

MANAGING FOR SUCCESS®

Work Environment Version

Manager
Acme Virtual Technics

vs.

Data Dome, Inc.
Johnnie Sample's Natural Style

Improving Communications & Performance through Behavioral Analysis

DATA DOME, INC.
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INTRODUCTION

Every job that requires human effort has a work environment. That work environment can be best described in terms of behavior. Simply put, "If the job could talk, what behavioral characteristics would it ask for?" When you match the behavioral style of the person to the job, the person will be better able to perform the job requirements. If the behavior of the person does not match the job, there will be tension between the job and the person's natural behavior, which may affect longevity and work performance.

This report allows you to compare the natural behavioral style a person brings to the job with the behavior required by the job. Differences do not mean the person cannot do the job IF he/she is willing to pay the price for success. Understanding the job requirements will allow the development of good coping skills, which are essential for positive physical and mental health.

WORK ENVIRONMENT

Our changing work environments require the need to clearly focus on the behavioral job roles. Conflict, misunderstanding, and poor performance can be the price paid for lack of job clarity. Use the report to clarify the behavioral demands of the job.

The Position's overview:

- Ability to move quickly from one activity to another.
- Results through people-persuasion rather than directing.
- Verbal skills to influence or motivate people.
- Dissatisfaction with status-quo.
- Generating enthusiasm in others.
- Reacting quickly to change.
- Vision for the future.
- Achieving results and meeting deadlines.
- Authority and responsibility to meet challenges.
- Working on several projects simultaneously.
- Many people contacts.
- Actively seeking communications and relationships with a variety of people.
- Selling rather than telling.
- Negotiating people conflicts or solving people problems.
- Optimistic outlook toward all activities, including many social interactions.
- Persuasive verbal skills.
- Self-confidence.

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Johnnie's "Natural Style" overview:

- Team approach to task completion.
- Being loyal to the job, people and company.
- Being obliging and accommodating.
- Awareness of errors and mistakes.
- Limited change or change that is planned in advance and organized.
- Weighing pros and cons before making decisions.
- Leadership by example.
- Power and authority based on expertise.
- Limited confrontation.
- Logical approach to decision making.
- Balance between people and task.
- Concerned with how other people feel.
- Advancement based on knowledge and skills.
- Adherence to safety rules.
- Tangible results although some tasks may be repetitive.
- Responsibility with limited authority.
- Service with a smile.

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DOMINANCE - CHALLENGE

This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power, decisiveness may be key areas. Analyze carefully.

The Position's behavior demands:

1. Calculating the use of power and authority.
2. Responding to problems and challenges.
3. A drive to succeed.
4. Clarification of authority and parameters.
5. Challenging assignments.
6. Independent thinking.
7. Freedom from much detail work.
8. Flexibility.
9. Ability to solve problems and meet challenges.
10. Taking an idea and moving with it, but not beyond the scope of authority.
11. Supporting change.
12. Participating in decision making.

Johnnie's "Natural Style":

1. Conservative and calculating approach to problem solving.
2. Quality over efficiency.
3. Care in delegating assignments.
4. Policies and procedures in writing.
5. Specialized activities and assignments.
6. Logical thinking.
7. Analytical skills.
8. An ability to weigh the pros and cons of a decision.
9. Examples to follow.
10. High tolerance level for conflict.
11. Predictable work environment.
12. Standards to maintain quality.

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INFLUENCE - CONTACTS

This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.

The Position's behavior demands:

1. Social interactions.
2. High trust level.
3. Optimistic outlook.
4. Verbal skills.
5. Getting people emotionally involved.
6. Working with people.
7. Openness to new ideas.
8. Ability to move from one activity to another quickly.
9. Participatory management.
10. A flexible use of time.
11. Outgoing personality.
12. Creative approach to problem solving.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team approach.
16. Initiating contact with others.

Johnnie's "Natural Style":

1. Democratic relationships.
2. Earned trust.
3. Friendly work environment.
4. Verbal skills.
5. Being polite and diplomatic.
6. Working with people.
7. Acceptance of new ideas.
8. Coaching and counseling.
9. Participatory management.

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STEADINESS - CONSISTENCY

This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.

The Position's behavior demands:

1. Sense of urgency.
2. Shared information and open communication.
3. Quick response to crisis and change.
4. Mobile work environment.
5. Ability to act without precedent.
6. Opportunity to explore change.
7. Support team to handle some of the detail work.
8. Self-starter.
9. Quick decisions.
10. Alertness to problems and challenges.
11. Awareness of deadlines.
12. Facts and data provided by others.
13. Freedom to respond.
14. Variety of work activities.

Johnnie's "Natural Style":

1. Patience and persistence.
2. Very strong listening skills.
3. Loyal to people in the organization.
4. Strong concentration on one task at a time.
5. Complete follow-through on each task assigned.
6. Minimal change from established procedures.
7. Identification with team.
8. Security of work situation.
9. Job description in writing.
10. Working at a steady pace.
11. Ranking of work tasks.
12. Analysis of details.
13. Responsibility-but limited scope of authority.
14. Well defined procedures in writing.
15. Logical approach to decision making.
16. Analysis of crisis to prevent future recurrence.

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COMPLIANCE - CONSTRAINTS

This page of the report lists how the job requires a person to respond to rules set by others and quality. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.

The Position's behavior demands:

1. Awareness and sensitivity to rules and procedures.
2. Practical work.
3. Persistence in getting the job completed.
4. Freedom from direct control and supervision.
5. Expression of new ideas.
6. Limited independence to question procedures.
7. Testing new ideas and procedures.
8. Taking calculated risks.
9. Questioning the status quo.

Johnnie's "Natural Style":

1. Precise rules and procedures.
2. Very high quality control standards.
3. Accurate and systematic approach to the job.
4. Work to be completed accurately the first time.
5. Careful analysis of facts and data.
6. Responsibility with limited scope of authority.
7. Clean, tidy and organized work stations.
8. Time to perform to high standards.
9. Critical analysis of pros and cons before making decisions.
10. Planned and organized change.
11. Analytical approach to work task.
12. Quality control placed above human relations.
13. Full disclosure of all information that affects quality performance.

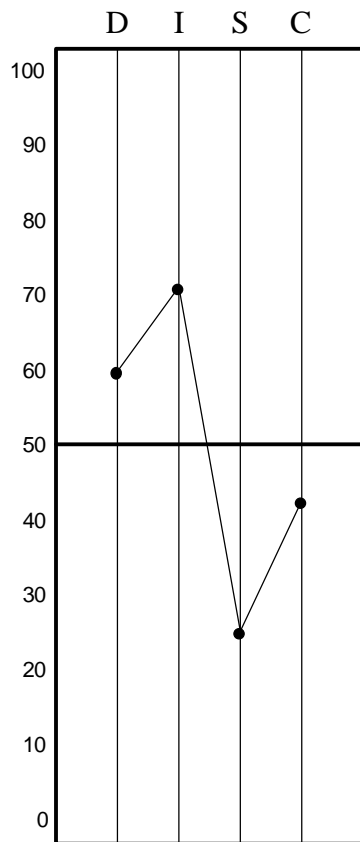
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WORK ENVIRONMENT

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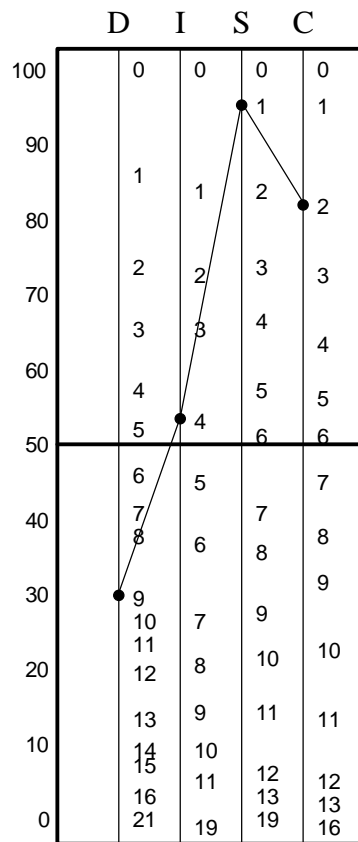
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STYLE ANALYSIS

Natural

Johnnie Sample



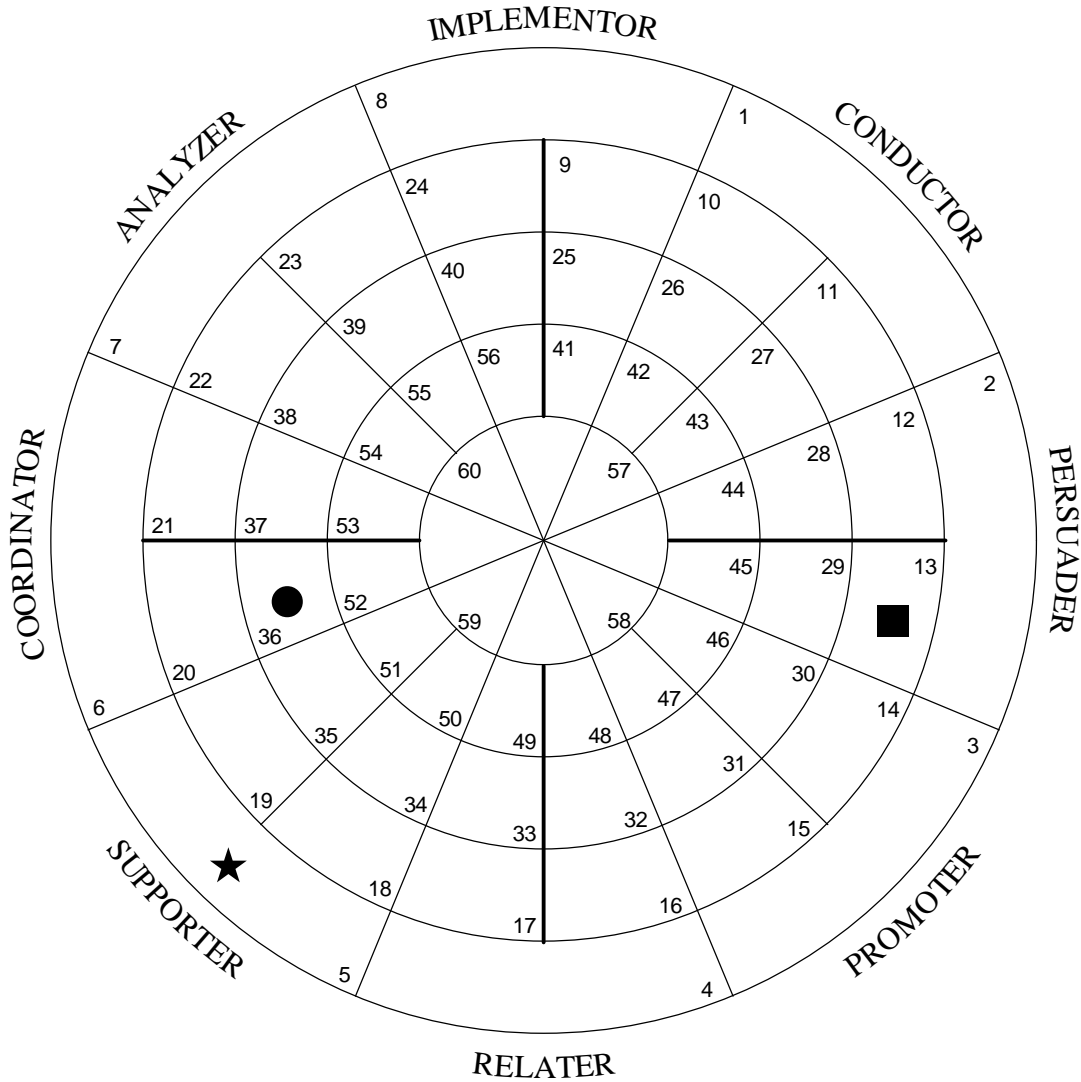
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THE SUCCESS INSIGHTS WHEEL™



- Work Environment: ■ (13) PROMOTING PERSUADER
 Natural: ● (36) SUPPORTING COORDINATOR (FLEXIBLE)
 Adapted: ★ (5) SUPPORTER

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