



06.12.2021

Leadership Matching Report

Leader: Sample Report

Direct Report: Demo Report

This Report is a product of PDA International. PDA International is the leading provider of applied behavioral assessments for the selection, management and development of talent.

Sample Report Management Style

Team Leader: Sample

This section will give you an overview and comprehension of this person's management style. It describes the way the person naturally interacts while managing other people. In the following chapters Leadership, and Decision Making and Communication, we describe the management style of this person.



Leadership

- Sample's communication style is characterized by being frank, sincere, and direct. Will communicate the relevant points and tend to the brevity and pragmatism as much as possible. Sample is opinionated and communicates them clearly without seeking consensus. Will focus more on the big picture than the details.
- Finds it easy to handle objections or argue opinions or points of view. However, at times, this direct and upfront way of communicating can be perceived as somewhat aggressive.
- On some occasions, at first, Sample may seem somewhat distant to interlocutors; however, this person knows how to function in different professional circles both internally and externally.
- At times, due to the somewhat dominant tendency, Sample can make some interlocutors uncomfortable whose communication style is not so direct.



Decision Making

- Will be more effective in making strategic rather than operational decisions.
- Will make decisions with a certain tendency to take risks and will take responsibility for the decisions made.
- Can make unpopular decisions if it is in pursuit of results.
- May give the impression of impulsiveness when making decisions decisively and quickly; however, before making a decision, will consider the implications, advantages, and disadvantages of the decision made.
- Faced with complex decisions, Sample seeks to reduce the difficulty and propose creative solutions.



Communication

- Sample leads in a firm, confident and determined way, displaying authority in a direct way. Is demanding and sets high standards when it comes to goals and quality.
- At times Sample's style may seem somewhat aggressive, as this person focuses more on goals than on human relationships within the team.
- Delegates responsibilities by trusting the people in the team and will expect a lot from them. Will be very picky about the results. If Sample's confidence is let down or the expectations are not met, can take corrective action while losing sight of the effect it may have on others.
- Will be interested in developing people Sample sees having potential by deploying excellent mentoring.
- Because of Sample's impatient style, can sometimes neglect the team's needs when it comes to relationships.



Demo Report Natural Characteristics

How to lead Demo effectively

On this section we describe important aspects to be considered when coaching effectively. The following highlights are based on the Natural Style behaviour and it is essential for anyone who wants to lead a team to consider them, in order to achieve maximum efficiency and capacity.

● Sample
● Demo

- To develop Demo's full potential, it is necessary to provide a stable and consistent work environment, where the structure and direction for the responsibilities and projects assumed are sustained and predictable. It is important to assign responsibilities and projects that are challenging and are not too repetitive.
- Since Demo acts following rules and procedures, it is important that this person previously knows the scope of the responsibilities, the projects assigned, and the objectives to be achieved. If objectives are not clear, sometimes, because of the eagerness to find the exact result, Demo can feel frustrated.
- Will appreciate being provided with projects where Demo can apply analytical thinking in order to improve processes, which requires experience and significant technical knowledge more than those that require people management. Will be especially motivated by those projects that require a lot of concentration, managing a large amount of data and information with precision, quality and accuracy and their subsequent analysis.
- To make Demo feel more comfortable and enhance the analytical skills, it will be convenient to provide this person with a harmonious work environment and without confrontation, where Demo can work individually or in small teams. This person must find a space of trust where it is possible to express doubts freely and propose solutions.
- Is not motivated by power for the mere fact of representing authority, but will seek to be a reference and recognized among colleagues for this person's knowledge in the area of specialization, business vision, values, and quality of the work.
- Will appreciate being given consistent and meaningful feedback frequently to ensure performance is adequate and values straightforward, formal, and detailed communication.
- Should have in mind that it is possible that due to high demand on the quality of the work, Demo may spend more time than necessary on details and other aspects of little relevance. It is important to always bear in mind that this person's potential lies in analytical capacity and specialization, with a focus on achieving high-quality work standards.



Keys to motivate Demo effectively

On this section we describe important aspects to be considered in order to achieve and maintain a high degree of motivation in this person. The following highlights are based on the behavioral style and must be considered by anyone assigning tasks and responsibilities, or by anyone who works along with this person as part of their team.

● Sample
● Demo

- Provide consistent and meaningful feedback on a regular basis.
- Constantly recognize the work that is well-done.
- Promote a work environment with balanced relationships and no confrontation.
- Maintain structure, clarity and direction in the tasks to be carried out.
- Allow him to display his ability to focus on tasks that require precision, accuracy and quality.
- Provide corrective feedback in a positive and tactful way.
- Avoid personal criticism.
- Provide a workplace that is work- and business-oriented.
- Provide a consistent and predictable work environment.



Sample Report and Demo Report

Key aspects that help to consolidate the relationship

On this section we describe important aspects to be considered when improving and consolidating the relationship between Leader and Direct Report. The following highlights are based on the Natural Style behaviour of these two people. It is very important to have this information and to make use of it, in order to improve the relationship and contribute with the group's sense of team, so that both of them can develop all of their potential.

● Sample
● Demo

R Risk Axis



- Keep in mind that Sample is more straight forward and competitive than Demo, who is characterized by a more kind and non-confrontational style.
- Sample should avoid displaying too much confidence, since Demo could interpret it as "arrogance".
- Sample must be ready to listen carefully to Demo's opinion before expressing his own point of view.
- Sample must stay alert and control his body language without overacting.
- It is important that Sample communicates with Demo through suggestions and recommendations, avoiding giving orders.
- Sample should not criticize or discard useful ideas of Demo, even when they are joking.

E Extroversion Axis



- Keep in mind that Sample is more outgoing and talkative than Demo, characterized by a quiet and serious style.
- Sample needs to dedicate more time to listening and supporting Demo, showing genuine interest in what he says.
- Sample must be careful not to interrupt or talk over Demo.
- Sample can help him by asking simple questions with open-ended responses.
- Sample must listen carefully to Demo, before getting excited about the topic of the conversation.
- Sample should avoid being too friendly before the relationship is consolidated. He needs to remember that only after a while will Demo gain his confidence.

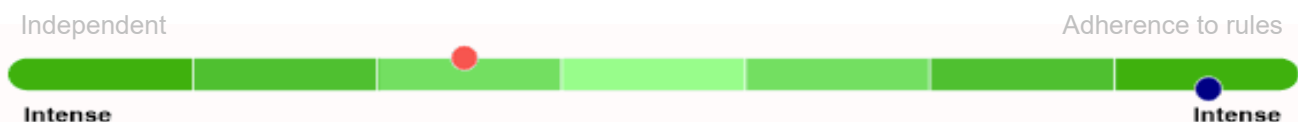
- Sample must be aware at all times that Demo needs his moments of peace and quiet.

P Patience Axis



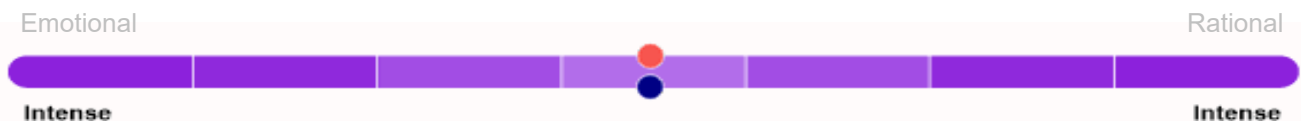
- Keep in mind that Sample is more inquiring and dynamic than Demo, who characterizes by a more patient and quiet style .
- Demo takes time and likes to do things right. Sample should avoid rushing and getting upset if things do not happen quickly enough.
- Sample must be careful not to introduce too many ideas to Demo or involving him in too many projects at once .
- Sample must give time to Demo. Also, he should avoid asking him for help at the last minute.
- Sample must give time to Demo when he needs to present an idea or concept. He must be careful not to interrupt him and listen carefully, showing genuine interest in his ideas.
- Sample should be aware that Demo will be more motivated if changes are small, well-founded, and are planned with time.

N Conformity to Norms Axis



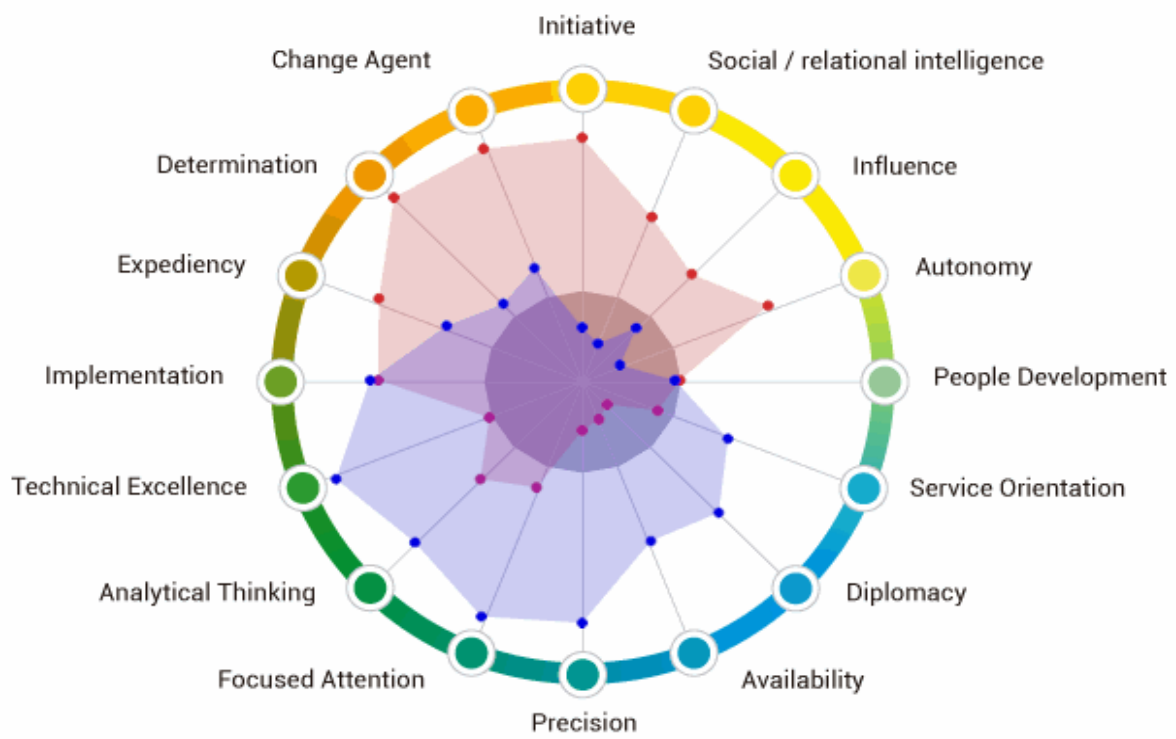
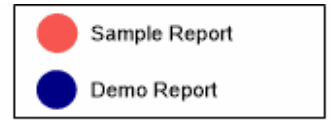
- Keep in mind that Sample is more independent and less structured than Demo, characterized by a well organized and structured style .
- It is important that Sample is always available and in touch with Demo.
- Sample must be aware of the well organized and structured style of Demo. When delegating tasks he must give him all the information and data available.
- Sample shouldn't be discouraged if his innovative ideas are questioned or criticized by Demo. He must always keep in mind that Demo needs structure and consistency to be confident and do things correctly .
- It is very important that Sample is very careful not to question or criticize the contributions and work of Demo.
- Sample should appreciate the perfectionism that Demo applies to work, and always remember that his way is not always the best.
- Sample must understand that not only criteria and independence are important to Demo, but also the rules and structure.
- When Sample has to correct or make a suggestion to Demo, he should do it in a kind manner, recognizing and mentioning first the positive aspects and then making a recommendations or suggestions as to what could be improved.

S Self-Control Axis



- Since that both Leader and Direct Report share this tendency on "Situational", there aren't any relevant aspects to be considered in this section

Behavioral Radar Graph



- **Initiative**
Natural tendency to anticipate and propose novel actions. It is the permanent attitude of acting when the occasion arises, without waiting for orders or instructions, seeking and creating opportunities, solving situations and problems. It is the tendency to anticipate and act by activating ties and relationships, earning the respect and trust of various types of people whom are impacted and influenced to achieve results.
- **Social / relational intelligence**
Natural tendency to communicate and interact efficiently with others managing social diversity, making these relationships a channel for the achievement and strategic alignment of the organization's objectives. A natural inclination is shown to generate, establish, maintain and enhance value relationships through an adequate flow of communication between the members of the group or the organization, using the different codes and channels that are required in each case.
- **Influence**
Natural tendency to influence and impact others by creating commitment and building consensus. Describes an optimistic outlook that is results-oriented working with and through people, appearing sociable, friendly and influential.
- **Autonomy**
Natural tendency to focus on results safely, independently and with self-confidence, identifying opportunities in different situations. A disposition is shown to take advantage of available resources (time, people, financial resources), provide solutions and undertake challenges assuming at all times the responsibility and consequences of one's actions.
- **People Development**
Natural tendency to help others, support people and work teams in their development and improvement on a daily basis. It is the proneness to put the focus on people, driving collaboration, motivating and challenging for continuous learning and development. An ability is shown to promote a harmonious environment, of mutual understanding, cordial and complementary, promoting inclusive solutions and cultivating shared responsibility.
- **Service Orientation**
Natural tendency to identify, understand and manage the needs of all stakeholders: teams, clients, suppliers, etc. with the desire to offer solutions with excellence in treatment and generating positive experiences. It describes a tendency to solve different situations, guaranteeing the solution with a helpful, patient, calm and balanced style, even in situations of pressure.
- **Diplomacy**
Natural tendency to be kind and gentle, as well as perceive, share or infer in the feelings, thoughts and emotions of others, understanding the different points of view. It is the tendency to have a diplomatic approach to others, orienting to results in a patient, friendly and cordial way, avoiding confrontation.
- **Availability**
Natural tendency to spend time with others, to show openness and disposition to the other, with a high capacity for listening and achieving a satisfactory degree of empathy with other people. It describes someone with a patient and considerate style, demonstrating to be a generous and compassionate person, consistently focusing on results and taking time.
- **Precision**
Natural tendency to an analytical, cautious, systematic and detailed approach to problems and decisions, with a precise and careful method. This person shows comfort and efficiency in well-defined and structured situations and environments.
- **Focused Attention**
Natural tendency towards focused attention, regardless of the context, in order to obtain and manage relevant information efficiently. It is the preference to follow procedures in a precise and orderly manner, concentrating on details and making an effort to avoid mistakes in one's approach to the result.
- **Analytical Thinking**
Natural tendency to advance in problem solving by applying a differential diagnosis, evaluating its possible causes and looking for different behaviors among the causes, decomposing the complex problem into simpler parts, testing and discarding hypotheses. It measures if someone is trustworthy in their approach, disciplined, precise and if they are oriented to the results analyzing, collecting information and the facts to advance in a logical, systematic and orderly way.
- **Technical Excellence**
Natural tendency to focus on results consistently and safely, analyzing available information, following procedures and seeking harmony and excellence, in order to achieve solutions aligned with the organizational development. It is the tendency to manifest a critical and demanding approach to different situations, being interested in compliance with methods and procedures that ensure quality and avoid error.
- **Implementation**
Natural tendency to bring preliminary thinking to fruition and to execute or implement a plan, method, idea, model, or policy to do something or solve a problem. It implies a prior strategy, a method and its execution, displaying dynamism and under a context of rules and procedures. It involves an approach to problems in a meticulous and curious way, studying, analyzing and making decisions based on logic.
- **Expediency**
Natural tendency to respond with a sense of urgency and to make things happen. It is the tendency to be fast and flexible, responding positively to diversity and change, even when times are pressing.
- **Determination**
Natural tendency to look forward, with a proactive and decisive style to achieve one's goals. It implies confidence and courage when making decisions. It manifests a tendency to take risks to achieve goals and an orientation towards results in a determined and firm way, confronting if necessary, taking responsibility and taking on challenges.
- **Change Agent**
Natural tendency to be the engine of change, propose transformations, generate a context where new ideas and alternatives are debated and valued and the status quo is questioned. Ability to react flexibly to barriers and difficulties. It is the tendency to pay attention to the environment, the social and organizational context in order to propose changes and improvements that have a positive impact.