

## JOE DUNSTAN

AGE	42
GENDER	MALE
HOME LANGUAGE	NDEBELE
ETHNICITY	BLACK OR AFRICAN
HIGHEST QUALIFICATION	TRADE/TECHNICAL/VOCATIONAL TRAINING

### Executive Summary

Joe Dunstan completed a battery of psychometric assessments and his results was compared against the Financial Manager Job Success Profile. The Executive Summary provides a brief overview of Joe Dunstan overall results.

He seems moderately traditional and may prefer to adhere to the known. He may nonetheless accept changes when these are necessary and he is convinced in the value thereof. He seems moderately able to make effective use of available time and may be as able as most to prioritise and concentrate on the most important issues/tasks. He seems moderately ambitious in personality and should be success oriented more often than not. Although he may not see it as of primary importance in life, he should want to climb the corporate ladder. He seems moderately able to manage stressful situations and should have sufficient coping capabilities to deal with difficult situations more often than not. His profile indicates that he should be fairly focussed on building effective teams and should share success with team members and making other team members feel valued. Joe Dunstan seems to find moderate amounts of enjoyment in interacting with others, and would be as lively as most in his social interactions. He seems moderately inclined to enjoy understanding others, their behaviour and how they would respond to situations.

He seems moderately likely to enjoy taking some risks and should be as comfortable as most when having to work in high risk work environments. He seems fairly likely to enjoy following rules and seems likely to create rules to function in at work. He seems to be less results oriented and driven, and may lack energy and commitment to execute plans and deliver high quality results. He seems moderately likely to have reached his potential and may feel that he has received rewards for his achievements. Joe Dunstan seems fairly likely to trust his own ability to be in control of situations. Others are likely to experience his strong self-confidence as reassuring. He seems as comfortable as most when having to recover quickly from setback and difficulties, and should be as resilient as most within the workplace. Joe Dunstan seems to be moderately open to share in other culture's traditions, share his own culture with others and learn from different cultures.

Joe Dunstans capability to deal with complexity is on a SST level 2 and is slightly lower than the requirements of the Financial Manager role. He might find it somewhat challenging working in the Strategy Execution environment and might at times experience higher levels of anxiety.

From a learning potential point of view, Joe Dunstan's overall learning potential score was below the average range. He might find learning new information fast challenging and take longer than others to understand and apply new concepts.

Joe Dunstan's verbal reasoning score was below the effective functioning range and might find understanding written instructions and interpreting information challenging most of the times. His numerical reasoning score was below the average range and might find it quite difficult to understand graphs and tables, and to perform basic numerical calculations. From a quality orientation point of view, Joe Dunstan performed lower than most others. His ability to find errors or mistakes in written information is low and might produce results that is of lower quality. Joe Dunstan's mechanical reasoning score is above the average range. He should find it very easy to understand the principles of mechanics, spatial ability, and cause and effect relationships. His ability to understand the basic principles of electricity and electrical components is within the average range. He might find it as easy as most others within this industry working in environments where this skill is required.

## Conclusion

Overall results is within the effective functioning range. The candidate is recommended.

Please contact me for any further information.

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Peter Smart

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## *Assessments Completed*

- Behavioural Emotional and Cultural Intelligence (BECi)
- Matrices of Intellectual Reasoning Assessment (MIRa)
- Learning Agility Profile (LAP)
- Verbal Skills Test (VST)
- Numerical Skills Test (NST)
- Accuracy Skills Test (AST)
- Mechanical Skills Test (MST)
- Electrical Skills Test (EST)