



# Apollo Profile Summary Report

## Executive Management

Candidate Name: ***Jane Citizen***

Date Report Taken: 26/09/2011

Client Name: ***Apollo Consultants***

Overall Suitability:60 - **BRIGHT GREEN** Likely to be excellent.



This report is useful for both recruiting and development purposes. It shows detail of exactly where candidates score on each of 34 scales used for the Apollo Models of Excellence, together with a brief meaning.

For additional information a candidate overview is available from the Apollo Wheel report, and more interpretive information is available for management/HR use from the Narrative Report. The Apollo Development

**Report may be provided to employees or job candidates if wished.**



## Interpreting Apollo Factors

The **BLUE TRIANGULAR MARK** represents the candidate's score along the scale for that factor.



**PRIMARY FACTORS** are considered to be more important than **SECONDARY** factors for successful job performance.

## Understanding the Colours for the Factors

The **COLOURS** shown for each **FACTOR** on the **SCALE** are calibrated based upon standard deviations of scores, modified by studies of high performers to provide Models of Excellence that give a sound guideline for interpreters.

**GREEN** A score range normally associated with successful performance.

**AMBER** This Score is outside the range normally associated with successful performance, and the candidate may be somewhat capable but is likely to need some development.

**RED** This Score is significantly outside the range normally associated with successful performance, and the candidate is likely to need considerable development.

*A red or amber score does not automatically mean that a person can not perform satisfactorily in that area, as they may have developed ways to do so. However, the further away from the desirable area a person's score is, the more confident an Interpreter can be that the candidate is likely to have difficulty in that area.*

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## PART 1 ORGANISATION ALIGNMENT

*shows current degree of career commitment, leadership development and strategic thinking.*

### Career Drives **61**

**Achievement** - Primary



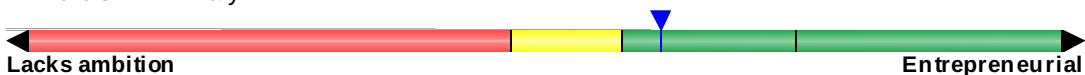
**Likely to strive to achieve results.**

**Remuneration** - Secondary



**Financial reward is less of a motivation than many other factors at work**

**Ambition** - Primary



**Strong level of ambition and would strive hard for success.**

**Independence** - Secondary



**Sensibly independent stance usually provides credibility to both subordinates and superiors, and likely to have original ideas.**

**Recognition** - Secondary



***Wants to be recognised, and would endeavour to maintain quality and standards.***

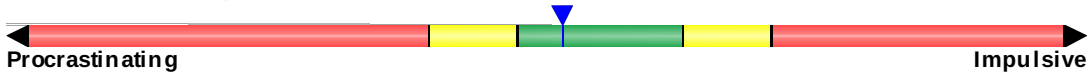
## Leadership and Influence 59

Power - Primary



***Generally confident in exercising authority at work and dealing with discipline issues.***

Decisive - Primary



***Usually a thoughtful and timely decision maker.***

Persuasive - Primary



***Generally persuasive and able to influence others.***

Directive - Primary



***Likely to be directive when necessary.***

Delegating - Primary



***Could improve delegating to gain more effectiveness as a leader, whilst developing staff.***

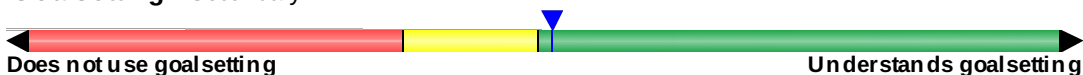
Coaching - Secondary



***Would develop the skills of others, and take time to explain where necessary.***

## Strategic Orientation 62

Goalsetting - Secondary



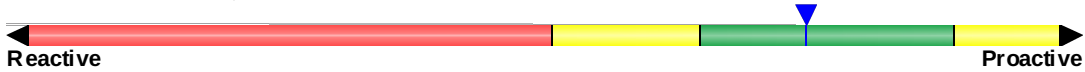
**Usually clear on goals to be achieved.**

Innovation - Primary



**Flexible, innovative and open to new approaches.  
Likely to generate ideas that contribute to future  
organisation development**

Proactive - Primary



**Proactive and likely to respond in a timely way to  
threats and opportunities.**

Analysing - Primary



**Similar preferences for problem solving and being  
analytical as for most executives.**



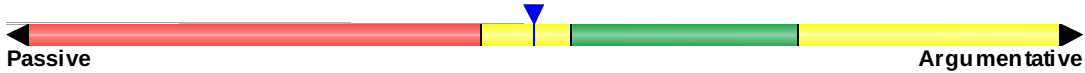
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## PART 2 RELATIONSHIPS

*shows abilities to teamwork and get on well with others, and to resolve conflicts and some important work-related personal values.*

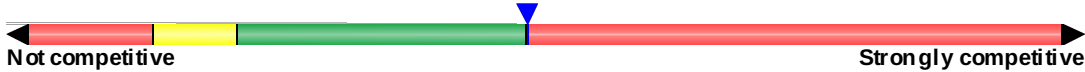
### Conflict Management Style 36

Assertive - Secondary



***Unassertive, reluctant to address conflict.***

Competitive - Secondary



***Strongly verbally competitive, likely to use inappropriately at executive level.***

Collaborative - Secondary



***Very collaborative, appreciates the value of win/win outcomes.***

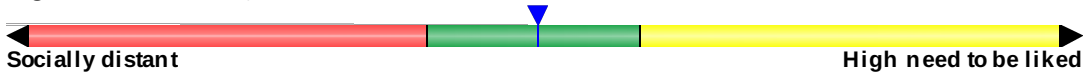
Compromising - Secondary



***Too willing to compromise.***

### People Orientation 60

Agreeable - Primary



***Usually happy to socialise at work and sensitive to the needs and concerns of others.***

Teamwork - Secondary



***Enjoys being a member of a team, and would generally cooperate with others.***

Extraversion - Secondary



***Generally enjoys networking, and likely to have a global perspective.***

Intimacy - Secondary



***Strikes a balance between friendships at work and being objective.***

**Values 58**

Altruism - Secondary



***Strikes a balance between providing support and remaining objective. Understands how decisions impact others.***

Trust - Secondary



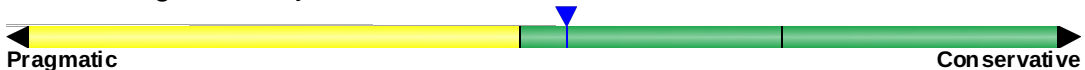
***In relation to others has an average need for trust and openness at work.***

Loyalty - Secondary



***In relation to others issues of loyalty at work are of normal importance.***

Conforming - Secondary



***Balances being pragmatic with conforming with the***



***views of society.***



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## PART 3 MODIFIERS

*personal attributes that can either multiply or detract from workplace effectiveness.*

### Coping 48

Security - Secondary



***A low concern for security enables necessary corporate risk taking.***

Responsibility - Primary



***May experience difficulty accepting the level of responsibility typically associated with an executive role.***

Stress Resilience - Primary



***Generally handles pressure well.***

Sensitivity - Secondary



***Generally sensitive and not upset easily.***

### Workplace Management 52

Conscientious - Primary



***Low need for structure and rules, focuses on outcomes, rather than process.***

**Detail - Secondary**



***Usually accepts an amount of detail, but distinguishes between important and less important detail.***

**Self Organisation - Secondary**



***Tends to be disorganised, but may be effective. May rely heavily on a personal assistant.***

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## PART 4 UNUSUAL ANSWERS

Unusually Low Answers - 'Primary'



**Answers to the low scoring questions are in the normal range, and consistently agree with what most people choose.**

Unusually High Answers - 'Primary'



**Answers to a number of high scoring questions are in the normal range, and consistently agree with what most people choose.**

[Apollo Wheel Report](#) | [Narrative Report](#) | [Areas of Concern Report](#)

**Disclaimer**

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