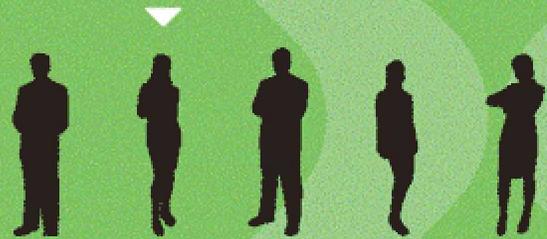




# The Omnia Profile<sup>™</sup>

**Assessment for Carol SAMPLE**

Omnia - Illustrative Sample



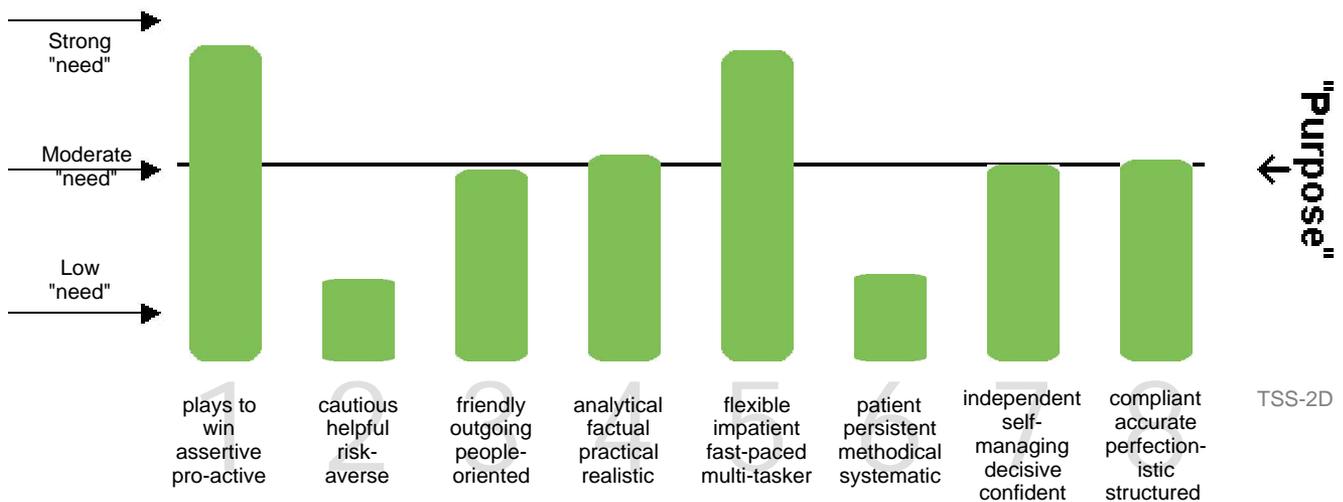
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Interpreted by: WK  
QC by: BB  
Client #: 11-00-SAMPLES  
Requested by:  
Position:  
Date: March 14, 2008

## The Omnia® Profile Compatibility Rating

Subject's Name <b>Carol SAMPLE</b>	Profile Number <b>101CBCAREER</b>	Date Submitted <b>03/14/2008</b>	Client Number <b>11-00-SAMPLES</b>
Title <b>(E) Career Planning</b>	Analyst <b>WK</b>	QC by <b>BB</b>	

<b>Responsivity</b> Vitality, stamina, alertness, endurance <div style="border: 1px solid black; border-radius: 15px; padding: 5px; display: inline-block; font-weight: bold;">fine</div>	<b>Intensity</b> Clarity of personality definition, balance <div style="border: 1px solid black; border-radius: 15px; padding: 5px; display: inline-block; font-weight: bold;">1.42</div>
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## Analyst Comments

Carol, your leadership pattern suggests compatibility with management, supervisory, consulting, recruiting and sales positions. You are a natural leader and strong competitor who is willing to take risks in order to reap rewards. You are at ease with confrontation and are willing to accept responsibility for tough decisions. Your career needs to provide you with a sense of challenge and a clear path of growth; working anonymously behind the scenes would probably not hold your interest for long. The authority that comes with a management role and the sense of competition that a sales position entails are key hot buttons for your personality type. You are probably equally comfortable performing research or working with facts and networking or building relationships. You are a creative, instinctive problem-solver who convinces others via both persuasion and needs discernment. You can communicate effectively with a variety of personality types.

Your pattern indicates a clear preference for variety and changes of pace. You are a mover and shaker who is rarely at peace with the status quo; consider dynamic, growing industries. Keep in mind, you may have more influence, variety, and leadership opportunities in a small organization. You seem to concern yourself equally with both the big picture and the intricate details that comprise it. You are willing to abide by rules/policies, but are quick to speak up if you disagree. You would work best with a like-minded manager who allows you freedom to self direct, appreciates a fast pace, recognizes your need for growth, and rewards your individual contributions. You could adapt to either a technical or a socially driven environment. Refer to Omnia's supplemental, clients-only Operations Leader booklet for more information regarding your personality and appropriate career choices.

## Communications Suggestions

The best way to ensure an employee's longevity with an employer is to make certain the employee understands how his or her success contributes to the organization's attainment of its Mission, its reason for being. This is best accomplished by utilizing The Rule of Interpersonal Communications, in which the majority of words the supervisors speaks are formed into questions and the rest, statements. Also, the majority of communication from the supervisor should refer to "we" and very little references to "me." Knowing and following this rule brings new meaning to communication styles.

### **This person's natural style of communication with others:**

- Assertive, convincing, direct, specific, backs up statements with hard facts, comes to the point in a straightforward manner
- Proactively gathers information, focuses on others' practical needs, wants to offer timely solutions
- Likes to be seen as an expert, but could be defensive when criticized
- Could seem blunt, may not be outwardly reassuring or upbeat, more businesslike than gregarious

### **The best way to communicate with this person:**

- Wants to be valued for knowledge and specific accomplishments, likes to be consulted on complex problems
- Prefers clearly defined expectations; may want to consult with management in unfamiliar situations
- Relates best to practical, factual commentary. May be skeptical of vague, flattering praise
- Would prefer to discuss performance matters in private. More likely to be convinced by facts and logic than by emotional appeals

The next section of this retention report deals with developmental opportunities. Omnia offers a profile called a "best fit." We study the results of a subject and communicate to you the position(s) in your organization that offer the employee the opportunity to make a greater contribution or possibly even a promotion. If an employee is interested in making a greater contribution or a promotion and that opportunity is not seen as a possibility, the employee, more valuable by definition, may seek other employment. To order a "best fit" profile, simply write "best fit" in the special instructions box on the profile authorization screen of our website.

## Developmental Opportunities

No one will change unless they want to change. Changing skills is a matter of continuing education and re-training, especially valued by the members of Generations X and Y.

Similarly, changing behavioral traits will not occur without a person's permission. That is why the preceding page on interpersonal communications, including the 2/3 - 1/3 Rule, is of critical importance. Constructive conversations are essential to behavioral change.

To increase column 1, assertiveness and decrease column 2, conservativeness, need for security

Increase commissions, make goals career-relevant, create a competition, opportunity, challenge, a contest; the manager may be a Driver

To decrease column 1, assertiveness and increase column 2, conservativeness, need for security

Decrease commissions/incentive pay. Increase benefits, decrease acrimony/confrontations/risk. The manager should not be a hard-driver

To increase column 3, gregariousness and decrease column 4, skepticism, analyticalness

Decrease accountability, decrease goal specificity, engineer in praise; the manager should be a Cheerleader

To decrease column 3, assertiveness and increase column 4, skepticism, analyticalness

Increase specificity of goals, ensure the manager is tough, no-nonsense, practical

To increase column 5, need for variety, change and fast-pace and decrease column 6, need for stability and steady pace

Increase frequency of feedback, provide variety and change, minimize bureaucracy

To decrease column 5, need for variety, change and fast-pace and increase column 6, need for stability and steady pace

Decrease sudden or rapid change; the manager should be a Coach, team goals are preferred, longer timetables are needed

To increase column 7, need for independence, freedom from control and decrease column 8, need of structure, instructions, avoiding criticism

Increase employee autonomy, increase employee decision-making authority; the manager should be a resource, not an authoritarian and the management system should be informal

To decrease column 7, need for independence, freedom from control and increase column 8, need of structure, instructions, avoiding criticism

Increase specificity of goals, increase rules, structure and control; provide formal feedback and "hands-on" management. The manager should be a Controller

## Carol SAMPLE's Primary Personality Traits

### **Tall Column 1:**

Carol comes across as assertive, driven and proactive. The taller her column 1 (and the more it exceeds both columns 3 and 8), the more these qualities are apt to be evident. She likely enjoys taking on new challenges, advancing, assuming more responsibility and taking individual initiative. If column 1 is very tall, then she is apt to be highly motivated by opportunities to take risks and be in charge.

However, it might not motivate her for the long-term to be in a supportive, behind-the-scenes role. She can probably take an active approach to accomplishing her goals and confidently handle challenging situations, but you may occasionally need to stress the importance of teamwork, as she might rather lead than follow.

### **Moderately Tall Column 4:**

Though she primarily seems analytical, businesslike and pragmatic, she also exhibits glimmers of social qualities. She is likely most at ease focusing on solitary tasks, gathering information and solving problems, but she seems able to spend time dealing with people as well.

Carol appears to respond best to discreet, specific, factual commentary, though she might occasionally welcome public praise or pats on the back from her superior. She likely enjoys being able to learn and take on more complex tasks once she is well established in a position.

### **Tall Column 5:**

Carol exhibits a brisk pace and a strong comfort level with changes and multiple demands on her time. She can likely keep up in a fast-moving environment and adapt quickly to priority shifts. Additionally, she should be comfortable juggling different tasks at once or responding to interruptions.

Since Carol seems to need a frequent sense of accomplishment, she can probably focus best on short-term goals. Break long-range objectives into smaller parts. Help her develop a system for establishing priorities to ensure she does not take on too much at once. Too much repetition could demoralize her, so make sure she has opportunities to change gears throughout her day.

### **Moderately Tall Column 8:**

Carol appears moderately detail-oriented and needful of structure, but not strongly so. She seems compatible with structured work environments where clear, specific procedures are in place, yet she can probably work fairly autonomously once she is clear on expectations.

Regularly offer Carol feedback on her work, as she likes to know where she stands. However, be tactful and supportive when you need to criticize her work, since negative feedback could demoralize her. Keep lines of communication with her open.

### **Combination of Tall Columns 1 and 5:**

She exhibits a willingness to take initiative coupled with a desire for timely results. This should lead to very proactive behavior and a need for new challenges. She probably prefers to pursue individual goals and seems most motivated when there is a timely rewards system in place.

Carol would probably be motivated as well by chances to take on new responsibilities or even take charge of others, especially if column 7 is also tall. Long-term, she may not find it inspiring to work behind the scenes and handle a heavy volume of repetitive tasks. Discuss ways she would like to grow with your organization. If both columns 1 and 5 are very tall, make sure her goals and timetables are not overly ambitious.

## Performance Issues

In addition to the eight columns, there are other areas the Profile measures that can provide valuable insight into behavior. These areas are known as responsivity, intensity, and purpose.

### **Purpose**

Carol shows good quality and purposefulness to her behavior. This means that she should not surprise you by behaving out of character. It also suggests that she has a considered reason for what she says or does and should typically give mature forethought to the consequences of her words and actions.

### **Intensity**

Carol shows a fine intensity score that is within the recommended range. This means that she depicted herself in definitive terms, giving us a clear, distinct picture of who she is, along with her probable hot and cold buttons. Thus, we can make valid assessments about which behaviors you are likely to see. It also allows us to provide management tips and discern what motivators you can use most effectively with Carol.

### **Responsivity**

Individuals with "fine" responsivity normally have good mental alertness. Accordingly, we see good potential in Carol for productive behavior throughout your typical workweek for this position, without undue performance fades or burnout. Carol should be easily trainable.

### Hot Buttons

- Opportunities to earn financial incentives, occasions to compete with self or peers, chances to grow/advance, and openings to speak up and make a difference in the workplace.
- An environment that is fast-paced, dynamic and growth-oriented. Quick-moving assignments, a wide array of diverse responsibilities, and frequent change so the job does not begin to feel predictable and routine. A boss that sets short-term objectives and provides feedback in a timely fashion.

### Cold Buttons

- Being in a job where advancement opportunities and chances to compete are limited or nonexistent. Having to focus on team goals instead of individual ambitions. Working on a salaried pay structure where the individual is not rewarded for his/her solo contributions.
- Having to work on repetitive, routine, predictable assignments, especially for long periods of time. Working in an environment that rarely changes and/or fails to provide a frequent sense of accomplishment. Reporting to a manager who is slow to make decisions.