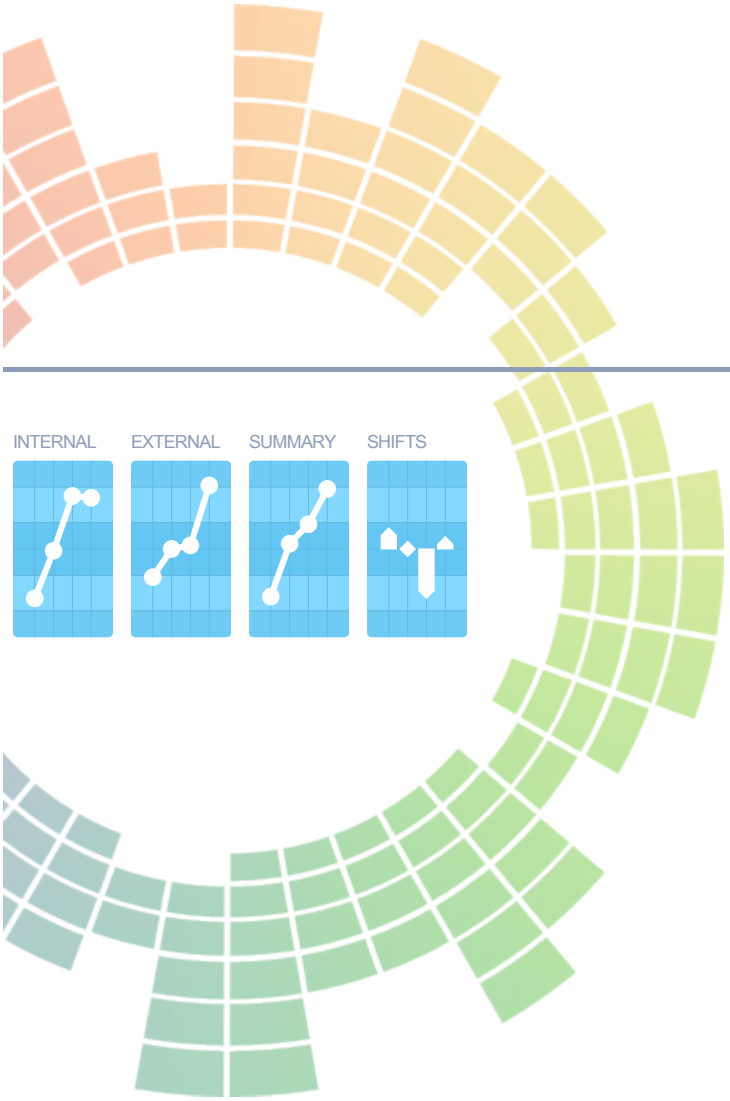
Receptive



Mr Michael Profile

Profile created
Mon 14 July 2003

Classic report produced
22 December 2020

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.

© copyright 1995-2020 **axiom**internet group limited
® Discus is an internationally registered trademark of **axiom**internet group limited

Candidate Details:

Mr Michael Profile

Profiled on	14 July 2003
Gender	Male
Telephone	+44 (0)161 408 2112
E-mail address	contact@axiomsoftware.com

At a Glance

(Derived from the Summary Profile)

- Cooperative
- Practical
- Courteous
- Compliant
- Cultured
- Obedient
- Shy
- Hesitant
- Systematic
- Indirect

Inside this Discus Classic Report

Job Match 3

discus® classic personality report

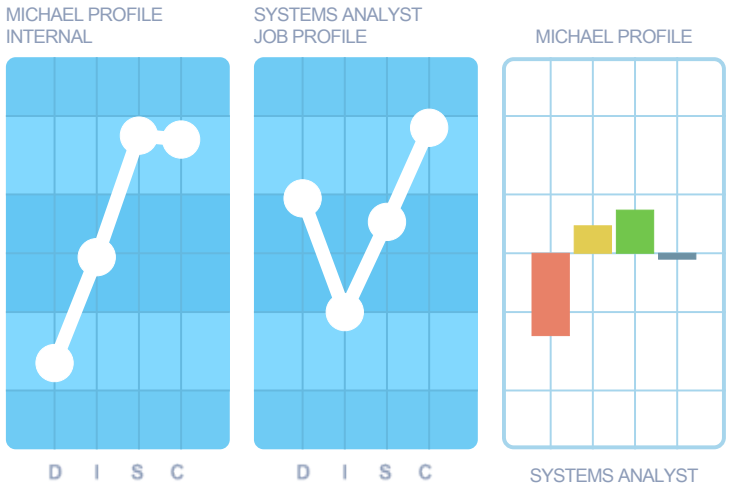
© copyright 1995-2020 **axiom**internet group limited
® Discus is an internationally registered trademark of **axiom**internet group limited

Job Match

Systems Analyst

Match Score

58%



Factor Matches

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

Dominance	-42%	Too low
Influence	+14%	Slightly too high
Steadiness	+22%	Somewhat too high
Compliance	-3%	Close match

Strengths For This Job

- Measured, thoughtful approach
- Tendency to plan actions carefully
- Attention to detail
- Readiness to trust others' abilities
- Tendency to check facts before acting

Probable Training Requirements

- Insufficiently objective
- Tendency to lack personal drive
- Hesitation before acting decisively
- Undue focus on social matters
- Insufficient emphasis on achieving results
- Undue emphasis on 'technical' questions

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.

© copyright 1995-2020 **axiom**internet group limited
® Discus is an internationally registered trademark of **axiom**internet group limited

Job Requirements 1

Close Matches

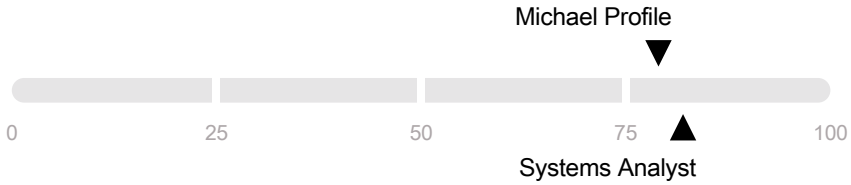
These are elements of the Systems Analyst role where Michael's personal style seems to match the job's requirements relatively closely. According to his profile, Michael's personality would seem to be well suited to these aspects of the job.

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 Michael's likely behaviours in a new role. These behaviours may not necessarily be evident in Michael's current role.

Order and Discipline



Systems Analyst is a role in which adherence to established structures, guidelines or regulations is of significant importance. A successful candidate, then, must be willing to conform to these requirements rather than following their own instincts or pursuing independent goals.

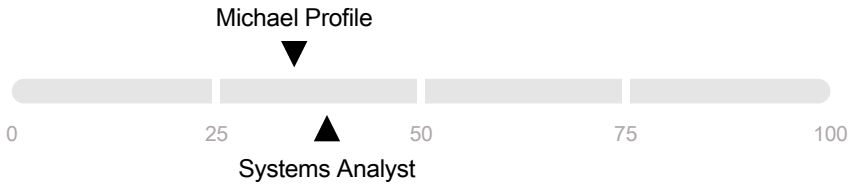
In terms of organisation and structure, Michael's profile suggests that he matches the role's needs closely. He prefers to work within well established parameters, with an analytical and problem-solving approach and a willingness to work within clear guidelines.

Behavioural Questions

Aspects of Michael's analytical approach may demonstrate themselves within a personal discussion. Examples might include clarifying particular questions, or being sure to provide detailed responses and explanations.

Relevant personal experiences for a role like this will be those in which Michael was required to fit in with closely defined protocols or guidelines, whether in an organisational sense, or in a more technical or procedural manner, in order to successfully achieve a goal.

Care and Consideration



The role of Systems Analyst is one in which the ability to think ahead is important. A capacity to carefully consider possible outcomes, or take time to understand implications, is a significant responsibility for a Systems Analyst.

Michael has the kind of thoughtful and considerate style that should match the needs of a Systems Analyst well, with a tendency to give consideration to his actions and weigh his decisions carefully.

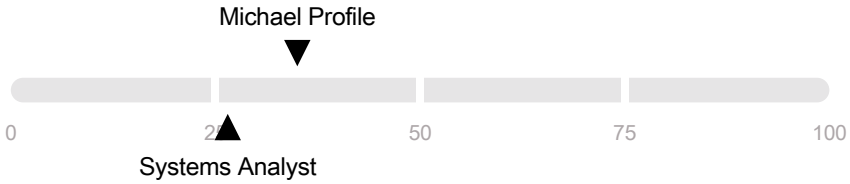
Behavioural Questions

Because of the planning aspect of this role, it will be useful to investigate Michael's experiences in this area, particularly his personal approach to the need for planning work, as well as any related experiences he may have.

Michael's attitude within a conversation can often help to demonstrate his attitudes to work of this kind. His profile suggests a considered and deliberate communicator, who will take time to offer his opinions or his responses to questions. Looking out for such behaviour can help to confirm his generally thoughtful approach.

© copyright 1995-2020 **axiom**internet group limited
® Discus is an internationally registered trademark of **axiom**internet group limited

Detail and Precision



Concentration and focus are key skills for this job. A successful candidate will need to be capable in a broadly technical sense, with a capacity for managing facts or figures, as well as focusing on matters of detail and complexity.

Michael's profile shows the kind of attention to detail and structured approach that are needed to perform successfully as a Systems Analyst, and it is likely that Michael will match the needs of the role well in terms of his analytical and precise attitude.

Behavioural Questions

The focus of investigation in this area will be on previous roles that involved a broadly 'technical' component, in which the accuracy and reliability of Michael's work was of paramount importance.

Where practical, it will help to confirm Michael's attitudes in such areas by using questions that concentrate on detailed information. The degree to which Michael is able to respond to these questions will illustrate how he is likely to approach this area of the role.

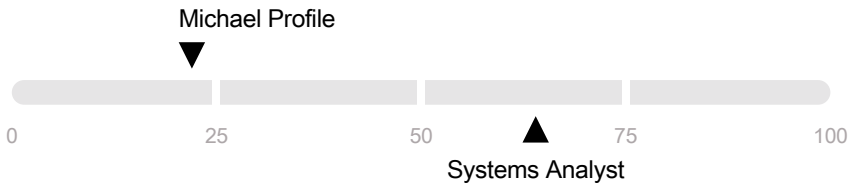
© copyright 1995-2020 **axiom**internet group limited
® Discus is an internationally registered trademark of **axiom**internet group limited

Job Requirements 2

Adaptation Needs

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

Combining Leadership and Support



Systems Analyst is not in general a challenging role, but there are likely to be times when a more demanding or decisive attitude will be needed, and a successful candidate will need to be ready to show a more assertive and direct approach when such situations arise.

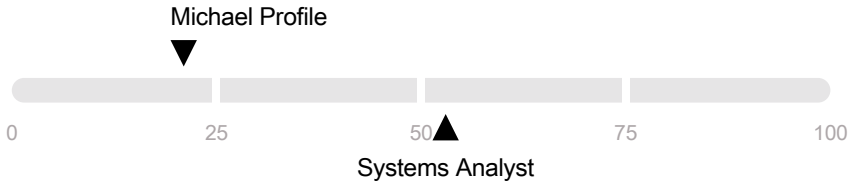
Michael is not a naturally assertive or direct type of person, and he may have some difficulties with the more challenging elements of the job, so that he may find it difficult to come to terms with the adaptations needs to fulfil this role.

Behavioural Questions

A significant question in this context is whether Michael will feel capable of taking on the more demanding aspects of the role that might arise, and so investigating any situations in his past experience where he has taken an assertive stand will provide useful information.

Given his profile, it is not likely that Michael has taken on a significant leadership role in the past, but investigating hypothetical decision-making scenarios may help to establish his potential for adapting to the role.

Responsiveness to Others



This is a role that might intermittently present unforeseen challenges and need a candidate to respond with appropriate urgency. The job might also comprise less active periods, in which a more patient approach will be an asset in a candidate's approach.

Michael's emphasis with regard to this role will be on the patient side of its requirements. Michael will typically be rather less suited to the urgent side of the role's work, and will find it difficult to adapt to the more challenging aspects of a Systems Analyst role.

Behavioural Questions

Michael is potentially rather more patient and accepting in style than will be ideal for the role of Systems Analyst, and this will be an area that merits further investigation.

In particular, it will be informative to assess situations from Michael's previous experience that demanded direct or urgent action, and the approach used by Michael in dealing with those situations. Specifically, whether he was able to address such issues using his own resources, or preferred to employ a less direct strategy to resolve potential problems.

© copyright 1995-2020 **axiom**internet group limited
® Discus is an internationally registered trademark of **axiom**internet group limited

Job Match: Systems Analyst

Job Summary

An effective Systems Analyst will need to combine an analytical approach to their work with a level of control and management, to help ensure that their plans and analyses are put into action. The ideal candidate for this type of role will have a relatively formal approach to their work, concerning themselves with ensuring the quality and accuracy of the results they produce.

Planning and Analysing

An analytical, problem-solving approach will be valuable in a candidate for the role of Systems Analyst. An ability to design a solution, and to plan an effective means of implementation for that solution, will be valuable assets in this role. However, a more practical view may also be need at times, and a willingness to adapt plans and designs to meet new developments will also be an important feature of a Systems Analyst's role.

Formality and Organisation

The role of Systems Analyst will need a candidate who is comfortable with formality and structure, and who understands the need to ensure that work conforms to established requirements and parameters. The role requires a relatively direct and assertive type of individual who will not only work within these parameters themselves, but also ensure that others comply with these specified needs.

Controlling and Managing

Though formal planning and an analytical approach are important features of a Systems Analyst's role, a more controlling approach is also a highly relevant feature of the job. A candidate for this position will have to be ready to take direct and decisive action to ensure that plans are put into operation, and carried out correctly. At times this may involve taking unpopular actions or confronting challenges directly: a Systems Analyst will need to be ready to address situations of this kind if they develop.

About the Job Summary

This page gives an overview of the most important aspects of the job, for comparison with Michael'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.

© copyright 1995-2020 **axiom**internet group limited
® Discus is an internationally registered trademark of **axiom**internet group limited

Job Match: Systems Analyst

Administration Matches

This list shows a selection of jobs from the 'Administration' category. Each shows an overall match score, based on Michael's general personality match compared against each job's personality requirements.

Administrative Assistant	90%
Word Processor	89%
Office Clerk	83%
File Clerk	81%
Computer Operator	80%
Technical Writer	80%
Record Clerk	76%
Example	74%
Clerk	71%
Receptionist	64%
Database Administrator	62%
Data Entry Keyer	61%
Secretary	60%
Systems Analyst	58%
Project Manager	52%
Accountant	47%

Recruitment Mode

This Job Match analysis has been compiled in Recruitment Mode, and is suitable for matching this candidate's behavioural style against roles other than that which they currently fill.

It contains only Job Profiles from the Administration category.

© copyright 1995-2020 **axiom**internet group limited
® Discus is an internationally registered trademark of **axiom**internet group limited