Behavioral Profile Report

James Bond 007

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This Report is a product of PDA International. PDA International is the leading provider of applied behavioral assessments for the selection, management and development of talent.

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INTRODUCTION

The PDA Assessment is a reliable, scientifically-validated tool that was specifically developed to understand and describe the behavior of individuals.

Assuming that you have completed the form and answered in accordance with the instructions, you should find this report to be an accurate description of the way you generally respond to different situations, challenges and commitments that you are faced with on a daily basis.

In short, this assessment describes how you will behave and why. You should also keep in mind that we may sometimes adapt and modify our behaviors by enhancing or inhibiting our natural tendencies.

You will find extremely valuable information in this report, such as those behaviors that are characteristic in you and that you display spontaneously, and your main motivators.

We invite you to dedicate time and read this PDA Report in detail. Focus on the aspects of your behavioral style that have had a positive impact and helped you along your road to success. Also, try to identify those characteristics that, on different occasions, have had a negative impact and complicated your road to success.
CONSISTENCY INDICATOR

The information in this report is coherent and consistent. Therefore, it is valid for interpretation and offers a solid basis for making decisions.

PDA CHART

Risk Axis

Cautious

Risk-Taker

Is a polite, kind and non-confrontational individual. Prefers not to accept risks. Is generally motivated by an environment free of tension and confrontation. Usually adopts a reserved attitude. Is open and willing to receive instructions. Rarely confronts, which is why the individual prefers not to lead others or to dominate situations.

Extroversion Axis

Introverted

Extroverted

Is a somewhat reserved and discreet individual. Interacts with others without a problem, but is usually perceived as someone who prefers to be alone. Can work individually or in small groups. Gives an impression of self-sufficiency and skepticism. Knows the difference between friends and acquaintances.
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**Patience Axis**

Is an individual who is generally alert. Can respond positively to changes and can also tolerate a certain level of routine. Although they do enjoy variety and change, these should be planned.

**Self-Control Axis**

Is an individual who tends to be emotional. At times will involve emotions and feelings when making decisions. Demonstrates, expresses and shares their feelings and emotions.

**Conformity to Norms Axis**

Is a dependent individual with a strong adherence to standards. Is open and accepting of the ideas of others. Generally relies on others to provide direction and set the standards. Is detail-oriented, perfectionistic and precise. Needs guidance from others and is easy to lead. Is obedient, courteous and cooperative. The individual may occasionally be perceived by others as submissive, defensive or extremely adaptable. Seeks others to provide direction and set standards.

**NOTE:** It is important to understand that not all of the characteristics described in this report will manifest themselves simultaneously or with the same intensity. It is more likely that you will only observe some of these characteristics. The higher the points on the axis, the more marked the characteristic and the behavior will be in the individual’s Job Profile.
**BEHAVIORAL DESCRIPTORS**

Based on the responses, this report has identified the words that describe the personal behavior. The following is a list of those words that could clearly be used to describe the individual’s natural behavioral style.

<table>
<thead>
<tr>
<th>Accurate</th>
<th>Adheres to rules</th>
<th>Realistic</th>
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<tbody>
<tr>
<td>Precise</td>
<td>Non-aggressive</td>
<td>Uncommunicative</td>
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<tr>
<td>Active</td>
<td>Logical</td>
<td>Apprehensive</td>
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<tr>
<td>Energetic</td>
<td>Serious</td>
<td>Diligent</td>
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<tr>
<td>Thorough</td>
<td>Inquisitive</td>
<td>Wants to know how</td>
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BEHAVIORAL PROFILE DESCRIPTION

This section will provide ample insight into the individual's natural behavioral style. The description identifies the natural and spontaneous ways in which the individual will respond to the demands of his or her job. Use this description to gain in-depth insight into how the individual responds to the need to solve problems, face challenges and influence others, how the individual responds to the environment and to rules and procedures established by others, and how well the individual is able to control his or her impulses and emotions.

James Bond 007 is a precise, accurate and meticulous individual. He hates making mistakes or failing in his work and is very careful about details. The overall effect of this approach is a quest for perfection. He is generally quiet and reserved and has no problem working once he has received a careful explanation of what he is supposed to do.

Although James Bond 007 is careful and somewhat detail-oriented, in order to achieve maximum efficiency and avoid becoming bored, he needs to manage varied tasks. James Bond 007 likes to think problems and situations through in detail. He prefers to think things over. James Bond 007 uses his logic and analytical skills to respond to complex and difficult problems.

James Bond 007 is systematic, methodical and disciplined. In his approach to work, he tends to adhere closely to policies, rules and regulations. He tends to follow protocol. He works most effectively and comfortably in structured, clear-cut and unequivocal situations. Even though it is not his intention, others may view his innate need for perfection as fussy and become frustrated and irritated with him.

Being naturally sceptical and serious, he does not trust others easily, and it is likely that he will appear somewhat distant and introverted at first meetings. James Bond 007 is a sensitive person who might become emotional or defensive when criticized. At times, James Bond 007 may distance himself from people as a form of self-preservation when he is feeling hurt.

Communication is not one of James Bond 007's strengths, and motivation skills are not among his characteristics. He is not authoritative by nature, although if he has the authority and the support of his organization, he has no problem demanding adherence to rules and regulations.

James Bond 007 can work well on his own when solving problems or planning activities. He will try to avoid situations that could create interpersonal conflict and will likely back down from his position to do so. He is cooperative and pleasant but does not require much social contact. He can be efficient in teamwork, small groups or one-on-one tasks.

James Bond 007 is a helpful and service-oriented individual and will try to satisfy the needs of others. He will typically respect the ideas, opinions and behaviours of others, especially those in whom he trusts.
He will feel motivated working on specialized tasks, either as a team member or on his own. His authority must be based mainly on his skills, and his duties can include a variety of tasks.

His general approach is cautious and conservative. He prefers having a good amount of data before committing to a course of action or making a decision. James Bond 007 may also seek the advice or opinions of others before deciding.

James Bond 007 prefers having plenty of time and information to help her get organized. Since he tends to be a detail-oriented perfectionist, he will feel stressed if he does not have enough time and information to proceed clearly with his job. James Bond 007 may become overly concerned and require explicit instructions and rules.
**MANAGEMENT STYLE**

This section will provide ample insight into the individual's management style. It describes the way in which he or she performs by nature when faced with the need or responsibility of managing others. This individual's managerial style is described in the following chapters: Leadership, Decision-Making and Communication.

**Leadership**

James Bond 007 leads by ensuring that well-established policies and procedures are adhered to, resisting to any changes or deviation.

Before acting, he will analyse and carefully assess the data and any possible consequences of the actions to make sure that his team members have adequate knowledge and experience to avoid mistakes.

He is generally tactful with his team members and will avoid confronting or enforcing discipline unless they fail to observe established procedures and quality standards.

He is clear regarding his expectations of the team, demands high-quality levels and supervises closely to ensure performance.

He is efficient at setting goals for his team members and at short-term strategic and logistics planning.

He is not motivated by persuasion or enthusiasm, but rather by the consequences of not operating in adherence to guidelines.

**Decision-Making**

James Bond 007 is cautious when making decisions, so he may appear indecisive even when making decisions.

His search for supporting data and advice is especially evident when he is handling new or unfamiliar situations.

He does not wish to make a poor decision and may be concerned or become stressed if he feels that he has.

He is reluctant to change his decisions once he has made them. However, he will change them out of respect for authority when faced with rules or orders from her superiors.

In general, his decisions are based on fact and logic; therefore, he is able to make unpopular decisions if they benefit the organization. At the same time, he will do everything possible to avoid even the least disturbance to all of the parties involved.
Communication

James Bond 007 is a serious, tactful, cautious and detail-oriented communicator. His communication style is appropriate for sharing technical and detailed information.

He feels more comfortable communicating with serious, technical-oriented individuals than with informal, sociable ones.
He prefers communication in one-on-one situations than in a group setting.
Because of his message-oriented communication style, he may underestimate the importance of relationships for speakers.
SALES STYLE

This section will provide ample insight into the individual's sales style. The individual's style during the various stages of the sales process is described in the chapters titled "Opening," "Closing" and "Customer Service," enabling us to determine the individual's ability to make presentations and face objections, as well as gauge the individual's skills in customer follow-up and maintenance.

Opening

James Bond's approach to opening is methodical and serious, following the established procedures.
He has a hard time establishing relationships at first meetings.
He tends to provide product information before establishing a relationship.
He uses his in-depth knowledge of the product to gain trust.
He prepares himself very well to make complete and detailed presentations, trying to stick to defined procedures.
Although his presentations are informative and technically correct, they lack the required enthusiasm and passion to inspire the desire to purchase.
He will be more effective with customers who have technical or specialized interests.

Closing

James Bond 007 will use the support of closing techniques and procedures in a tactful way.
He may become quickly frustrated when faced with objections.
Will tend to give up when faced with objections and prefers seeking another meeting to facing the closing.
Will rely more on product knowledge than on persuasion and aggressiveness to make the closing.

Customer Service

His responsibility, discipline and loyalty to the organization ensure that he will be efficient in customer service.
His in-depth knowledge of the product, his high quality standards and attention to detail are essential to winning the customer’s trust.
Customer service will be his main source of making sales, ensuring new orders and obtaining referrals.
In general, he will avoid prospective or aggressive customers.
HOW TO LEAD JAMES BOND 007 EFFECTIVELY

This section describes important aspects to keep in mind in order to effectively coach the individual. The following descriptive points are based on the individual's natural behavioral style and are critical for any person who wishes to lead the individual as effectively as possible, bringing out his or her full potential.

James Bond 007 acts based on rules and procedures, so it is important that his supervisor provide these to him so that he knows exactly what needs to be done and how to do it.

He needs to be formally introduced to his work team and needs to have a specific role in order to feel secure and that he belongs.

Being a somewhat introverted person he has a hard time working in large groups and prefers working individually.

It would be preferable not to expose him to group presentations, unless they are related to his specific area of expertise and he has had plenty of time to prepare his presentation.

In order for James Bond 007 to be motivated in his work, he needs to be given well-defined guidelines. He will follow each step in order to achieve the same quality standard.

He is motivated by recognition from his colleagues for the quality of his work and his knowledge in his area of expertise and expects to be valued and appreciated with personal incentives.

For communication to be effective, this individual needs information to be provided objectively and in detail, preferably in writing. It would be useful if items that have been communicated verbally are also recorded in writing.

He needs a forum for asking questions; otherwise, he will try to resolve them by other means that may not always be effective.

His supervisor needs to pay close attention in order to prevent him from wasting time by repeatedly reviewing every step of the procedures. He will try to avoid making mistakes, but might miss the deadline in the process.

James Bond 007 may be as demanding with his collaborators as he is with himself. He strives for perfection to such an extent that he may sometimes frustrate them.

This individual is not motivated by being in control or being a decision-maker, but rather by being a resource for people who have questions related to his area of expertise. This is why it would be best to delegate decision-making to someone else or ensure that he has the support of his supervisor.

He prefers working on a variety of tasks to avoid routineness, although at the same time, these tasks must be related to his area of interest and expertise.

It is important to keep in mind that this individual's potential lies in his analytical and specialization skills, focused on a high standard of work.
STRENGTHS THAT CAN BE OVERUSED

This section describes some of the unique tendencies in the behavioral style that could eventually become weaknesses. They are clearly positive aspects of this individual's behavioral style, but could act against him or her if not moderated or addressed in a timely manner.

His desire for facts and his need to be right overwhelm the decision making process and lead to procrastination.

His fear of appearing incompetent may inhibit a proactive and risk-taking behavior.

His rational "left brain" (analytical) approach may need to be modified for interacting with right brain (emotional/intuitive) people.

He may focus so much on the obvious logic of a plan or proposal that he may underestimate the importance of building relationships with different people.

He may be perceived as a cold and indifferent expert with the right answers but without a compassionate behavior.

When faced with a mistake or incorrect choice, he may search for more data to support the case rather than recognize the error.

He may get bogged down in "what if" or "doomsday" scenarios.

In an attempt to be complete and accurate, he may provide more information than is actually required.
KEYS TO MOTIVATE JAMES BOND 007 EFFECTIVELY

This section describes important aspects to keep in mind in order to achieve and maintain a high degree of motivation in this individual. The following descriptive points are based on natural behavioral style and are critical for any person who will assign tasks or responsibilities to this individual or who will work with him or her on the same team.

- Provide consistent and meaningful feedback on a regular basis.
- Constantly recognize the work that is well-done.
- Promote a work environment with balanced relationships and no confrontation.
- Maintain structure, clarity and direction in the tasks to be carried out.
- Allow him to display his ability to focus on tasks that require precision, accuracy and quality.
- Provide corrective feedback in a positive and tactful way.
- Avoid personal criticism.
- Provide a workplace that is work- and business-oriented.
- Provide a consistent and predictable work environment.
**CURRENT SITUATION**

This section will provide a clear perspective regarding the changes occurring in this individual's behavioral style. It describes which aspects of the individual's natural style are being modified in an effort to adapt to his or her current job requirements.

James Bond 007 feels that he should be more direct, competitive and slightly more confrontational. This means he may be presenting a more assertive and sometimes more dominant style. James Bond 007 may perceive that he needs to be more dynamic and driven. He may feel that he does not have as much time as he would like in order to get things done. He feels that he has to manage multiple matters at once.

**Decision-Making**

This assessment suggests that, in his natural style, James Bond 007 is rather cautious when making decisions. He strives to make the right decision by compiling all the available information, discussing it with others and using an increasing amount of information so as to be specific. In his desire to do things well, he prefers not to move forward with a decision unless he has all the necessary information on hand. In spite of this, James Bond 007 perceives that in order to be successful in his current position, he must be more of a risk-taker and is therefore currently changing his decision-making style and becoming somewhat more direct and decisive. We interpret that James Bond 007 currently feels that he should make decisions more proactively without consulting the policies so much beforehand. This change causes him confusion and indecision, and he will seem somewhat insecure when making a decision. He has doubts as to whether he is up to the task or prepared to take the initiative and move forward with certain matters. On the one hand, he displays a need to be careful and informed before deciding, but on the other hand, he feels somewhat pressured by the need to decide.

**Energy Balance**

This assessment suggests that James Bond 007 perceives he has more energy than his current situation requires. This may cause a certain lack of motivation.

**Behavioral Changes**

This assessment suggests that James Bond 007 is a flexible individual, who certainly adjusted with no major problems in modifying his natural behavioral style in order to adapt to his current position requirements.

This report is related only to behavioral characteristics. Success in any specific job will depend exclusively on the applicant's intelligence, skills and relevant experience.
Selected Words
Words selected for Role Behavior:
11 13 18 20 21 23 34 45 57 60 66 73 80

Words selected for Natural Behavior:
1 7 10 11 14 17 21 23 36 38 42 47 53 59 61 64 66 71 73 82 86

SELF DESCRIPTION

down to earth, complicated, stressed and tense person. perfectionist and tired
PDA RADAR CHART

James Bond 007

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BEHAVIORAL RADAR CHART

1. Initiative: These individuals have a conciliatory, extroverted nature, taking a genuine interest in others. They are capable of earning the respect and trust of all different types of people. They work toward results in a proactive, creative and dynamic way.

2. Persuasion: These individuals are sociable and make a good impression on most people due to their warm, understanding and compassion. They work with and through others to get the job done. They work toward results in a creative way. They are persuasive and strive to please and convince others.

3. Influence: These individuals are by nature very sociable and friendly in their approach toward people. They prefer to work with and through others to complete tasks and assignments. They have an optimistic outlook and work toward results in a spirit of teamwork, leveraging their influence and interpersonal skills.

4. Independence: These individuals are self-assured, confident and independent. They prefer to think for themselves, form their own opinions, and ideally, do things their way. They work toward results in an independent way, making decisions based on their own criteria without waiting for others’ opinions.

5. Advice: These individuals are good communicators who are willing to listen to others and accept their opinion. They adopt a friendly, persuasive and courteous style, relating to others in a helpful, accommodating manner. They work toward results in an amicable way, promoting teamwork and a harmonious environment. They are patient and creative. They make good coworkers, teammates and coaches.

6. Service and Support: These individuals tend to be patient, calm and balanced in most situations, even under pressure. They may be somewhat reluctant to voice their concerns or frustrations. They work toward results in an unobtrusive way, by listening and then analyzing the information.

7. Kindness: These individuals are very well-suited for administrative and specialized positions. They are diplomatic and tactful in their approach toward others. They work toward results in a patient, kind and amicable way, avoiding confrontation.

8. Patience: These individuals devote time to others and are good listeners with a high degree of empathy. They are patient, considerate and kind. They are also generous, pleasant and compassionate. They work toward results in a patient, consistent manner, taking as much time as they need.

9. Precision: These individuals are more comfortable and efficient when working in structured, well-defined environments and situations. They are careful in their approach to problems and decision-making. They work toward results in a careful, methodical manner.

10. Concentration: These individuals are precise thinkers and assiduous workers who prefer following procedures both at work and in their private lives. Being perfectionists, in their efforts to avoid mistakes, in their work, they are analytical, precise and orderly. They work toward results by focusing on and following established procedures.

11. Analytic: These individuals have a marked tendency to gravitate toward management and specialized positions. They are highly reliable, very disciplined and precise. They work toward results by evaluating the available facts and information and then progress- ing in a logical, systematic and orderly fashion.

12. Obedience: These individuals are detail-oriented in their work and assignments. They make every effort to do their jobs perfectly. They work toward results in a persistent, steady manner by analyzing the available information and following the established procedures.

13. Planning: These individuals are meticulous and precise with an innate ability to solve problems. They are very eager to get to the root of the problem. They may have a wide range of interests. They work toward results by studying and solving complex problems, making decisions based on logic.

14. Dynamism: These individuals are social, intense and impatient. They are very eager to please. They strive to get things going, keep them moving and achieve results as quickly as possible. They work toward results in a dynamic way by fostering change and quickly adapting to new situations.

15. Determination: These individuals look to the future and compete to achieve their goals. They would rather go out and make things happen than sit around waiting for them to happen. They are willing to take risks. In order to achieve their goals, they work toward results in a steady, determined way, using confrontation when necessary, taking responsibility for things and accepting challenges.

16. Expediency: These individuals are highly efficient with an urgent, impatient desire to produce rapid results. They enjoy variety in their work. They work toward results in a dynamic, competitive way, making quick decisions.
BEHAVIORAL TRENDS

IMPORTANT: Under optimal conditions, the vast majority of individuals may be capable of performing adequately in any of the following competencies. "Optimal conditions" is used to signify a work environment in which several of the following conditions are present: good leadership, motivation, recognition, support and training, among many others. We understand that workplace conditions are not always optimal...

Customer Service, Attention and Support

This competency measures an individual's skill in terms of customer service and the ability to provide service in a polite, attentive and consistent style.

Attention and Listening

This competency measures the "listening and receptivity" skills in an individual. Patience, tolerance and time for others.

Dynamism and Sense of Urgency

This competency measures an individual's skill in responding to challenges that require diversity, change and variety when time is of the essence.

Implementation

This competency measures orientation toward tasks. An individual's ability to manage and coordinate tasks in adherence to the appropriate standards and procedures.

Competitive Orientation to Results

This competency measures an individual's skill in being results-oriented by means of a direct and competitive style, accepting some challenges and using confrontation, when necessary.
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Strategic Orientation to Results
This competency measures an individual's skill in being results-oriented by means of a determined and consistent style, creating strategies, minimizing risks and avoiding confrontation.

Persuasion and Extroversion
This competency measures an individual's skill in terms of interpersonal relationships and the capacity to relate by means of an extroverted, sociable and persuasive style.

Precision - Quality
This competency measures an individual's skill regarding tasks that require precision, quality and detail. Continued follow-up through completion.

Proactive and Independent
This competency measures "proactivity" toward tasks as well as people. It involves the skills of persuasion and motivating others, while pursuing challenges that require creativity and independence.

Adherence to Rules and Guidelines
This competency measures an individual's ability in terms of adherence to policies and control, responding in accordance with appropriate rules and guidelines.

It is extremely important and useful to identify an individual's Natural Behavioral Profiles in order to predict how much effort these competencies will require, that is, whether the individual will be able to display them naturally, spontaneously and effortlessly or whether they will require a greater effort because they are not natural to the individual. For example, a "naturally impatient and restless" individual will have to make a greater effort in the "Analytical Skills" competency, while the "Sense of Urgency" competency will be a natural skill and will therefore require the least effort.