

This report enables ID: 945471's manager to better utilise her strengths, neutralise 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: 945471's consistency score is 11 which indicates that ID: 945471 is 82.2% consistent in answering the questionnaire. This indicates a high likelihood that ID: 945471 was truthful, accurately self-aware, and able to concentrate on the questionnaire.

Essential Factors to Consider

- ID: 945471 prefers to avoid tasks and projects that are too challenging.
- If ID: 945471 is performing well, provide her with opportunities for greater autonomy.
- ID: 945471 will feel more secure and have greater job satisfaction if she believes her employment is stable and long-term. If that is the case, occasionally confirm it.

Important Factors to Consider

- ID: 945471 has a strong desire to have decision-making authority. To motivate or reward ID: 945471, offer her opportunities for more responsibilities. If you wish to retain her, you will probably need to offer a career path toward greater responsibilities. On the other hand, make sure ID: 945471's skills and experience are sufficiently developed for each stage of increased authority.
- ID: 945471 is very motivated by opportunities for collaboration. You can also reward her with such opportunities.
- ID: 945471 may have a somewhat low tolerance of people who are blunt. When communicating with ID: 945471 make sure you acknowledge her contributions and/or strengths before you express any corrective feedback.
- ID: 945471 may hesitate to put forward her own needs. Take the time to occasionally ask ID: 945471 if there is anything she needs that she hasn't mentioned yet.
- ID: 945471 very much enjoys opportunities to take initiative. To motivate or reward her, provide plenty of opportunities to take initiative. It is important to provide such opportunities. Otherwise, ID: 945471 may look for work elsewhere. Provide clear guidelines and examples of the type of initiative she is authorised to take. If ID: 945471 has strong eligibility for this position, her initiatives are likely to be appropriate. However, if ID: 945471's experience and skills are in a developmental stage, you will need to monitor that she stays within the guidelines. Otherwise, the initiatives could be contrary to expectations.
- ID: 945471 has a strong desire to have employment that she perceives to be of benefit to society. If possible, offer her projects she would perceive to produce a result that is helpful to society.
- ID: 945471 is very motivated by opportunities to lead others. You can offer such opportunities as a reward for good performance. ID: 945471's strong desire to lead is likely to be beneficial if you can provide clear guidelines of authority and she has the experience and skills that are required.
- ID: 945471 may tend to have only moderate enthusiasm for her goals. Her goals may lack clarity. Help ID: 945471 to clarify her career goals. Keep inquiring until you find goals that relate to the goals of your organization. Then discuss how ID: 945471's goals could be achieved in your organization.
- ID: 945471 is likely to be very mindful when it comes to making strategic decisions. Therefore, it could be useful to have her help examine the potential pitfalls of a plan or strategy.

Other Possible Factors to Consider

- ID: 945471 may hesitate to say that she knows something for sure, even when she is 99%+ confident. With important matters, if you inquire about the underlying facts, you may find that ID: 945471 knows more about something than it first appears.

Other Possible Factors to Consider

- ID: 945471's outlook is optimistic and positive. Support this attitude wherever possible as it will probably be helpful to morale.
- You may need to have regular interactions with ID: 945471 to help renew her determination to achieve the objectives.
- ID: 945471 enjoys trying new things and often experiments with new ideas. Allowing her to try new projects or experiment with different approaches could be an excellent means of motivating or rewarding her.
- ID: 945471 has a desire to be helpful. Provide opportunities to help others in order to motivate or reward her.
- ID: 945471 has a desire to work for a capable leader. Thus, it is important that she is compatible with her supervisor. Try to match ID: 945471 with a supervisor with traits that are similar to ID: 945471's highest traits.
- To manage her well, outline her objectives in small steps. This will create a greater confidence that she can achieve the objectives.
- ID: 945471 prefers to have recognition given privately rather than publicly.
- ID: 945471 probably has only a slight tendency to be permissive. ID: 945471 may have a little difficulty insisting her staff follow the rules or perform to their potential. Check into this possibility and if necessary support ID: 945471 to be more enforcing.