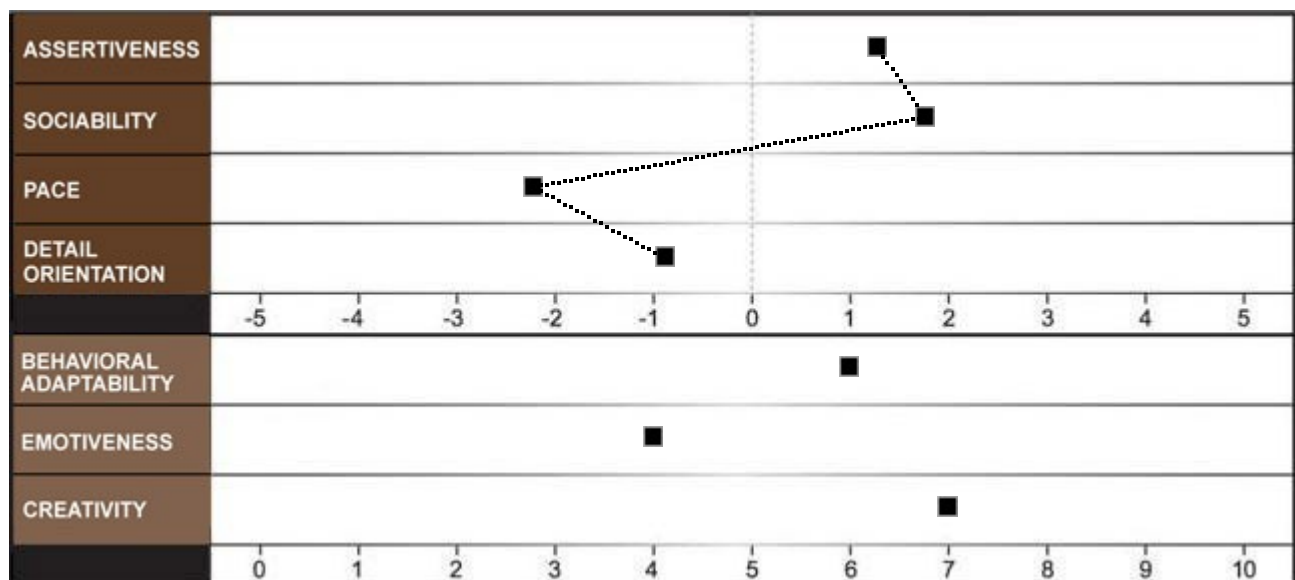




JPP Graph

Position Title: **Financial Planner** Date Completed: **2006/10/05**
 Position Location: **Varied** Date Modified: **2006/11/30**
 Organization: **Concord Consulting** Competition #:
 Completed By: **Fliss, DeWayne** Status: **DRAFT**
 Job Category: **Sales: New Customer Development Focus** Model#: **1759**



Questionnaire Answers

Question	Selected	Question	Selected
1. LEVEL OF AUTONOMY	G	8. COMMUNICATION FOCUS	G
2. ATTENTION TO DETAIL	D	9. PROACTIVENESS	C
3. TASK / PEOPLE FOCUS	G	10. LEVEL OF INTERACTION WITH OTHERS / ACTIVITY LEVEL	C
4. VARIETY IN JOB ACTIVITIES	C	11. STRATEGIC VS. OPERATIONAL FOCUS	D
5. EMOTIVE-LOGICAL ORIENTATION	B	12. JOB VERSATILITY REQUIREMENT	C
6. RISK ORIENTATION	F	13. INNOVATIVENESS	G
7. NEED FOR STRUCTURE	E		



JPP Report

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JPP REPORT INTRODUCTION

This Job Performance Pro.file report describes the behaviors and performance motivators of the ideal job candidate, an individual who matches the Job Model you have created. As you review this report consider how this ideal candidate would perform in your organization - given the job expectations and work culture. The report has been designed to facilitate the direct comparison of job applicants to this ideal candidate.

Behavioral Descriptions

These are the behaviors that would be displayed by the ideal job candidate. It describes work styles, types of activities preferred, communication styles and need for structure. Maximum job performance is obtained when these behaviors directly align with the job expectations and organizational culture.

- With a need for variety in their work environment, this individual actively engages in multiple activities and seeks to complete them.
- Quick paced, this individual's accelerated pace causes them to approach tasks, activities and interactions with urgency to proactively identify new, faster or better approaches for improving performance.
- This individual's fast paced approach to assignments and activities compels them to drive themselves and others to achieve objectives and meet deadlines.
- Enthusiastic, lively and well-spoken, this individual can very persuasively influence ideas and actions of others.
- Very sociable and congenial, this individual easily meets new people and seeks roles where there is an emphasis on relationship-building.
- With a need to be seen, heard and liked by others, this person more quickly accepts the merits of something new or different and will stimulate enthusiasm for it with others.
- A self-confident individual who is most comfortable with initiatives that provide some opportunity for independent decision-making. When dealing with problems or projects outside their range of experience, this person will be less inclined to take bold action and will seek input from others.
- Demonstrating certainty and initiative, this individual is motivated to purposefully achieve results.
- An assertive individual who is comfortable in roles which require some degree of directing/organizing other people.
- Individualistic and self-reliant, this person is effective in a role that emphasizes problem solving and achieving objectives where guidelines and policies are in place.
- Informal and flexible, this person has lesser interest in detailed and structured activities, but

understands the need to be attentive to boundaries and established standards.

- Demonstrating a somewhat independent and improvising work style, this person prefers to establish priorities and exercise some latitude in crafting their own approaches and schedule; they are inclined to delegate in working with others and they initiate follow-up.
- A somewhat independent individual who has definite ideas on how work activities should be carried out; likes to direct and guide projects and will consider input from others deemed technically competent and knowledgeable.
- Optimistic, positive and cheerful - showing an interest in other people and demonstrating a fast paced and responsive communication style.
- An outgoing and positive individual with a persuasive communication style; this person tends to speak in broader, more general and less specific terms.
- This person prefers a goal-oriented work atmosphere where they can have some discretion over their own activities and where responsiveness to deadlines, urgency and shifts in attention are a normal part of the work.
- An above average degree of Behavioral Adaptability equips this individual with the versatility to adjust or modify their inherent characteristics and gives them greater performance potential in roles that engage their innate behaviors. Job requirements to regularly initiate or sustain behavioral flexibility in varying situations and with diverse individuals are positively supported with this person's vigor, energy and vitality.
- Somewhat influenced by their emotions, this individual's actions and responses can be shaped by their own perceptions and feelings. Almost instinctively this person is able to "connect" with others and make them feel at ease. Demonstrates sensitivity to ideas and input from others and at times may exhibit more emotional reactions to issues, commitments and performance expectations.
- With a very innovative approach to work activities, this individual demonstrates inventiveness which often results in productivity improvements. Using their resourcefulness and past experience, this person develops new solutions for problems and generates new opportunities.

Performance Motivators

An individual's job performance is highly influenced by an organization's ability to place them in roles which readily fit with their innate characteristics, fully engage their personal interests, and clearly align with their natural abilities. The following points describe the performance motivators that would be most important to the ideal candidate for this position.

- Seeks a work environment with an energetic pace, where there is a sense of urgency to accomplish required tasks and pressure to meet deadlines.
- Is motivated by multi-tasking, change initiatives, and the latitude to establish their own priorities.
- Seeks recognition for: multi-tasking; being proactive; meeting deadlines when under pressure; and managing unexpected events throughout the day.
- Tends to seek a role in which there is a requirement to build relationships and a priority on team participation rather than individual activity.
- Is motivated by work group popularity; greater visibility and rewards which contribute to their esteem; they positively respond to opportunities for meeting people and influencing the opinions of others.
- Seeks recognition for their ability to: work effectively with others; make a good impression; "engage" others; and for their persuasiveness/selling ability and contributions to the team.
- Tends to seek a role in which they have opportunity to establish work guidelines for others while also being accountable for achieving personal results; also seeks a work environment where there is a need to deal with a degree of internal/external hurdles.
- Is motivated by the opportunity to share personal ideas and make decisions which involve some degree of difficulty; additionally by being assigned increased accountability and being personally involved in determining change. The promise of increased compensation is also a motivation.
- Seeks recognition for accomplishing objectives, and contributing to change initiatives.
- Seeks a role where there are more flexible guidelines and less frequent requirement for supervision.
- Is motivated by strategic thinking and the opportunity to delegate details.
- Values recognition for their ability to address underlying issues and develop effective responses.