

C-VAT®

Personal Value Profile

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Name : Sample One
Designation : Sales and Marketing Director
Industry :
Age / Date of Birth : 57
Gender : Male
Total Working Exp : 26
Years in Organization :

This report is commissioned by Sample Company Pty Ltd
Prepared By C-VAT
Basic Report
Date of Completion: 30 November 2006

This report generates the Personal Value Profile (PVP).

It is meant as information for personal analysis, development, and improvement. Organizations may use it alone or a combination with other C-VAT tools and techniques to form a complete organization diagnostic. C-VAT does not pre-define candidates into pigeon holes or stereotypes but will certainly be able to give guidance on career and personal development in a far more accurate and user-friendly format, within a shorter frame of time. This enhances Human Talent Management in a greater efficient and effective manner.

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At a Glance

- Does not like too many work demands, prefers to work at own pace.
- Objective, but may appear detached.
- Does not get involve in other's personal problems.
- Avoids long-term or close interpersonal relationships.
- Exercises authority, takes ownership of responsibilities.
- Not concerned with rank, title or position.
- Less trusting, but has the skills to engage people to fulfill own objectives.
- Wants to lead people, has considerable influence over others.
- Expressive, eloquent, artistic or sporty.

How would you fit into work and with the people around?

Putting in long hours to meet the demands at work is not your preference. You do not like to rush around doing things and may feel demotivated if work constantly encroaches on your personal life. Despite this, you may be prepared to put in extra effort if it is on a short-term basis.

Although you are relatively dependable to deliver results on time, you may at times be late in meeting deadlines.

Generally, you will persist with work until it is completed but may at times not complete your tasks.

You are able to produce work that is moderately high in quality but may at times be careless.

You are an objective person who is impartial and rational. You speak factually without reacting emotionally. When making decisions, you often do not involve your feelings. However, people may perceive you to be distant or detached.

Lending support or listening to others talk about their problems is not something you often do. People may describe you as detached and unsympathetic. You do not regard the welfare of others as the most important aspect of your relationships and you are unlikely to want to be involved in their problems unless necessary.

You are friendly and outgoing when you are with friends although there are times you prefer to be quiet.

You are not one who prefers strong, deep bonds or close interpersonal relationships. Although you do make friends, you prefer relationships to remain casual and superficial.

Taking ownership of responsibilities and being accountable to higher authority are your strong trademarks. Being responsible, courageous, commanding and forceful, you will probably feel demotivated when not given enough responsibilities. However, others may see you as being territorial

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as you are likely to assert control over work situations.

You do not care much about how people view you or whether they show respect. Rather, you focus on what you want to do for yourself. You are likely to dress moderately and simply. Status symbols are not regarded as important matters and neither are ranks, titles and prestige essential to you.

You are skilful in managing people and can be an excellent negotiator because you are persuasive, diplomatic and tactful. You have a good understanding of human behaviour and motives and can engage people to accomplish your objectives. Although curious and accurate about human nature, you neither trust nor believe people easily.

Courage, vigour and initiative are the hallmarks of your character. You want to lead, direct and guide people in a certain direction. People respect you because you are confident, forward thinking and visionary. You have considerable influence over people because you are able to harness their support.

You are keen to explore abstract concepts when the topic appeals to you and you are as interested to discuss theoretical issues as the average person.

You put in effort to plan ahead some of the times but may at times not be as detailed in your planning.

You are creative and have a flair for words. You probably also have multiple language ability and can express yourself very well. Eloquent, demonstrative and dramatic, you may be gifted in the areas of language, arts and/or sports.

Although you are generally able to tolerate some uncertainty, you would be uncomfortable if uncertainty or changes increase.

Further Analysis

Further Analysis can be derived by generating a more detailed report.

Recommendations

You may have received this report through your HR Manager or a C-VAT® Trainer. You may or may not understand the information fully. However do take a moment to reflect bearing in mind that your decisions are based on a single dimension. This report can help you understand yourself better once you start making use of the information. You may want to contact your HR Manager or a C-VAT® Trainer for further assistance.

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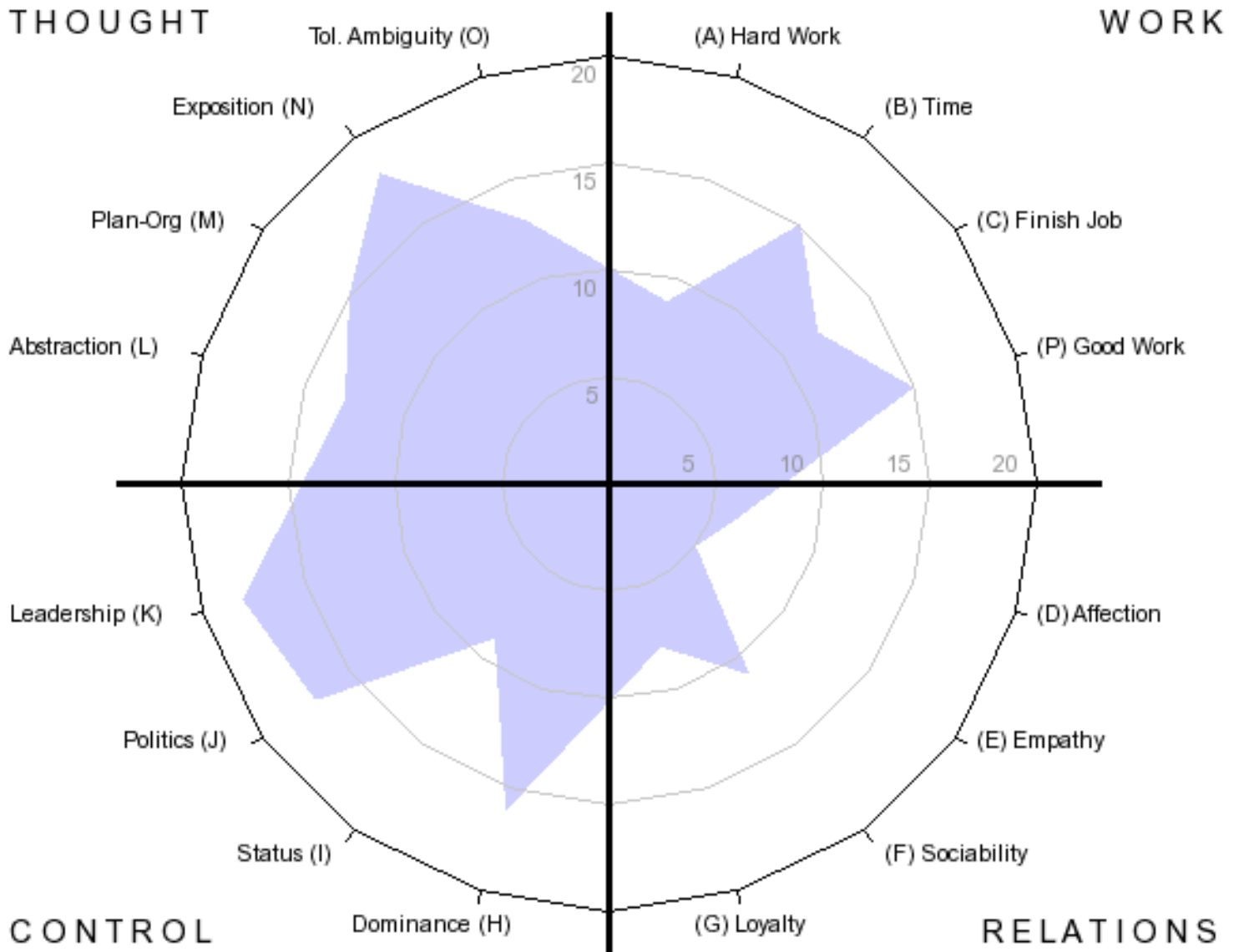
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Work		Aggregate	Score	Control		Aggregate	Score
A	Hard Work	20	9	H	Dominance	20	16
B	Time	20	15	I	Status	20	9
C	Finish Job	20	12	J	Politics	20	17
P	Good Work	20	15	K	Leadership	20	18
Relations				Thought			
D	Affection	20	6	L	Abstraction	20	13
E	Empathy	20	5	M	Planning-Organizing	20	15
F	Sociability	20	11	N	Exposition	20	18
G	Loyalty	20	8	O	Tolerance Ambiguity	20	13



Consultant :