



Report designed for Performance Model

# Sample Client Services Manager

## ProfileXT® Performance Model Description

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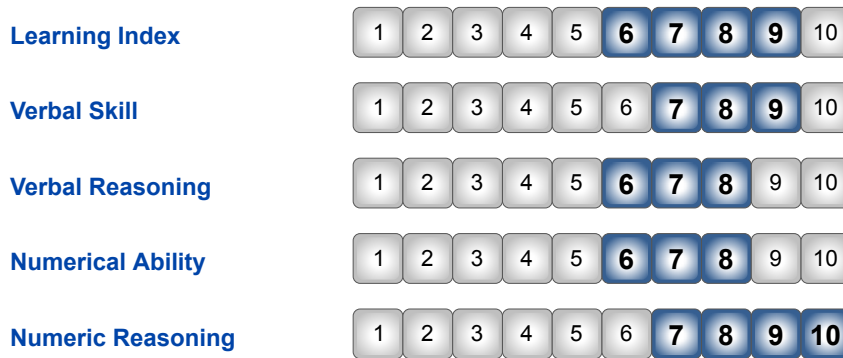
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## Introduction

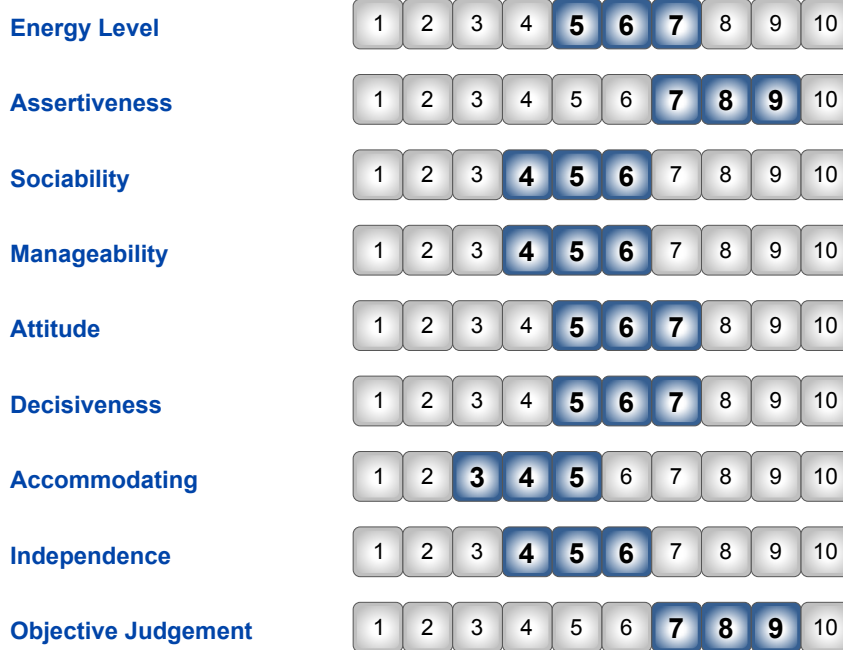
This report describes the employee who's scores are within the Performance Model for each scale. The Scale Description provides insight into the type of individual who will fit well into the Sample Client Services Manager position.

## Summary Graph

The shaded boxes represent the Performance Model for this position.



### Thinking Style



### Behavioural Traits

These are the top three interests for this Performance Model.

-  **Financial/Administrative**
-  **Enterprising**
-  **People Service**

### Interests

## Employee Descriptions

### Thinking Style Scales

#### Learning Index

Employees who can learn quickly and understand complex information without difficulty.

#### Verbal Skill

Employees who communicate effectively in a variety of settings and can assimilate complex instructions easily.

#### Verbal Reasoning

Employees who interpret routine communications effectively with an ability to analyse more complex verbal information.

#### Numerical Ability

Employees who utilise routine numerical information in their work and who may occasionally be required to perform more complex calculations.

#### Numeric Reasoning

Employees who can efficiently base their decisions on numerical data and who can communicate this data in easily understood formats.

### Behavioural Traits Scales

#### Energy Level

Employees who respond well to demands on their time and generally work at a brisk pace.

#### Assertiveness

Employees who are highly motivated by authoritative positions and who rarely seek out the role of follower. Highly assertive.

#### Sociability

Employees who are somewhat reserved, but capable of presenting ideas and viewpoints to others with some motivation derived by working with others.

#### Manageability

Employees who are effective without direct management, yet welcome some structure and supervision as needed.

#### Attitude

Employees who demonstrate a positive attitude, yet are not required to resist the expression of frustration in order to achieve success in their work.

#### Decisiveness

Employees who respond at an even pace and maintain effective time management skills when making decisions.

#### Accommodating

Employees who tend to respond appropriately to the needs of others but are not required to maintain an expression of accommodation in their routine duties.

**Independence** \_\_\_\_\_

Employees who demonstrate some level of independence, but function best when provided supervision and structure.

**Objective Judgement** \_\_\_\_\_

Employees who utilise data in order to make deliberate decisions based on the logical application of objectivity and practicality.

**Interests Scales**

**Financial/** \_\_\_\_\_

**Administrative**

Employees who are motivated by administrative duties or financial information processing.

**Enterprising** \_\_\_\_\_

Employees who are motivated by the competitive, fast-paced world of sales and management.

**People Service** \_\_\_\_\_

Employees who are motivated by a position that offers the opportunity to help others or provide some facilitative service.