

# EASI



**PM Team Development**

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**EASI** (13/12/2012)

+ Gap Analysis Graph

# YOUR BEHAVIOURAL STYLE

We all have certain patterns of behaviour that we exert more often than others. These behavioural patterns can be divided into four different styles. Below is your score on the four styles, based on your questionnaire responses about your behaviour.

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Questionnaire Completed: 13/12/2012

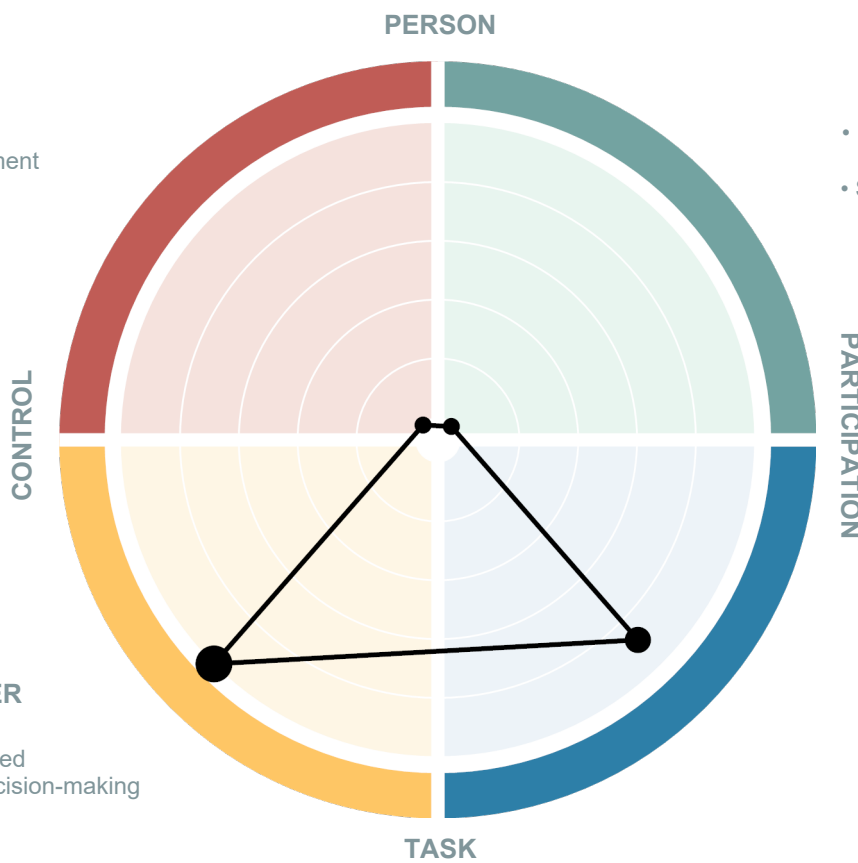
**NORM:** International Norm

### ENTHUSIAST

- Exuberant
- Emotional
- Outgoing
- Influential
- Like to experiment
- Spontaneous

### SUPPORTER

- Sensitive
- Empathetic
- Welcoming
- Harmony-seeking
- Patient
- Seeking cohesion



### IMPLEMENTER

- Controlling
- Result-orientated
- Effective in decision-making
- Pragmatic
- Direct
- Impatient

### ANALYST

- Deliberate
- Systematic
- Conscientious
- Rational
- Critical
- Formal

# MOTIVATIONAL STYLE

## YOUR PRIMARY MOTIVATIONAL STYLE: ANALYST

Most people have a particular motivational style which is most evident. This is known as the Primary Motivational Style.

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Identifying the Primary Motivational Style allows people to work in a more goal-orientated way towards a career that meets their needs. This ensures greater job satisfaction and productivity.

Your answers to the motivational part of the questionnaire, shows a motivational preference for the Analyst Motivational Style.

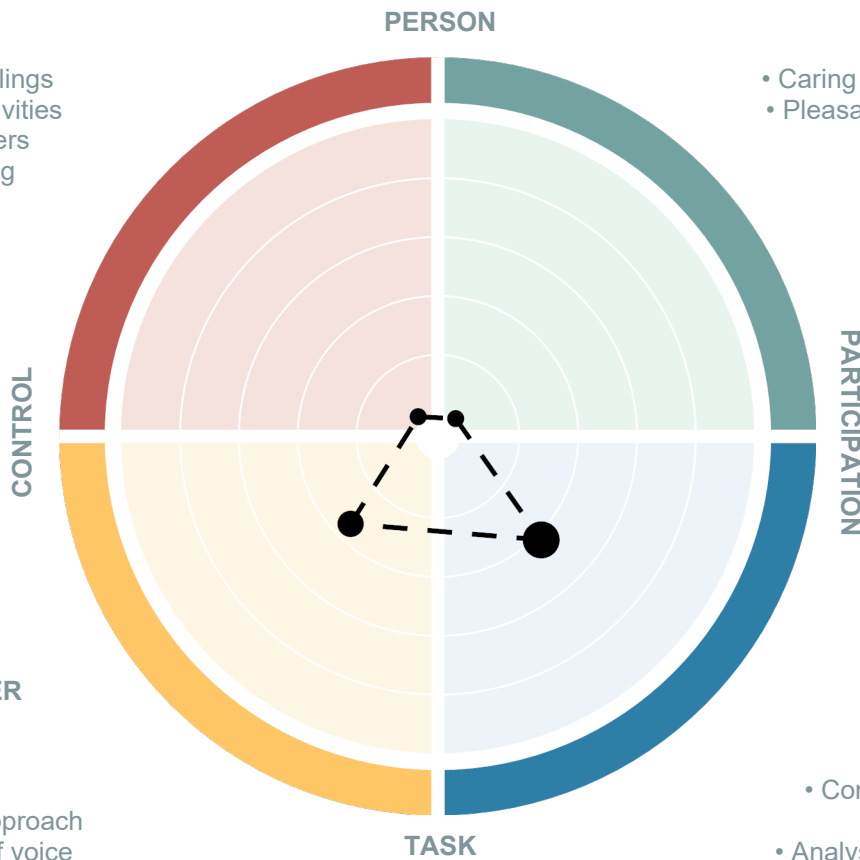
**NORM:** International Norm

### ENTHUSIAST

- Exuberance
- Room for feelings
- Outgoing activities
- Affecting others
- Experimenting
- Spontaneity

### SUPPORTER

- Sensitivity
- Caring for one another
- Pleasant tone of voice
  - Sympathy
- Acceptance
- Presence



### IMPLEMENTER

- Control
- Results
- Efficiency
- Pragmatic approach
- Direct tone of voice
- Short path from idea to action

### ANALYST

- Deliberation
- Systematism
- Conscientiousness
  - Objectivity
- Analysis & evaluation
  - Accuracy

# BEHAVIOUR/MOTIVATION GAP ANALYSIS

You may remember that you have answered 2 different types of questions. One type asked about what you do (behaviour) and the other asked about what energises you (motivation). The following graphic representation compares your results for Behavioural Style and Motivational Style.

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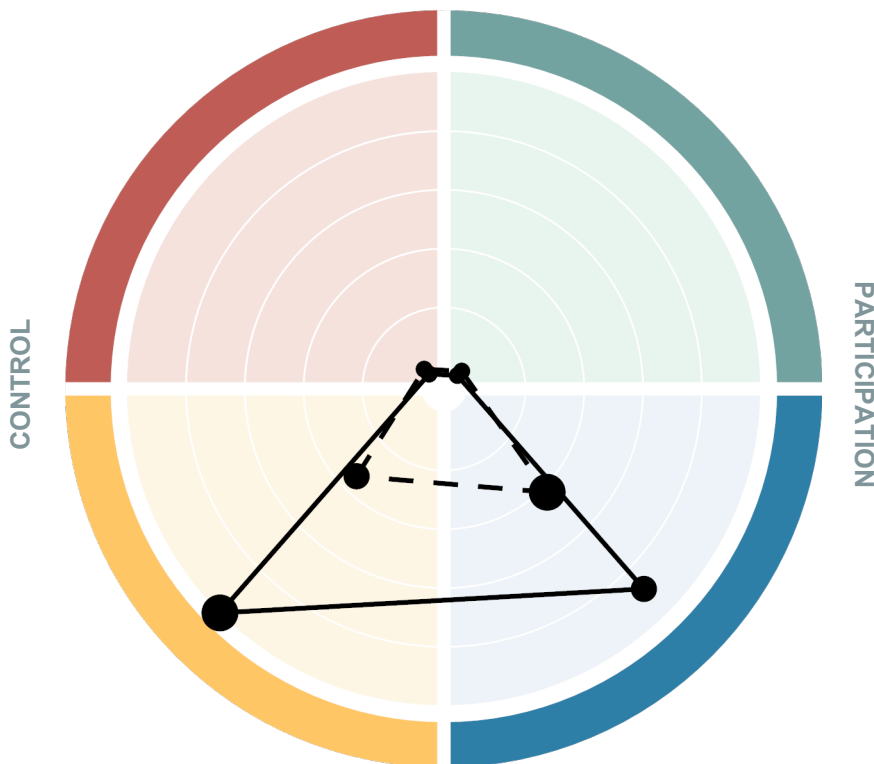
**NORM:** International Norm

—— Behaviour  
- - - - Motivation

ENTHUSIAST

PERSON

SUPPORTER



IMPLEMENTER

TASK

ANALYST

## MOTIVATIONAL STYLE DIFFERS FROM BEHAVIOURAL STYLE

Your primary score for behaviour and motivation respectively shows that you are motivated for a different behaviour than you mainly exhibit at present. When reading about your primary behavioural and motivational style, you should be aware of the difference between your actual behaviour and how you are motivated to act. This may give you ideas of what to focus on in your development plan. It is a good idea to involve your superior in these discussions, aimed at adapting your work to your motivation and developing your skills and behaviour.