INDIVIDUAL MAP REPORT

Name:
Sample Candidate

Position:
Public Relations
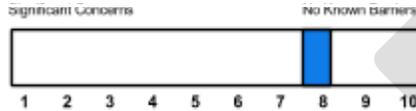
Personality Type:
ENFJ

DiSC Profile:
Creative Pattern

Top 5 Strengths:
1. Analytical
2. Strategic
3. Learner
4. Achiever
5. Responsibility

Primary Strength Domain:
 Strategic Thinking

Significant Concerns — No Known Barriers

1 2 3 4 5 6 7 8 9 10

We recommend Sample Candidate continue to the next round of consideration.

Synthesis

Idealist (NF)
- value driven
- focused on future-oriented goals
- improves people's situations

ENFJs
- idealist developer
- implement vision of what is best for humanity

Strategic Thinking
- focused on what could be
- absorb and analyze information
- stretch thinking for the future

Creative Patterns
- direct
- innovative
- pioneering
- analytical

This natural drive for organizing others to implement positive change means Sample Candidate will thrive in any positions that allow for the development and implementation of ideas that improve the circumstances and well-being of other people.

Potential Contributions
- Motivates, builds relationships, cares for others
- Naturally skilled at absorbing and analyzing information to help your team make better decisions
- Initiates or designs changes

Potential Challenges
- May tend to take criticism personally
- Might have trouble influencing others or connecting relationally.
- May be cold, harsh or blunt in communication
- May have trouble cooperating within a team or group, missing existing sanctions
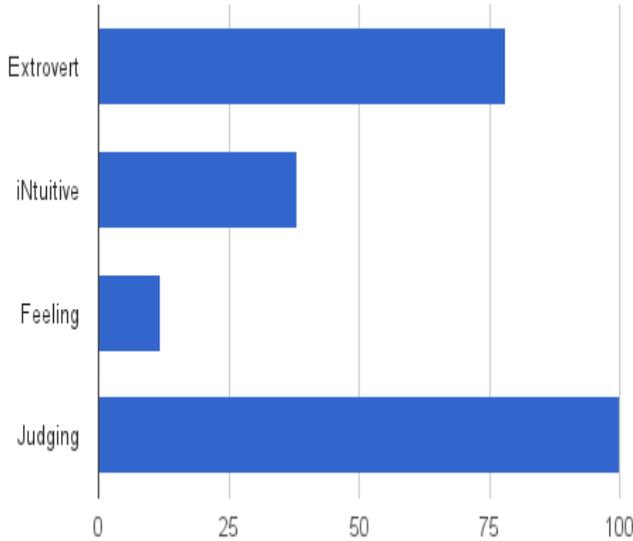
Potential Leadership Ability
Sample Candidate's wiring indicates he likely has inspirational, catalytic ability at the direct leadership level (management).
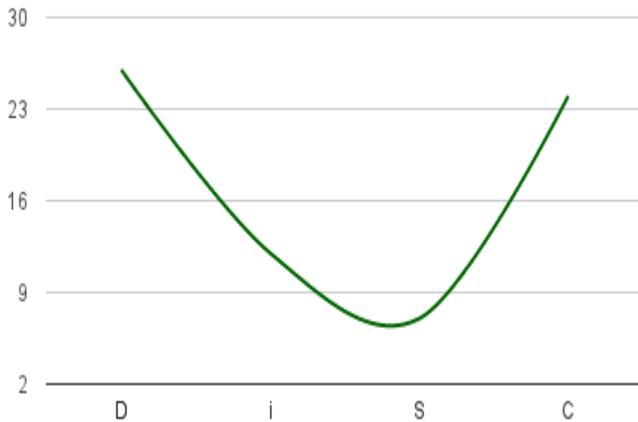
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CHARTS & GRAPHS

Myers-Briggs

ENFJ's are idealist developers, driven to implement their vision of what is best for humanity.

StrengthsFinder

People with a Strategic Thinking approach keep us all focused on what could be, constantly absorbing and analyzing information, they help the team make better decisions and stretch their thinking for the future.

DiSC Profile

The Creative is a behavioral style motivated by achievement and efficiency, as well as detail and precision, to achieve difficult tasks by sheer force of character.
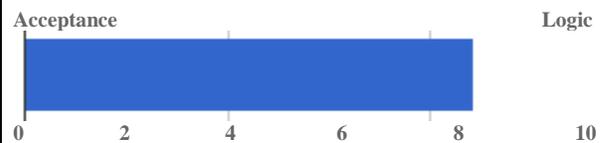
Attention to Detail

Unconcerned   Meticulous
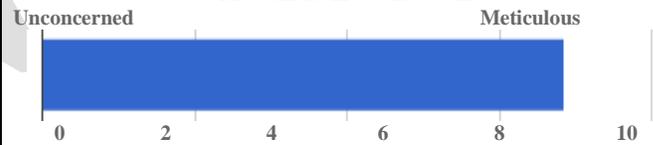
Decision-Making Pace

Slow   Fast

Decision-Making Focus

Acceptance   Logic

TEAMING WITH OTHERS

Potential Contributions

- Is people-oriented
- Motivates
- Builds personal relationships
- Is likeable
- Has interpersonal skills
- Cares for others
- Focused on what could be
- Absorbs and analyzes information
- Stretches thinking for the future

Most Helpful When...

- Commitment from others is critical
- Sensitive situations are present
- There are challenging problems to solve
- Challenging tasks must be achieved with excellence

Least Helpful When...

- Decisions need to be forced through
- Conflict is being avoided rather than resolved for the time being
- Task completion, rather than innovation, is desired

Potential Challenges

- May talk too much, focusing so much on interpersonal issues that impersonal or business issues (such as cost or performance management) are not adequately addressed
- May presume to know the needs of others, appearing both bossy and also avoiding conflict
- May need to be reminded people appreciate timely task completion
- Bluntness and pickiness may add stress to the workplace
- May resist checking in with others or sharing control

Management Recommendations

- Provide a work environment that is forward-thinking and people-centered, with a clear humanitarian mission and an emphasis on constructive action
- Allow the development and implementation of ideas that improve the circumstances and well-being of other people
- Encouragement is needed when things continue to go badly
- Communicate trust
- Explain necessity of conformity to standards which may cause concern for others' well being
- Do not create or allow ongoing interpersonal conflict
- Point out stress being added to the workplace due to bluntness or pickiness
- Give appropriate checkpoints on projects
- Clearly define the roles, boundaries and expectations on teamwork/projects

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RECOMMENDATIONS

Next Steps
1. **Top 5 Weaknesses** - Find out what Sample Candidate will likely struggle with the most
2. **Team Mapping** - See how Sample Candidate fits with the rest of the team

Observations & Conclusion[1]
1. Sample Candidate completed his part of the reference survey very quickly.
2. His references were very quick to complete their part of the survey.
3. Sample Candidate quickly completed the Individual Map Assessments without trouble.
4. His survey does highlight two significant areas of concern which are consistent with his wiring and will be addressed in his interview:
   - May tend to take criticism personally
   - May have trouble cooperating within a team or group where others have different desires, perspectives or values.

His Individual Map suggests that he will get bored without problems to solve or innovations to design.

These issues will be addressed in Sample Candidate's 15 minute structured interview (Thursday - 11/6 at 10am).
We recommend:
- you wait to hear the interview
- evaluate how critical these characteristics are to Charles' success in your organization
- based on his responses, proceed to the next round of consideration

Structured Interview Questions

Have you had a chance to read through the report? Did it seem like an accurate description of you?

Often a manager or supervisor can appear insensitive to the needs of employees for providing positive feedback. How do you handle it when you do not receive appropriate feedback for your work? Can you give an example of when this has happened in the past? How did you deal with it? What was the outcome?

Tell me about a time when you and another employee/co-worker had to work as a team on a project and had conflicting ideas on how to get the job done.

All jobs have some unpleasant tasks that are boring or physically uncomfortable. Can you recall the most boring task or part of your most recent job? What was it? How often were you required to do the task? How did you respond to having to do it? Did you always respond the same way?

Tell me about an occasion in which you were reluctant to follow a detailed plan to complete a project. What caused the reluctance? How did you respond? What was the outcome?

(If time allows) With any of the examples you've given today, if you had it to do over again, would you do anything differently?

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[1] NOTE: The Map Report is powered by EIL and should not be depended upon as the sole means of evaluating any candidate for any position within an organization. Such a decision should also take into consideration information received from the personal interview, background history, and reference checks. This instrument is a tool which should be used in conjunction with other established procedures.