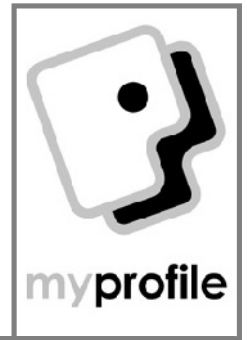


MYPROFILE BEHAVIOURAL REPORT



INTRODUCTION

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BEHAVIOURAL STYLES

A person's ability to perform tasks reflects their knowledge, skill and experience. Their willingness, desire and suitability to perform those tasks reflect their behavioural preferences.

Each individual has unique behavioural preferences that can be identified and indicates how that person deals with most situations.

People carry out tasks in their own preferred style and determining that style avoids placing "square pegs in round holes".

HOW WE PRODUCE THIS REPORT

Applicants respond to 32 questions that ask them to identify which word and phrase most and least describes their working personality. Their response determines their behavioural profile.

MYPROFILE uses four behavioural identifiers to describe the Applicant. All four in a number of combinations can be used to define a person's profile.

D.P.S.A is an acronym for DRIVER, PROMOTER, SUPPORTER and ADMINISTRATOR. These terms are used to describe the applicant (the person completing the evaluation).

D - DRIVER

Decisive and Direct

Drivers want to take charge in order to succeed and win.

P - PROMOTER

Outgoing and Optimistic

Promoters want to influence others and inspire them to act.

S - SUPPORTER

Sympathetic and Accommodating

Supporters want to help others and solve conflicts.

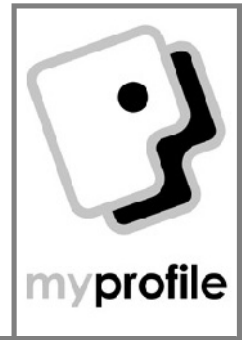
A - ADMINISTRATOR

Precise and Reserved

Administrators want to do things right and pay attention to detail.

Most people display a combination of behavioural types and MYPROFILE reflects these combinations by designating the dominant profile as the Primary Behaviour and the second and or third less dominant type as Secondary Characteristics. Combined they make up the applicants behavioural profile.

By knowing what profile type the applicant or your staff are, employers can avoid the costly mistake of hiring the wrong person. Some profiles will contain only the Primary Behaviour.

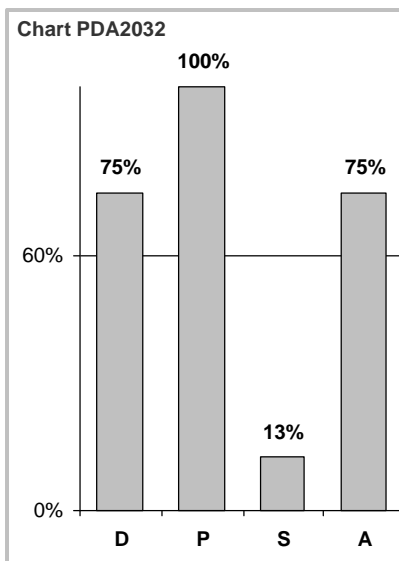


PROFILE TYPE

PROMOTER/Driver/Administrator
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PROFILE SUMMARY



The Chart indicates the comparative intensity of each behavioural dimension. 60% and above are recorded as profile dominant.

The Applicant is influential, optimistic, friendly and cordial. They are good promoters and can also be described as competitive, active, persuasive, adaptable, systematic, demonstrative and conventional.

This person is of a generous and sympathetic leader who uses people management style. They use influence and persuasion to win their way and they like freedom to act without close supervision. They enjoy popularity and being in the limelight.

The working environment should be people oriented and involve attention to detail and the use of specialist knowledge or expertise. They also seek a challenging and changing environment. They need an environment where they can meet people with the freedom to act. They should not be involved in repetitive activities where detail and administration bog them down.

The Applicant also seeks constant recognition for their achievement and ideas. A rigid and structured environment does not appeal to this Applicant.

The Applicant is best suited for positions where counselling and negotiation skills are required and where jobs need to be done well without delays. Their best fit is PR, sales and marketing, finance, engineering, technical, hospitality, customer service and teaching/coaching positions.

WORDS THAT BEST DESCRIBE THE APPLICANT

Primary Behaviour - Promoter

Influential, Inspiring, Friendly, Persuasive, Verbal, Confident, Optimistic, Extrovert, Sociable.

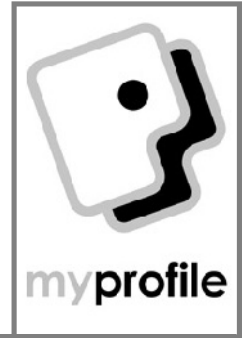
Secondary Characteristics - Driver/ Administrator

Ambitious, Competitive, Forceful, Determined, Innovative, Insistent, Self Starter, Enterprising, Careful, Compliant, Dependent, Orderly, Precise, Logical, Perfectionist, Conventional

PREFERRED WORKING CONDITIONS

The Applicant is a **Promoter** and excels where recognition, freedom and group activity are a part of their job. Employment opportunities where relationships are important are natural to Promoters. They enjoy coaching and mentoring. Promoters are very motivational and enthusiastic.

As a **Driver** the Applicant enjoys working conditions that include having power, authority, prestige and challenges. Drivers love to solve problems, make decisions and are very action oriented. The Applicant also shows **Administrator** characteristics and wants to work in an environment that clearly defines performance expectations, and requires quality, accuracy and expertise.



PROFILE TYPE

PROMOTER/Driver/Administrator PAGE 3
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HOW TO EFFECTIVELY COMMUNICATE WITH THE APPLICANT

The Applicant is a **Promoter**, therefore informal discussions are best. Use a two way dialogue to exchange ideas. Respond to their feelings and comments by sharing stories. Ask for their opinion and ideas. Don't over control the conversation and don't talk down to them. Always provide them with ideas for implementing action.

The Applicant's Secondary Characteristics are a **Driver/Administrator** so be direct to the point and don't ramble, avoid social chatter and stick to business. Use open questions and ask how, when, where, why, what to get to the real issue. Avoid personal questions and use logic rather than emotion when in discussion. Check for points of disagreement or misunderstanding and always prepare your case in advance. Stick to business and be direct. Providing tangible and practical evidence will always succeed.

HOW DOES THE APPLICANT TEND TO BEHAVE

As a **Promoter**, they prefer to persuade others and talk people into things. They are great communicators and tend to be open and talk about thoughts and feelings. They like to work with people rather than alone and enjoy telling stories and entertaining. Promoters get enthusiastic about things and in most cases don't like dealing with the little details and are usually big picture people. The Applicant is also a **Driver/Administrator** and they like to solve problems and get results quickly. They tend to question the rules and definitely like being in charge. Administrators like to meet high personal standards and tend to think a lot about things before deciding what to do. They must have clear rules and assignments and dislike people questioning their work. Administrators prefer working with people who are organised and are good at their job.

VALUE TO THE ORGANISATION

Primary Behaviour - Promoter

They generate enthusiasm and make favourable impressions
They are excellent at morale boosting
They are excellent communicators
They enjoy contacting people and helping others
They motivate people to act
They are peacemakers

Secondary Characteristics

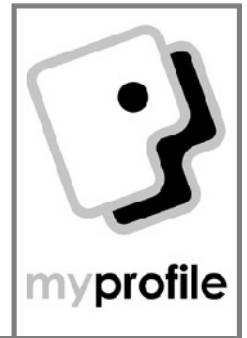
Driver/Administrator

They accept challenges
They value time and love authority
They take risks and get results
They are accurate and precise
They follow directions and standards rigorously
They focus on detail and bring reality to the situation
They enjoy working to guidelines and adhere to procedures and policies

CAREERS CHOICES

Financial Specialist, Financial Manager, Engineering Manager/Specialist, Insurance, Buyer, Draughtsman, Hotelier, Project Engineer, Consultant, Trainer, Lecturer, Chef, Travel Agent, Personnel and Marketing Services Specialist/Technical Selling (Computers, Finance, Engineering), Sales Engineer

MYPROFILE BEHAVIOURAL REPORT



PROFILE TYPE PROMOTER/Driver/Administrator PAGE 4
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MANAGEMENT STYLE

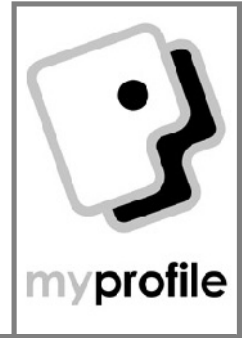
The Applicant's profile is **Promoter** dominant. They are emotional, enthusiastic and always optimistic. They are persuasive, animated and talkative. Promoters can be stimulating and excitable when they wish to promote their point of view.

The Applicant also displays **Driver** and **Administrator** characteristics. Drivers are decisive, efficient and quick to change. They enjoy being competitive, and are independent. Administrators are perfectionist and are accurate. They have persistent quality that is often expressed as serious and orderly. They do tend to be critical, although they themselves dislike criticism.

WORK STYLE REVIEW

STYLE & BEHAVIOUR	PROMOTER / Driver / Administrator
At work they tend to use their	Personality, character & knowledge
They mostly communicate by	Selling, telling & writing
They are motivated by	Recognition, ambition
They are de-motivated by	Rejection, failure & conflict
Their value to the company is	Leading and working with people to achieve results in a quality detailed manner
Their management style is	Communicative and friendly, but in an assertive, competitive and precise manner
Their negotiating strengths are	Opening & closing technical contracts and agreements
They enjoy	Variety of tasks with action and active participation provided clear objectives are followed
They dislike	Administrative tasks that waste time and are vague
They influence others by	Friendly but forceful style, through praise and personal relationships and presented factually

MYPROFILE BEHAVIOURAL REPORT



CONCLUSION

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ABOUT MYPROFILE

MYPROFILE is an online behavioural personality assessment tool. It focuses on work related behaviour and provides suggestions for career opportunities depending on the behavioural profile of the applicant (person completing the profile).

MYPROFILE uses well known and proven personality research concepts called Psychometric tests which determine personality types and enables the applicant to maximise their potential.

Please visit www.myprofile.com.au for more information about MYPROFILE, including CareerMatch that matches profile types with career suggestions, and a detailed explanation about each profile type (D.P.S.A. methodology) A slide show presentation is also available on screen or downloadable from the web.

DR. ILAN KOGUS BEHAVIOURAL SPECIALIST

Dr. Kogus holds a B.A, M.A and Ph.D. degrees in Change Management and Sport Psychology and has more than 15 years experience in behavioural profiles.

Dr Kogus is a Director of MYPROFILE Pty Ltd and consults to organizations and individuals on how to achieve greater profitability and success. He is noted for his work in inspiring success, change, quality and teamwork. Dr. Kogus has a proven unique ability in solving conflicts and in creating a profitable and productive work environment.

Dr. Kogus is recognised for his innovations in applying psychological and behavioural models for peak individual and team performance with elite sporting teams. His clients include the Australian 2000 Olympic Team, the Wallabies, Junior Wallabies, the Sydney Flames and Tennis Australia.

Find out how Dr. Kogus can make your business successful and profitable by visiting www.kogus.com.au

CONFIDENTIALITY

This report is based entirely on the Applicants response to the questionnaire and is intended solely for the named addressee and is strictly confidential. Any confidentiality or privilege is not waived or lost if this report was sent to you by mistake. MYPROFILE makes no warranties, express or implied about the accuracy or reliability of this report. By using this report, the user agrees to release MYPROFILE from any and all liability.

PRIVACY AND SECURITY

MYPROFILE does not view, retain, store or keep copies of the Applicants Profile. Profiles are sent electronically to the e-mail address specified by the Applicant. If the Applicant is requested by a Recruitment company to complete a Profile for the purposes of evaluating the Applicants worthiness for a job then a copy of the Profile is also sent to the Recruitment Company and may only be used by them for this purpose.

MYPROFILE has adopted a policy of sending Profile reports using a PDF format. PDF files are least likely to contain viruses and provide greater security. Strict confidentiality is maintained by the Applicants name not appearing in the Report.