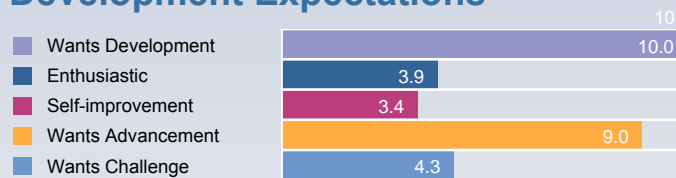


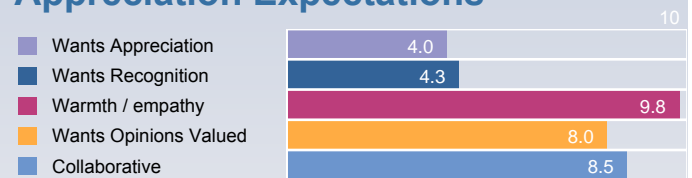
This report identifies eight areas of employee expectations as seen on the page below. The subsequent pages analyze organizational behavior related to employee expectations. The aim is to provide insight to further employee engagement, increase performance, and improve business outcomes.

The questionnaire includes a technological 'consistency detector' that indicates the reliability of results by analysing the consistency of the answers on the questionnaire. Your consistency score is 11 which indicates that you were 82.2% consistent in answering the questionnaire. This indicates a high likelihood that you were truthful, accurately self-aware, and able to concentrate on the questionnaire.

Development Expectations



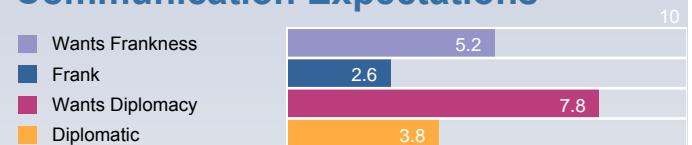
Appreciation Expectations



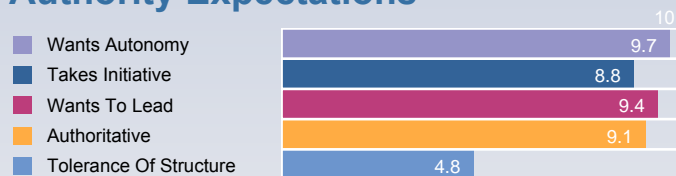
Remuneration Expectations



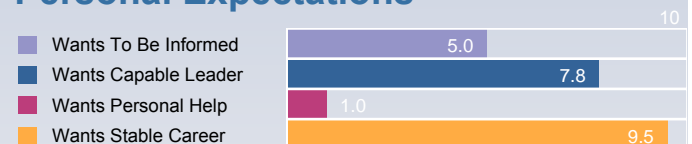
Communication Expectations



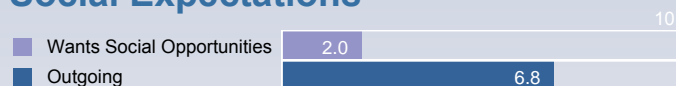
Authority Expectations



Personal Expectations



Social Expectations



Work Life Balance Expectations



Development Expectations

This section analyses employee expectations for development opportunities, highlights related organisational behaviour, and provides guidelines for managing career development expectations.

Development Expectations includes the following traits:

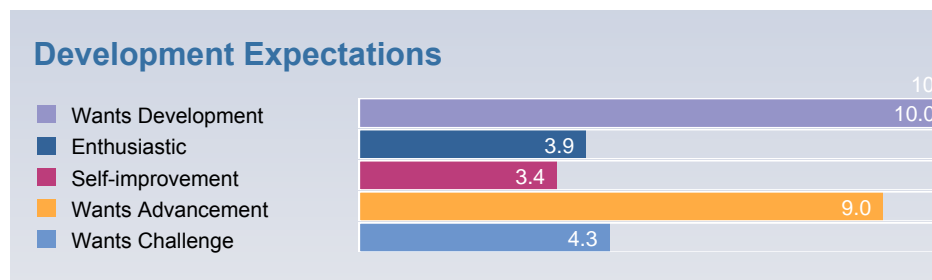
Wants Development: The desire to have work opportunities to learn new skills or increase abilities

Enthusiastic: The tendency to be eager and excited toward one's own goals

Self-improvement: The tendency to attempt to develop or better oneself

Wants Advancement: The desire to have work opportunities to expand one's career or responsibilities

Wants Challenge: The willingness to attempt difficult tasks or goals



ID: 945471 considers career development to be extremely important and thus, it is extremely important to provide development opportunities. ID: 945471 has little tendency to be clear about goals. Thus, you probably need to spend time helping her to clarify career goals before creating a career development plan.

ID: 945471 considers self-improvement to be unimportant and may be very hesitant to develop new competencies related to career development. Make sure ID: 945471 understands the competencies (especially the behavioural competencies) that will need to be developed before finalising a career development plan.

ID: 945471 considers career advancement to be very important and thus, it is very important to provide information about advancement opportunities that are available and what is required to achieve them. ID: 945471 is hesitant to pursue difficult challenges related to career advancement. If advancement is considered, the related challenges should be explored and provided as a step-by-step process in order to help develop the necessary confidence to meet those challenges.

Appreciation Expectations

This section analyses employee expectations and organisational behaviour related to giving and receiving appreciation and provides guidelines for managing the need for recognition.

Appreciation Expectations includes the following traits:

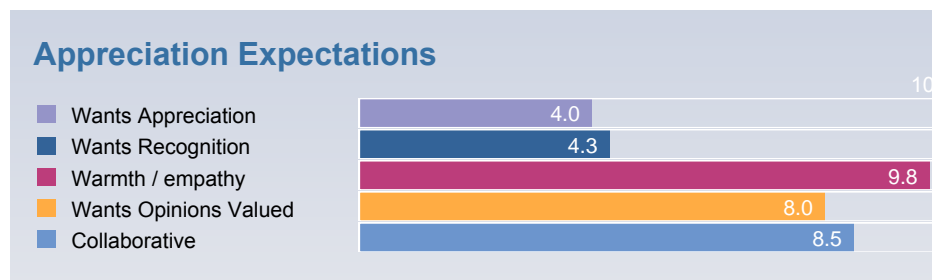
Wants Appreciation: The desire to have an employer who expresses appreciation for one's work

Wants Recognition: The desire for positive acknowledgement (from others) related to one's abilities and strengths

Warmth / empathy: The tendency to express positive feelings and affinity towards others

Wants Opinions Valued: The desire to have an employer who listens and gives importance to one's views

Collaborative: The tendency to collaborate with others when making decisions



ID: 945471 considers receiving appreciation to be reasonably unimportant.

ID: 945471 considers receiving recognition to be reasonably unimportant. Giving more decision-making authority would be an excellent means of giving recognition. She would also consider a pay increase to be an excellent means of recognitions. Giving greater autonomy would also be considered as recognition.

ID: 945471 has an extremely strong tendency to express warmth and empathy. Consequently, it is more likely others will reciprocate with appreciation and recognition.

ID: 945471 considers it to be important for others to consider and value her opinions. Therefore, it is important that management listens to, acknowledges, and encourages her opinions. ID: 945471 has a very strong tendency to be collaborative with regards to making decisions. This is likely to cause others to reciprocate by being more receptive to and encouraging of her opinions.

Remuneration Expectations

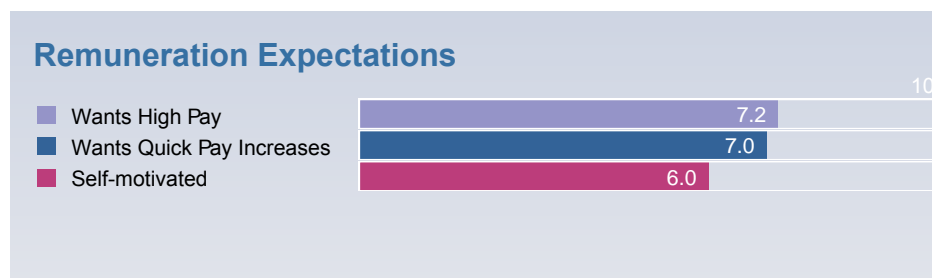
This section analyses employee expectations related to remuneration. The scores related to Wants High Pay and Wants Quick Pay Increases are compared to ID: 945471's level of self-motivation. Wants High Pay indicates the importance given to earning high pay levels, while Wants Quick Pay Increases indicates how quickly it is desired.

Remuneration Expectations includes the following traits:

Wants High Pay: The desire to earn greater remuneration

Wants Quick Pay Increases: The desire to have an employer who offers relatively frequent pay increases

Self-motivated: The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals



ID: 945471 considers earning higher pay levels to be reasonably important and thus, it is reasonably important to carefully explain how higher pay can be achieved. If possible set clear goals that would need to be achieved. If you can make a definite commitment, that would be ideal, but if not make sure you communicate that achieving those goals would greatly help, but the extent of prospective increases in pay will also depend on other things such as overall company success and/or economic conditions.

ID: 945471 considers quick pay increases to be reasonably important. Consequently, she will consider it to be reasonably important to at least get a general idea regarding the speed of potential pay increases. Discuss this expectation and provide any information you can relate to how this expectation can be met or when specific goals would need to be achieved.

ID: 945471 has a moderate tendency to be self-motivated and will be even more motivated if ID: 945471 knows it will earn greater pay. Her level of self-motivation may hinder the attainment of higher pay.

Communication Expectations

This section analyses communication expectations related to frankness and diplomacy. The scores on Wants Frankness, Wants Diplomacy, Frank and Diplomatic are compared to each other in a variety of ways to better understand expectations and behaviours related to communication.

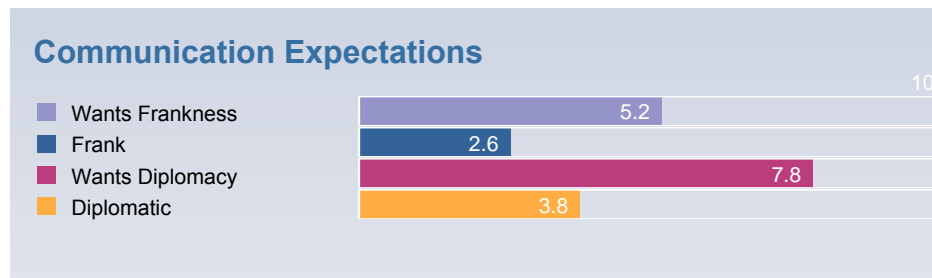
Communication Expectations includes the following traits:

Wants Frankness: The desire for others to be direct, straightforward, and to the point

Frank: The tendency to be straightforward, direct, to the point, and forthright

Wants Diplomacy: The desire for others to be tactful

Diplomatic: The tendency to state things in a tactful manner



ID: 945471 has only a moderate desire for others to communicate in a frank and straightforward manner, including when giving feedback. ID: 945471 has very little tendency to be frank when communicating.

ID: 945471 has a strong desire for others to be diplomatic during discussions and when giving feedback. ID: 945471 has little tendency to be diplomatic when communicating.

Since ID: 945471 has a strong desire for diplomacy, ID: 945471 is likely to be sensitive when receiving communications. Consequently, management needs to ensure performance feedback is given in a tactful and respectful manner. First acknowledge what ID: 945471 is doing well. This context will promote greater receptivity to corrective feedback.

Authority Expectations

This section analyses issues related to authority including the relationship between the desire for autonomy and the level of initiative, the relationship between the desire to lead and the willingness to make decisions, and how one responds to structure.

Authority Expectations includes the following traits:

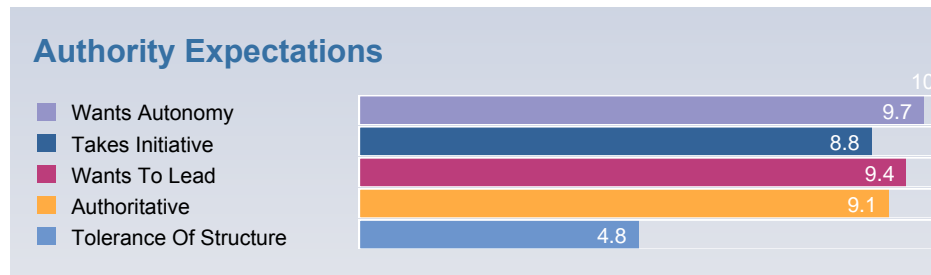
Wants Autonomy: The desire to have freedom or independence from authority

Takes Initiative: The tendency to perceive what is necessary to be accomplished and to proceed on one's own

Wants To Lead: The desire to be in a position to direct or guide others

Authoritative: The desire for decision-making authority and the willingness to accept decision-making responsibility

Tolerance Of Structure: The tolerance of following rules, schedules, and procedures created by someone else



ID: 945471 has an extremely strong desire to work autonomously. It is important to consider this desire related to the amount of autonomy required or given related to the job. It is also important to consider the tendency to take initiative related to the desire for autonomy.

ID: 945471 has a very strong tendency to take initiative and thus, the initiative is sufficient for the amount of autonomy desired. She will have greater motivation if given opportunities to take initiative. Assuming ID: 945471 has the necessary experience and skills, give opportunities for initiative wherever possible and carefully explain the initiative that can and cannot be taken.

ID: 945471 has a very strong desire to take a leadership role. And, ID: 945471 tends to be very willing to accept decision-making authority. Management needs to delegate decision-making opportunities to her whenever warranted.

ID: 945471 tends to be a little hesitant to accept a great deal of structure placed on her by the organisation.

Personal Expectations

This section analyses various issues related to personal expectations including the desire to be informed, the importance of working for a leader perceived to be capable, the desire for personal help from an employer, and the importance given to having a stable job. It includes guidelines on how to manage strong expectations in those areas.

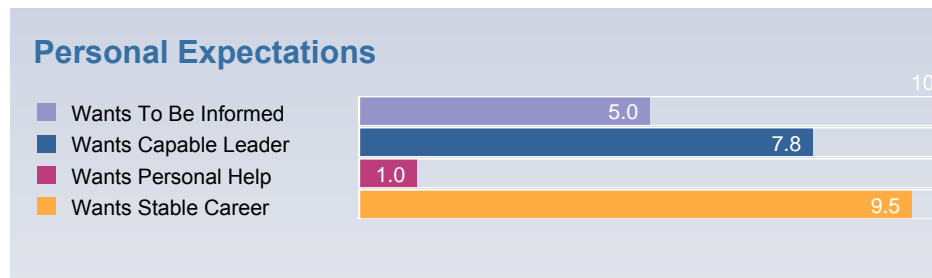
Personal Expectations includes the following traits:

Wants To Be Informed: The desire to have an employer who freely shares information related to one's work or job

Wants Capable Leader: The desire to have a leader one perceives to be capable

Wants Personal Help: The desire to receive some type of employer support related to one's personal difficulties

Wants Stable Career: The desire for long-term or permanent employment



ID: 945471 has only a moderate desire to be informed related to company information.

Working for a capable leader is important to her. It is important that ID: 945471 matches up well with the manager in order to have successful employment.

ID: 945471 considers receiving personal help from the employer to be very unimportant.

ID: 945471 considers having a stable career to be extremely important. If there is job stability, it is important to convincingly share the reasons for that stability.

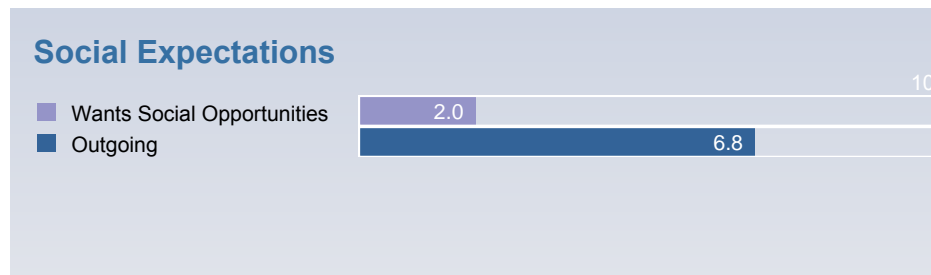
Social Expectations

This section analyses the desire for social opportunities at work in relationship to introversion and extroversion. It includes guidelines for managing strong social expectations.

Social Expectations includes the following traits:

Wants Social Opportunities: The desire to have a workplace that enables one to meet and interact with others

Outgoing: The tendency to be socially extroverted and the enjoyment of meeting new people



ID: 945471 has extremely little desire to have social opportunities related to work.

ID: 945471 has a reasonable tendency to be outgoing. Since ID: 945471 tends to be outgoing, you probably only need to organise some employee social events to help fulfill this desire.

Work Life Balance Expectations

This section analyses issues related to the desire for work life balance related to stress management and levels of stress. It also examines expectations for flexible work time and tolerance related to tight schedules and deadlines.

Work Life Balance Expectations includes the following traits:

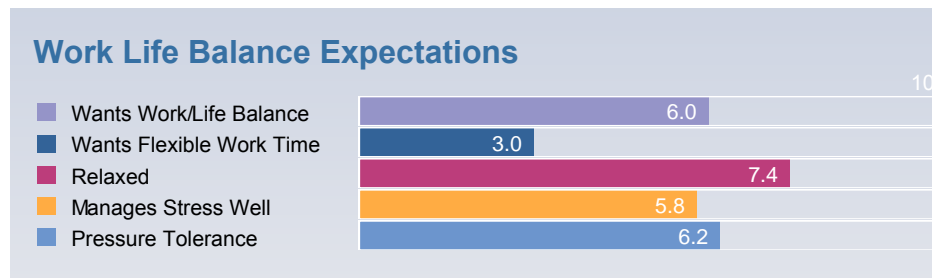
Wants Work/Life Balance: The desire to have sufficient time away from work for rest, enjoyment, or family

Wants Flexible Work Time: The desire to have adjustable working hours or holiday schedules

Relaxed: The tendency to feel at ease or calm while working

Manages Stress Well: The tendency to deal effectively with strain and difficulty when it occurs

Pressure Tolerance: The level of comfort related to working under deadlines and busy schedules



ID: 945471 considers having work-life balance to be moderately important.

ID: 945471 considers having flexible work time to be unimportant. ID: 945471 has a tendency to be reasonably relaxed and easy going .

ID: 945471 tends to be moderately effective managing stress when it occurs.

ID: 945471 tends to be moderately willing to deal with the pressure of tight schedules and deadlines. Discuss the schedules and deadline pressures and determine if any are unreasonable or unwarranted.