

professional user's chart

name: date: areas of work Less concerned about **ACHIEVEMENT:** personal expertise and Controlling own specialist 'hands-on' involvement area and advising others Prefer to interact with Independence: Working alone, finding own colleagues and/or staff best way of doing things Prefer to work without STRUCTURE: imposed structure Having a framework within 20-23 24-30 31-36 37-43 44-50 51-56 57-63 64-69 70-76 77-100 which to operate Affiliation: Less inclined to get involved in team situations Being able to gain other people's views 10-14 15-18 19-21 22-24 25-28 29-31 32-35 36-38 39-41 42-50 Prefer to avoid high risk, SYSTEMS POWER: unpredictable situations Getting involved in the broader 10-16 17-19 20-22 23-25 26-28 29-31 32-34 35-37 38-40 41-50 activities of the business Less attracted to line **PEOPLE POWER:** management responsibilities Working through other 10-23 24-26 27-30 31-33 34-37 38-40 41-43 44-47 48-50 people's expertise Less concerned about Personal Power: personal impact Having a position of authority and influence 10-12 13-15 16-19 20-22 23-25 26-29 30-32 33-36 37-39 40-50 career striving GENERAL ORIENTATION: Getting on with the job vs delving into other areas Operational focus: Personal focus: Achieve objectives quickly and Seek out new challenges, efficiently, consolidators 20-41 42-45 46-50 51-54 55-58 59-63 64-67 68-71 72-76 77-100 do the best job possible MEDIUM-TERM STRIVING: Driving projects through to completion Cautious, keen to ensure Goal-focused, less likely to consider alternatives that on the right track 20-45 46-50 51-56 57-62 63-67 68-73 74-78 79-84 85-89 90-100 SHORT-TERM STRIVING: Getting started on new tasks Confident, keen to Slow-starting, careful to consider nature of task 'have a go' 20-58 59-64 65-70 71-76 77-82 83-88 89-94 95-100

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