

YOUR BEHAVIOURAL STYLE

We all have certain patterns of behaviour that we exert more often than others. These behavioural patterns can be divided into four different styles. Below is your score on the four styles, based on your questionnaire responses about your behaviour.

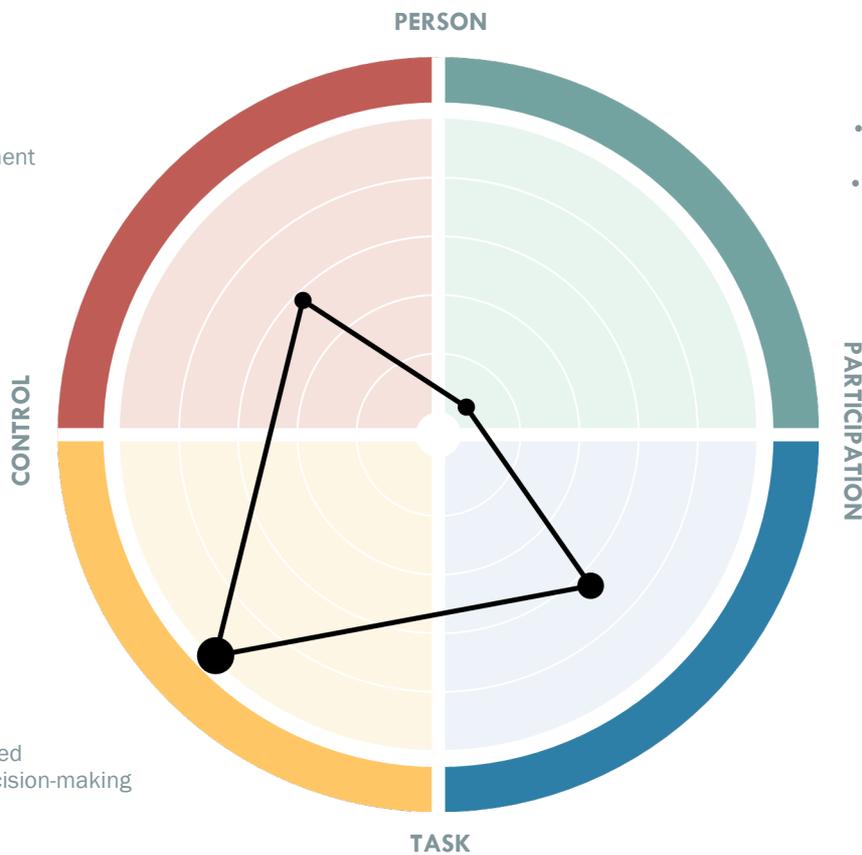
Questionnaire Completed: 13/12/2012
 Year of Birth: 1966
 Country of Origin: Austria
 Educational Level: Academic Master degree
 Current Employment: Middle management
 Employment Experience (years): 17
 Business Function: Project Management
 Selected Norm: International Norm

ENTHUSIASTS

- Exuberant
- Emotional
- Outgoing
- Influential
- Like to experiment
- Spontaneous

SUPPORTERS

- Sensitive
- Empathetic
- Welcoming
- Harmony-seeking
 - Patient
- Seeking cohesion



IMPLEMENTERS

- Controlling
- Result-orientated
- Effective in decision-making
- Pragmatic
- Direct
- Impatient

ANALYSTS

- Deliberate
- Systematic
- Conscientious
 - Rational
 - Critical
 - Formal

MOTIVATIONAL STYLE

YOUR PRIMARY MOTIVATIONAL STYLE: IMPLEMENTER

Most people have a particular motivational style which is most evident. This is known as the Primary Motivational Style.

Identifying the Primary Motivational Style allows people to work in a more goal-orientated way towards a career that meets their needs. This ensures greater job satisfaction and productivity.

Your answers to the motivational part of the questionnaire, shows a motivational preference for the Implementer Motivational Style.

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ENTHUSIAST

- Exuberance
- Room for feelings
- Outgoing activities
- Affecting others
- Experimenting
- Spontaneity

SUPPORTER

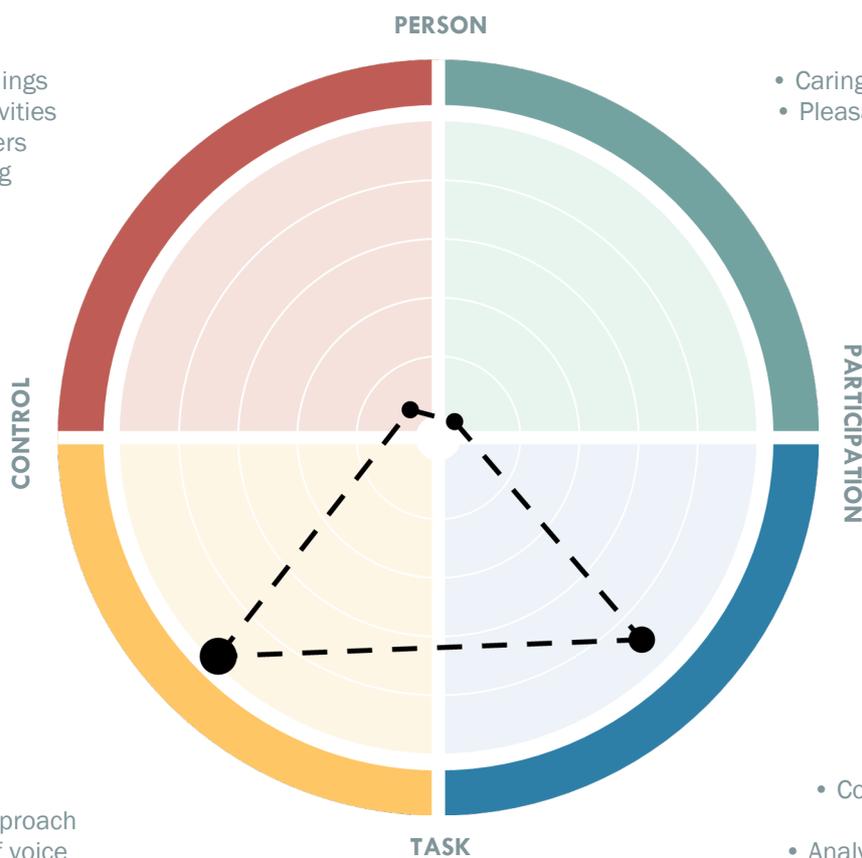
- Sensitivity
- Caring for one another
- Pleasant tone of voice
 - Sympathy
- Acceptance
- Presence

IMPLEMENTER

- Control
- Results
- Efficiency
- Pragmatic approach
- Direct tone of voice
- Short path from idea to action

ANALYST

- Deliberation
- Systematism
- Conscientiousness
 - Objectivity
- Analysis & evaluation
 - Accuracy



BEHAVIOUR/MOTIVATION GAP ANALYSIS

You may remember that you have answered 2 different types of questions. One type asked about what you do (behaviour) and the other asked about what energises you (motivation). The following graphic representation compares your results for Behavioural Style and Motivational Style.

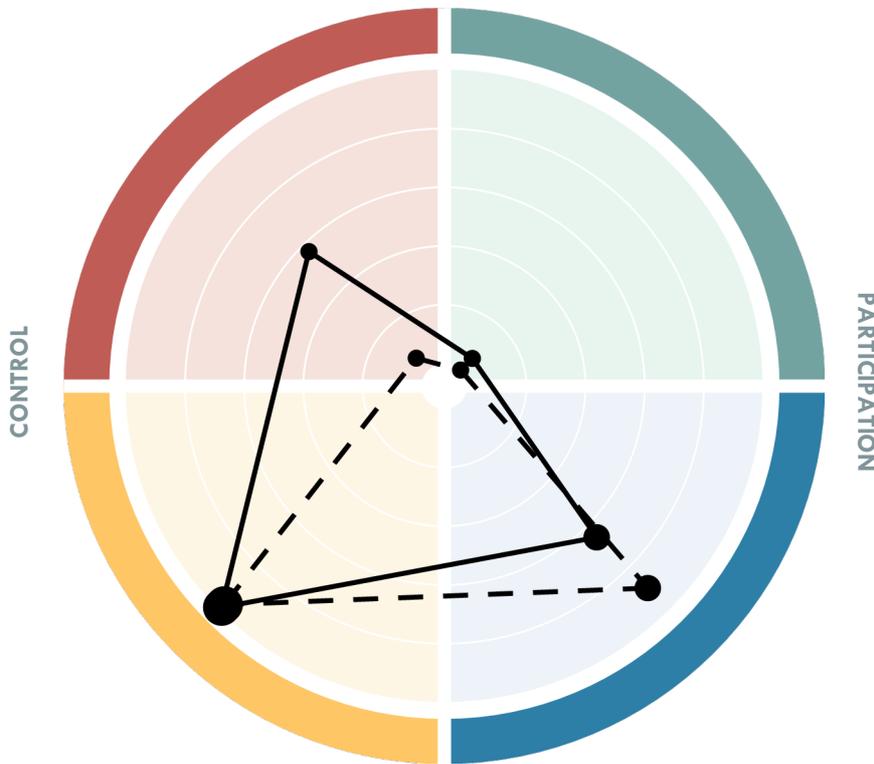
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—— Behaviour
 - - - - Motivation

ENTHUSIAST

PERSON

SUPPORTER



CONTROL

PARTICIPATION

IMPLEMENTER

TASK

ANALYST

CONCURRENT MOTIVATIONAL AND BEHAVIOURAL STYLE

Your primary score for behaviour and motivation respectively shows a good conformity between what motivates you and the behaviour you are currently showing. Consequently, there is every reason to believe that you are motivated for the type of work you currently have, where you have good opportunities to show the behaviour you are motivated to have. However, it is not clear what you need for long-term motivation. It would be a good idea to explore this with another person, such as your line manager, instructor or coach.