confidence
- Lack of attention to detail
- Tendency to respond instinctively to events
- Tendency to become over-enthusiastic

About this Job Match

This Specific Job Match analysis has been compiled in **Recruitment** Mode, and is suitable for matching the candidate's behavioural style against a role different from that which they currently fill.

Job Requirements 1

Close Matches

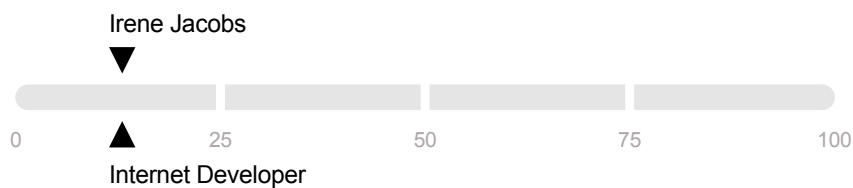
These are elements of the Internet Developer role where Irene's personal style seems to match the job's requirements relatively closely. According to her profile, Irene's personality would seem to be well suited to these aspects of the job.

Note: these Close Matches are based on individual factors, and combinations of factors, within the profiles.

Recruitment Mode

This is a match analysis made in Recruitment Mode, meaning that it is based on Irene's likely behaviours in a new role. These behaviours may not necessarily be evident in Irene's current role.

Support and Accommodation



An Internet Developer is a role in which the candidate will need to show a willingness to respond to the requirements of other people, whether work colleagues or clients. A candidate will often be required to work in a broadly service-oriented role, or one in which they will provide support for others.

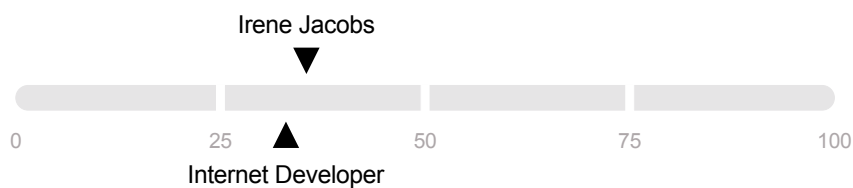
Irene appears to have a well developed sense for such an approach, and her profile shows an ability to take account of the needs of others. A person like Irene will often work well as part of a close-knit team, preferring to share responsibility with others.

Behavioural Questions

Candidates who match this requirement tend to be unassuming in general demeanour, rarely expressing themselves forcefully, though they may be sociable in the right circumstances. These will be aspects to look for in Irene's approach to communication.

In terms of personal experiences, conditions in which she was required to take on a support or service role of this kind will be instructive, and it will be useful to explore her attitudes to performing such a role.

Sensitivity and Perceptiveness



An important aspect of the role of Internet Developer is an ability to focus on questions of detail, and especially an ability to grasp the implications of changing circumstances. An effective Internet Developer will have a capacity to grasp the complexities of systems, and understand their operation.

Irene's profile describes a person with these qualities of analytical thought and responsiveness to change, and in this area Irene appears to closely match the needs of the role.

Behavioural Questions

Irene's attentive attitude might be seen in her approach to a face-to-face discussion. Examples might be cases in which she answers questions in highly specific detail, or is careful to qualify her responses and ensure that they are fully understood.

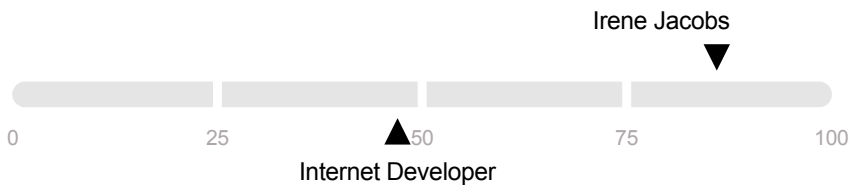
Discussing the kinds of roles that motivate Irene, it is likely that she will describe work that involves different kinds of problem-solving, or complex systems, especially if that work provides scope for creativity. If so, these are likely to be the areas of the Internet Developer role where Irene will be particularly effective.

Job Requirements 2

Adaptation Needs

These are elements of the role where Irene's profile diverges most strongly from the ideal working style. These are areas in which Irene will need to show the potential to adapt her own approach if she is to succeed in the role.

Adaptable Communication Style



In terms of communication, a role like Internet Developer requires a balanced approach, with a candidate showing the ability to communicate effectively and present ideas well, but also being able to adapt to situations where a more focused and practical approach is needed.

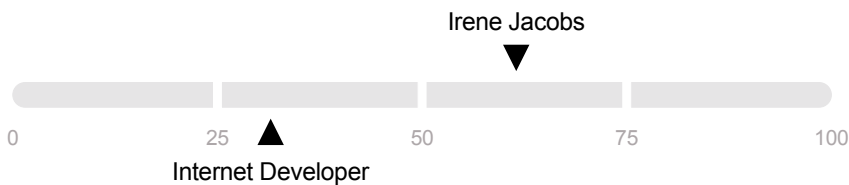
The communicative aspects of the role are likely to be well suited to Irene's style, but as an outgoing and expressive type of person, she may adapt less well in those areas needing a more reserved and considered approach.

Behavioural Questions

Irene can be expected to demonstrate her sociable side in discussion with others, generally demonstrating a confident air and a willingness to express herself freely and openly.

The question of Irene's adaptation to the more formal or practical elements of the role might be addressed by discussing the extent to which she has dealt with such issues in the past, and her attitudes towards those issues.

Detail and Precision



The Internet Developer role is one in which attention to detail is a key capability. Analytical patterns of thought are important in this role, as well as a capacity to concentrate and work with precision.

Irene's profile describes a quite different approach, one in which she will typically prefer to respond spontaneously, and address topics in broad terms rather than in an analytical or technical frame of mind.

Behavioural Questions

There is some disparity between Irene's approach and the needs of the job in this area, meaning that a judgement on her likely ability to adapt to the role's more analytical requirements will be needed.

One approach to this might be to address enquiries about the more complex aspects of the role, and review how willing Irene is to engage with such questions on a more technical level.

Job Summary

The main distinguishing feature of the role of Internet Developer is need to co-operate, both with others and with the requirements of the organisational structure as a whole. A candidate for this position will need to be ready to work as part of a team, and to comply with the conditions specified by the overall organisation.

Administrative Role

The nature of the role of Internet Developer can be broadly described as 'administrative'. That is, a candidate will be expected to work accurately with facts and figures, and occupy a supportive role with respect to others. A role of this kind is structured in nature, and the candidate can expect the requirements of their role will be clearly defined.

Working in a Team

Co-operation with others is strongly emphasised in the role of Internet Developer. The ideal candidate will prefer to consult with others, and reach a consensus decision, rather than make immediate decisions, or act in unconsidered ways. The ideal candidate will prefer to work as part of a mutually supportive team, providing help for others and looking for assistance as needed in return.

Systematic Attitude

The role of Internet Developer is a relatively structured and formal one. At the least, a candidate for this job will need to be ready to fit into an established system of rules or regulations. Attention to detail, and concern for producing high quality, accurate work, will be important attributes in this post.

About the Job Summary

This page gives an overview of the most important aspects of the job, for comparison with Irene's working style.

Note that these factors are specifically related to features of the personality. There may be, and typically there are, key requirements of the job that lie outside this sphere, especially in the areas of qualifications and experience.

Candidate Matches

This Candidate Match analysis has been compiled in **Recruitment Mode**, and is suitable for matching the Internet Developer profile against candidates currently performing different roles.

It contains only candidates from the **Development Candidates** category.

Candidate	Category	Match
Michael Jones	Development Candidates	84%
Catherine Keen	Development Candidates	63%
Matthew Livingstone	Development Candidates	62%
Irene Jacobs	Development Candidates	61%
Leonard Wisden	Development Candidates	25%
Jane Lightfoot	Development Candidates	21%
Derek Daley	Development Candidates	19%
Derek Johnson	Development Candidates	17%