

COMPATIBILITY ASSESSMENT: On

Thomas Sample and Martin Thomas

03/07/2012

Private & Confidential

BASIC CHARACTERISTICS

Thomas Sample is an outgoing, gregarious and reasonably assertive individual who prefers to lead rather than direct. He normally uses persuasion coupled with logic and detail to convince others that his way is best. Thomas Sample tends to seek roles of a specialist nature, in a people orientated discipline. He has an innate need to get things right and has a bias towards perfectionism. Thomas Sample is a natural self-starter but needs clear and precise goals if he is to get off the mark quickly. He has the ability to impart technical and specialist information to others in an entertaining way. Thomas Sample can make decisions but he is not decisive and prefers to gain consensus before acting. He will try to avoid making harsh or unpopular decisions.

Martin Thomas is a relatively quiet, non-aggressive individual who, although amiable, is not particularly sociable. He has good follow-through and a detailed and logical approach to work. Being accurate and specific, he will tend to support his views and opinions with detail, logic and fact. However, he dislikes confrontation and will normally avoid direct argument and decision making. If in a position of authority, he will set very tight guidelines and rules and expect others to abide by them. Being wary of change, he will want to know "why" as well as "what" is required. He is normally dependable, thorough and sincere but can be anxious and inflexible.

MOTIVATORS AND FEARS

Thomas Sample is motivated by public recognition, assignments that challenge his people and specialist skills, money to spend and a harmonious and democratic working environment. He will seek variety in terms of people and task. Thomas Sample works best for an authoritative democrat who sets clear rules and tangible goals. He responds readily to work colleagues who seek to achieve results through co-operation with others and are conscientious and specific in their approach to work. Thomas Sample has an innate fear of rejection and failure and will try to avoid any form of interpersonal conflict.

Martin Thomas is motivated by stability, harmony, security, practicality and logic. He will seek service and support roles that allow him to specialise. To perform well, Martin Thomas needs to be fully informed on all aspects of the task. He works best for a manager or supervisor who is a mentor, explains in detail and who allows time for him to check and clarify. Martin Thomas responds best to colleagues who acknowledge expertise, are risk-conscious and prefer consensus decision making. He has an innate fear of confrontation, the unknown, error and insecurity.

COMMUNICATION AND INTERACTION

Thomas Sample is an influential, persuasive, active and detailed communicator. His style is friendly, assertive, specific and descriptive. Martin Thomas should relate to Thomas Sample's detailed approach but could find his assertive, influential style somewhat verbose and intimidating.

Martin Thomas is an unobtrusive, passive, patient and detailed communicator who listens attentively. His style is reserved, enquiring and questioning. Thomas Sample should relate to Martin Thomas's enquiring approach but is likely to find his passive style rather introverted and irritating.

Other than detail emphasis, Thomas Sample and Martin Thomas have little in common, thus it is likely that interaction and communication will be somewhat restricted. The significant difference in assertion, pace and use of persuasion

suggests compensatory modification could be difficult. Therefore, it is important that they are aware of the impact they can have on each other.

GENERAL COMPATIBILITY

The common trait of risk and quality awareness should provide for at least a functional level of general compatibility. However, the differences in dominance, inducement and mobility are likely to result in workplace discord and tension, particularly if misperceived.

WORK COMPATIBILITY

Thomas Sample will seek to utilise his influence, assertiveness and expertise to control quality and persuade or direct others to attend to detail and maintain standards. His main concerns will be the reduction of risk and the achievement of an error free result. Having a low boredom threshold Thomas Sample will seek to apply his knowledge and skills to a variety of tasks relative to his expertise.

Martin Thomas will be inclined to seek out a less mobile environment where the emphasis is on stability rather than speed or change. He too will concern himself with detail and the securing of a quality end result. However, Martin Thomas will normally concentrate on dealing with one task at a time. He will usually want to be left alone to work at his own pace in order to complete a task thoroughly and will resent being pressured to quicken his pace.

Although the differences in style are quite significant, the common need to avoid error should afford a functional level of work compatibility. Their ability to improve on this is likely to depend on what they perceive to be the motives behind their differences.

PERSONAL PERCEPTIONS

If Thomas Sample sees Martin Thomas's less mobile, more reserved and deliberate style as an attempt to resist change and avoid involvement in order to maintain personal security and stability then frustration will increase and compatibility decrease. However, if Thomas Sample sees these traits as bringing the additional dimensions of organisation and follow through to the work place and enhancing the probability of worthwhile results, unity and competence should increase.

Similarly, if Martin Thomas perceives Thomas Sample's high activity rate as erratic and his assertive attempts to persuade others to do things his way as authoritarian then any chance of integration will quickly recede. On the other hand, should Martin Thomas view these attributes as an ability to impose a structure and focus the efforts of others on identifying risk and avoiding costly mistakes, thereby enhancing all round performance, Martin Thomas will normally give Thomas Sample his full support.

RECOMMENDATIONS

These recommendations are made with the intention of enhancing compatibility and positive perceptions. For Thomas Sample, training in administrative planning is seen as a prerequisite for a better understanding of Martin Thomas and in Martin Thomas's case, training in self-awareness, communication and dealing with change is recommended. The foregoing should assist Thomas Sample and Martin Thomas to recognise their strengths and weaknesses and the opportunities and threats which could emanate from them.

Further areas for development are highlighted in the "Training needs Analysis" report. The "Strengths and Limitations

Summary" may also prove to be helpful.

SUMMARY

The mutual strength of these two individuals is their ability to attend to detail and adhere to standards and rules. Individual strengths are Thomas Sample's assertiveness, flexibility and influencing skills and Martin Thomas's steadiness and follow through. Weaknesses are Thomas Sample's impatience and Martin Thomas's wariness of change and the reluctance to challenge or commit himself.

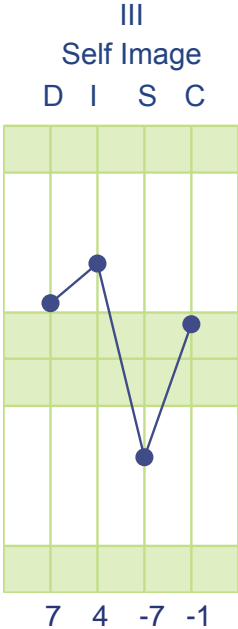
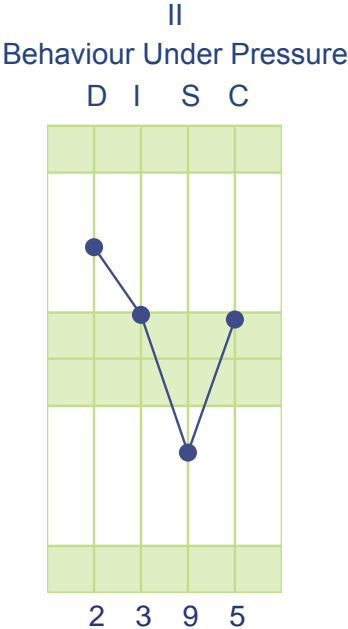
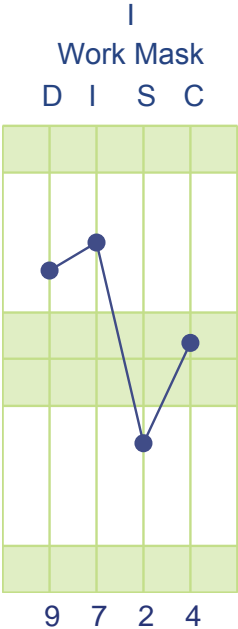
Opportunities relate to the enhanced joint competence that would be derived from the successful combining of Thomas Sample and Martin Thomas's individual strengths. Threats are the use of assertiveness by Thomas Sample to pressurise Martin Thomas and Martin Thomas's covert and stubborn resistance to such pressure. The outcome of this would be the disintegration of the relationship.

This partnership will have their fair share of tension and frustration but the underlying trait of risk consciousness could provide the common ground required for them to move towards an effective working relationship.

Please Note

It should be noted that the compatibility process does not take into account the relative seniority of, or relationship between, the two people being assessed. The report should, therefore, be read with care and preferably with an understanding of the roles and responsibilities of the two individuals. An Executive Summary and Job Profile report may be helpful in this regard.

Thomas Sample



Martin Thomas

