Receptive

DISCUS®

classic personality
report

INTERNAL   EXTERNAL   SUMMARY   SHIFTS
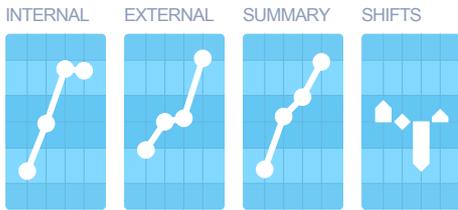
Mr Michael Profile

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.

Candidate Details:

Mr Michael Profile

Profiled on	14 July 2003
Gender	Male
Address	Technology House
	Salford University Campus
	Lissadel Street
	Manchester
	M6 6AP
	United Kingdom
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

This report contains content at the Classic level. You can unlock even more information by upgrading to an Enhanced report, which will expand the report to include:

- Expanded Style Card analysis
- Detailed trait breakdown and descriptions
- Eleven extra sections of textual analysis
- Common DISC profile shapes
- Access to an additional Feedback Report

The Enhanced report, and especially its extra textual content, covers guidelines in management and sales, behavioural interview questions, and much more besides.

Upgrading to an Enhanced report is easy. All you need to do is sign in to Discus, choose Mr Profile and open his DISC report on the screen. Inside, you'll find an 'Upgrade Report' button. Just click that button to permanently upgrade this report with all the extra material available at the Enhanced level.
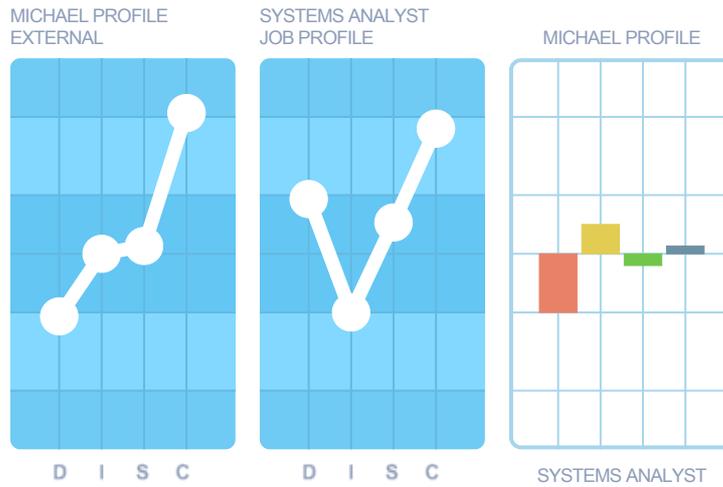
Inside this Discus Classic Report

discus
classic personality report

Job Match

Systems Analyst

Match Score

70%

MICHAEL PROFILE
EXTERNAL

SYSTEMS ANALYST
JOB PROFILE

MICHAEL PROFILE

SYSTEMS ANALYST

Factor Matches

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

Dominance	-30%	Too low
Influence	+15%	Somewhat too high
Steadiness	-6%	Slightly too low
Compliance	+4%	Close match

Strengths For This Job

- Respect for others
- Rapid and responsive approach
- Subtlety and sensitivity
- Attention to detail
- Readiness to trust others' abilities
- Tendency to check facts before acting

Probable Training Requirements

- Insufficiently objective
- Undue focus on social matters
- Insufficient emphasis on achieving results

About this Job Match

This Specific Job Match analysis has been compiled in **Assessment** Mode, and is suitable for matching the candidate's behavioural style against a role similar to that which they currently fill.
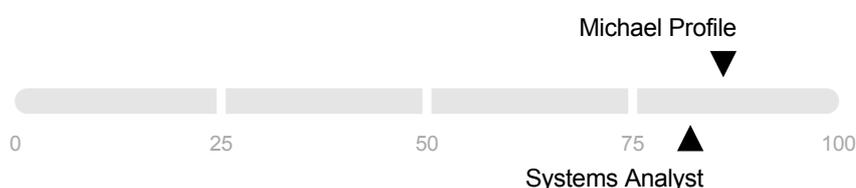
Job Requirements 1

Close Matches

These are elements of the Systems Analyst role where Mr Profile's personal style seems to match the job's requirements relatively closely. According to his profile, Mr Profile'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.
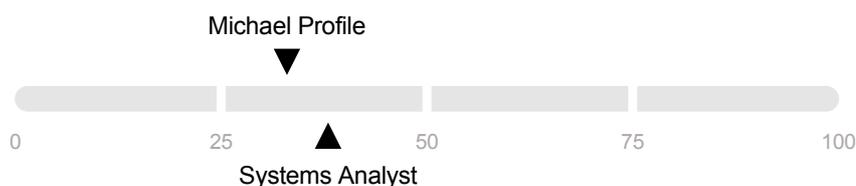
Assessment Mode

This is a match analysis made in Assessment Mode, meaning that it assumes that the role in question is the one that Mr Profile currently performs, or very similar to it, and therefore that Mr Profile's current adaptations are directly relevant to that role.

Order and Discipline

Michael Profile

▼

| 0 | 25 | 50 | 75 | 100 |

▲

Systems Analyst

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, Mr Profile'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 Mr Profile'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 Mr Profile 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.

Sensitivity and Perceptiveness

Michael Profile

▼

| 0 | 25 | 50 | 75 | 100 |

▲

Systems Analyst

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

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

Behavioural Questions

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

Discussing the kinds of roles that motivate Mr Profile, it is likely that he 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 Systems Analyst role where Mr Profile will be particularly effective.

Detail and Precision

Michael Profile
▼

| 0 | 25 | 50 | 75 | 100 |

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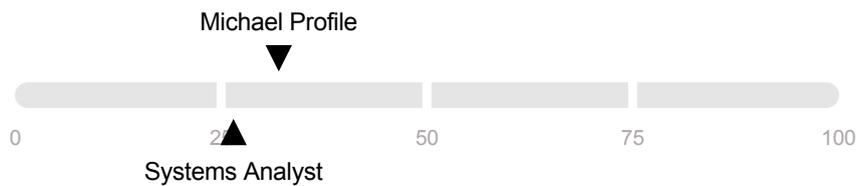
Concentration and focus are key skills for this job. A successful candidate will need to be capable in a broadly technical sense, with a capacity for managing facts or figures, as well as focusing on matters of detail and complexity.

Mr Profile'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 Mr Profile 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 reliablity of Mr Profile's work was of paramount importance.

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

Balanced Pace

Michael Profile
▼

| 0 | 25 | 50 | 75 | 100 |

▲
Systems Analyst
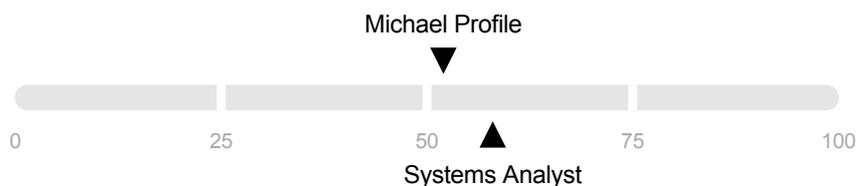
The structure of the Systems Analyst implies that a successful candidate will need to find a balanced pace, neither urgently reactive nor thoughtfully careful, though at times the nature of the role may call on either of these possibilities.

Mr Profile shows a similarly balanced attitude to such questions in his profile, which suggests that he will fit with the requirements of the role in a relatively successful way.

Behavioural Questions

Useful lines of discussion will investigate Mr Profile's attitudes to the two possible extremes here: the ways in which he responds when placed under pressure for a rapid result, and his typical reaction when given work that requires close concentration over long periods.

The ideal combination for the Systems Analyst role will be one in which Mr Profile shows himself was being capable of appropriate responses in these cases, without placing undue emphasis on either of the two approaches.

Job Requirements 2

Adaptation Needs

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

Combining Leadership and Support

Michael Profile

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0          25          50          75          100
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Systems Analyst
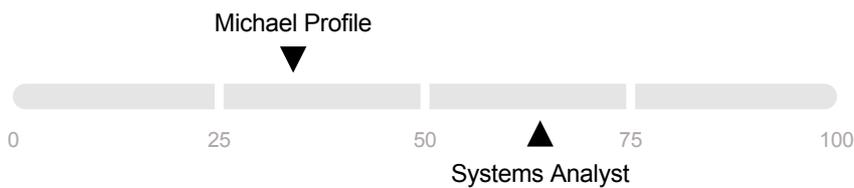
Systems Analyst is not in general a challenging role, but there are likely to be times when a more demanding or decisive attitude will be needed, and a successful candidate will need to be ready to show a more assertive and direct approach when such situations arise.

Mr Profile 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 Mr Profile 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 Mr Profile 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.

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 Mr Profile'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.

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 Mr Profile's general personality match compared against each job's personality requirements.

Secretary	86%
Computer Operator	85%
Technical Writer	80%
Administrative Assistant	79%
Word Processor	79%
Database Administrator	74%
File Clerk	74%
Office Clerk	71%
Clerk	70%
Systems Analyst	70%
Record Clerk	69%
Project Manager	64%
Receptionist	64%
Data Entry Keyer	60%
Accountant	59%

Assessment Mode

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

It contains only Job Profiles from the Administration category.