

This report enables ID: 104898's manager to better utilize his/her strengths, neutralize weaknesses, and develop a long term positive relationship with the employee that can lead to lower employee turnover. The factors are divided into Essential, Important, and Other Factors enabling the manager to focus on the most important factors first.

The questionnaire includes a technological 'consistency detector' that indicates the reliability of results by analysing the consistency of the answers on the questionnaire. ID: 104898's consistency score is 58 which indicates that ID: 104898 is 91.6% consistent in answering the questionnaire. This indicates a high likelihood that ID: 104898 was truthful, accurately self-aware, and able to concentrate on the questionnaire.

## Essential Factors to Consider

- ID: 104898 has a need to have decision-making authority. To motivate or reward ID: 104898, offer him/her opportunities for more responsibilities. If you wish to retain him/her, you will probably need to offer a career path toward greater responsibilities. On the other hand, make sure ID: 104898's skills and experience are sufficiently developed for each stage of increased authority.
- ID: 104898 greatly enjoys trying new things and frequently experiments with new ideas. Allowing him/her to try new projects or experiment with different approaches could be an excellent means of motivating or rewarding him/her.
- ID: 104898 greatly enjoys opportunities to take initiative. To motivate or reward him/her, provide many opportunities to take initiative. It is essential to provide such opportunities. Otherwise, ID: 104898 will probably look for work elsewhere. Provide clear guidelines and examples of the type of initiative he/she is authorized to take. If ID: 104898 has strong eligibility for this position, his/her initiatives are likely to be appropriate. However, if ID: 104898's experience and skills are in a developmental stage, you will need to monitor that he/she stays within the guidelines. Otherwise, the initiatives could be contrary to expectations.
- ID: 104898 has a very strong desire to be recognized for his/her abilities. To best motivate ID: 104898, offer sincere and regular acknowledgment for his/her contributions.

## Important Factors to Consider

- ID: 104898 has a strong desire to be helpful. Provide opportunities to help others in order to motivate or reward him/her.
- ID: 104898 is very motivated by opportunities to lead others. You can offer such opportunities as a reward for good performance. ID: 104898's strong desire to lead is likely to be beneficial if you can provide clear guidelines of authority and he/she has the experience and skills that are required.
- ID: 104898 is very enthusiastic about his/her goals.
- If ID: 104898 is performing well, provide him/her with opportunities for greater autonomy.
- Ask ID: 104898 about his/her goals. Try to gain a complete understanding of each of ID: 104898's major goals and acknowledge each major goal. Then discuss how ID: 104898's goals could be achieved in this position.
- ID: 104898 very much enjoys working in a team. Look for opportunities where he/she could work closely with other team members.

## Other Possible Factors to Consider

- ID: 104898 is likely to be good at brainstorming. By engaging ID: 104898's ideas in formal or informal brainstorming, you will motivate him/her while at the same time generating some good ideas.
- ID: 104898's outlook is optimistic and positive. Support this attitude wherever possible as it will probably be helpful to morale.
- ID: 104898 enjoys analysing facts and situations. Provide such opportunities wherever possible.
- Provide ID: 104898 with some opportunities to express his/her views and to influence others. Listen carefully, thank him/her for the ideas, and respond accordingly.

### Other Possible Factors to Consider

- ID: 104898 prefers challenging tasks or projects. To manage him/her well, you will need to provide new challenges. If ID: 104898 has strong experience and skills, allow him/her to take on difficult challenges. If ID: 104898's experience and skills are still developing, allow him/her to take on challenges in stages and monitor progress.
- ID: 104898 has a desire to have employment that he/she perceives to be of benefit to society. If possible, offer him/her projects that he/she would perceive to produce a result that is helpful to society.
- ID: 104898 has a desire to improve himself/herself. Discuss with him/her the ways in which this position could help him/her to improve.
- ID: 104898 has only a moderate tendency to analyse the potential difficulties of plans and strategies.
- ID: 104898 probably has a little tendency to be permissive. ID: 104898 may have a little difficulty insisting his/her staff follow the rules or perform to their potential. Check into this possibility and if necessary support ID: 104898 to be more enforcing.