Leadership Identifier Report for Ryan Bennett

Characteristic	Above Average	Average	Below Average
Solving Problems	●		
Making Decisions	●		
Motivating Others		●	
Planning and Time Management			●
Handling Confrontational Situations	●		
Making Presentations		●	
Handling Change	●		
Win-Win Team Approach			●

Solving Problems

A large part of leading others involves the ability to assimilate information, think about how that information affects the big picture or situation and then being able to effectively communicate information and ideas to others in order for them to effectively do something with that information. The speed at which the individual learns new information can dramatically affect not only the ability to understand how different factors affect the big picture, but also in how they ultimately communicate and teach others.

- Ryan learns information at a fast pace which allows quicker problem solving

- Dealing with routine problems on a regular basis can cause boredom and low productivity

- Ryan may become frustrated and impatient if others are not keeping up with their thought process or instructions

- Being motivated by complex problem solving opportunities, Ryan may not actually think through the tactical issues of how the solution could be implemented by the individuals who will have to take care of the details

- Solutions may be too complex for others to implement unless there is a thorough breakdown of the steps that are required to implement the solution

Question: Describe a time when you became frustrated with one of your co-workers because they just didn't seem to understand what you were telling them. How did you handle the situation?

Making Decisions

- Ryan typically finds it comfortable to directly question things and make decisions

- Determination and independent nature may cause Ryan to make decisions without taking the time to get buy in from others

Question: Describe a time when you had to work through a committee or group to get something accomplished. What was that like?

Motivating Others

- Ryan tends to be moderately cheerful and enthusiastic which can provide some motivation to others

- Generally has a good balance between being viewed as outspoken and cheerful and at the same time not appearing to be insincerely enthusiastic

- Situations or environments where Ryan must be highly enthusiastic on a regular basis will be more difficult

Question: Describe a situation in the past when you had to be outspoken and enthusiastic with others around you in order to complete a project. How did you handle it?

Planning and Time Management

- Ryan usually prefers to allow things to unfold, reacting to situations as they arise

- Tends to prefer a loose schedule rather than taking the time to plan everything out in advance making it difficult for others to know what is happening

- Generally deals well with multitasking during the day

- Ryan may rely too much on their ability to think quickly rather than taking the time to plan and capture details for others to follow

- Important that Ryan take the time to plan their day even though plans may have to change

Question: Describe a time when you had to develop and follow a very detailed plan at work. How long did you have to follow the plan?

Handling Confrontational Situations

- Ryan tends to be direct with others making it more comfortable for them to handle confrontational situations

- Could potentially be overly skeptical and questioning of others actually creating a more confrontational atmosphere even when it is not necessary

Question: Tell me about a time when you had to deal with a difficult situation with someone who was very emotional. How did you approach it?

Making Presentations

- Ryan is moderately comfortable and enthusiastic with presentations particularly if they are very familiar with the content of the presentation

- Tends to have a balanced approach by being upbeat and outspoken while at the same time listening to others and providing the technical side of things when called for in the presentation

Question: Tell me about a time when you made a presentation to a group of people where you had to be very upbeat and motivational. How did you prepare?

Handling Change

- Ryan generally prefers a more structured and stable environment versus one that experiences continual changes

- Ryan generally looks for ways to improve processes that are in place

- Fast changing environments such as those found in start up situations or companies that are having to dramatically change for their market will be more difficult for Ryan

- Employees can generally count on Ryan to be consistent

Question: Tell me about a time when you had to deal with a great deal of changes in your job. What were the changes and how did you deal with them?

Win-Win Team Approach

- Ryan tends to be motivated by individual rewards and motivations

- While Ryan can function well on a team, it is important that there be individual recognition tied to goals and objectives

Question: Tell me about a time when you were highly motivated to do your job every day and felt that you were rewarded for your efforts. How were you rewarded?

Good Impression (Social Desirability)

- Ryan's responses have been frank and open

Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

Report Generated On 30/07/2020 by Ben Whiteley www.bpmtech.co.uk/core 07825470787
ParticipantID #989862