



Scenarios

> Expert Profile

Name: **Mr Colin Candidate**

Comparison group: UK Total Composite (Scenarios)

Date: 28/08/14

SCENARIOS PROFILE CHART

R/S STEN		Judgement scales			
Managerial Judgement	Less effective at weighing up managerial situations.	1	5	10	Effectively weighing up managerial situations and deciding on ways of handling them.
72 8		- - - - - X - -			
Managing Objectives	Less effective use of one's energies at work. Less emphasis on wider organisational objectives and delegation.	1	5	10	Making the best possible use of one's energies at work.
26 7		- - - - - X - - -			
People Management	Less effective at handling staff and/or team issues.	1	5	10	Effectively managing a team of direct reports.
26 7		- - - - - X - - -			
Reputation Management	Less effective with reputation management. Places own and team's needs ahead of those of the organisation.	1	5	10	Awareness of how to manage one's reputation in an organisation.
20 7		- - - - - X - - -			
R/S STEN		Style scales			
Big Picture	More inclined than their peers to focus on immediate team objectives. Advocates less networking and consultation on wider objectives and decisions.	1	5	10	Advocates wide consultation with other teams on objectives and decisions. Lines up own efforts behind wider organisational objectives.
83 7		- - - - - X - - -			
Delegative	More inclined than their peers to work with detail, take things on personally and "do" rather than manage. Less prioritising and delegating.	1	5	10	Avoids detail, tends to involve others and to delegate. Distils out and tackles important tasks and sets self priorities.
58 6		- - - - - X - - -			
One-to-One	More inclined than their peers to reprimand, ignore or replace an individual who has performance or motivational issues. Offers less support or coaching.	1	5	10	Tackles an individual who has motivation and performance issues, offers support and coaching whilst emphasising the need to meet objectives.
75 7		- - - - - X - - -			
Team	May give the team the impression of being unable or unwilling to tackle, clarify or consult on team motivation and performance issues.	1	5	10	Consults on, clarifies and tackles team motivation and performance problems, promotes and maintains team motivation. Communicates and consults on change.
64 7		- - - - - X - - -			
Personal Recognition	More likely to feel the need to actively influence their own image within the organisation. May overestimate the importance of demonstrating own achievements and personal contributions.	1	5	10	Takes a balanced approach in attempting to manage their own image within the organisation. May overestimate the importance of letting results speak for themselves rather than occasionally highlighting own achievement.
35 8		- - - - - X - - -			
Company Protocol	More focused on outcomes and less concerned about procedures and protocols. May prioritise own or team's needs ahead of other managers' needs or the tackling of the organisation's collective problems.	1	5	10	More likely to focus on reaching decisions and achieving objectives through established protocol. More willing to accommodate the needs of other managers and to tackle the organisation's collective problems.
84 7		- - - - - X - - -			

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