Personal Analysis

PA

Finxs PA is an ipsative tool that describes the behavioural tendencies of an individual at work and under pressure based on Marston's DISC Theory. It identifies tasks that energize an individual as opposed to tasks that require more energy from the individual to perform within Managing Vision & Purpose, Planning & Development, People Management and Execution & Control. This assists in formulating individual development plan to improve work & team effectiveness against a specific Job Profile (JP).

Distance, Logic

Facts, Correctness

Result, Change

Preciseness, Standards

Influence, Activity

Thoroughness, Patience

People, Positiveness

Helpfulness, Friendliness
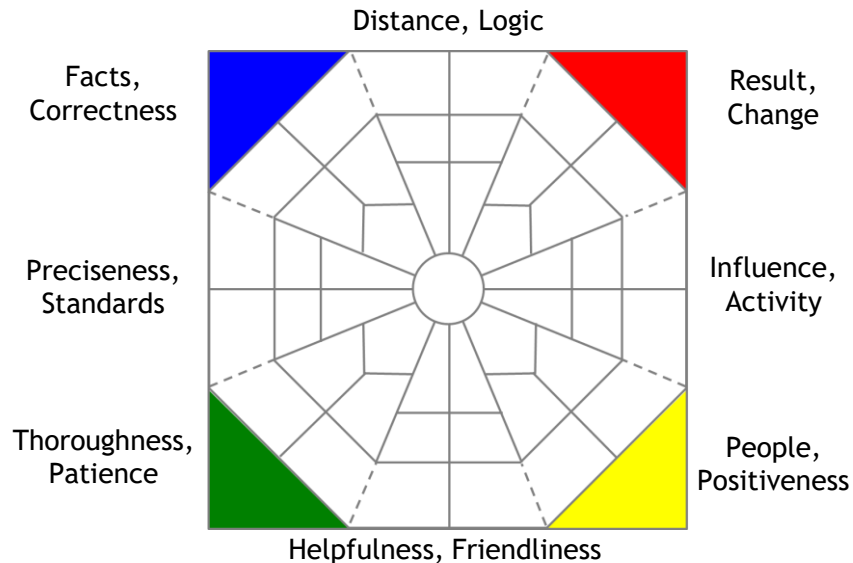
Personal Analysis (PA) is a comprehensive version of DISC report that caters for managers who prefer details. It is used to understand:
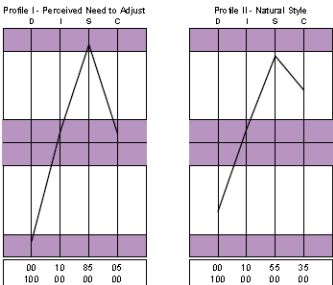
- Natural behavioural tendencies
- Leadership styles & flexibility zones
- Performance enhancement needs

PA provides strategic information of an individual for management to make informed hiring/development decisions based on the following 3 broad areas:

- Personal attributes & ideal job environments
- Natural communication, teamwork and decision making styles
- Sources of motivation & situations that reduce motivation
- Behavioural competencies and development pointers

FinxS

Profile I - Perceived Need to Adjust
Profile II - Natural Style

Personal Attributes

Communication

Strengths

These strengths

- Likes to be w
- Participates in
- Works pleasa
- Takes care of
- Sociable but a
- Gets people e
- Is friendly to e
- Discusses po
- Doesn't alw ay
- Listens to pec
- Can talk and li
- Wants to obey

Reactions t

These reactions

enthused.

- Tries to pleas
- Bustles aroun
- Is friendly also
- Discusses too
- Delays things
- Is too kind an
- May disturb th
- Doesn't take a
- Is too open w ith personal matters
- Gives in even w hen knows the facts
- Wants to be liked by everyone
- Is afraid of stating an opinion voluntarily
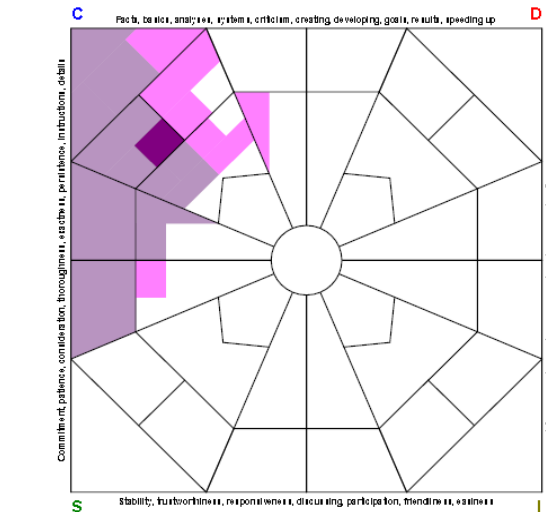
Flexibility Zones:

Current Zone = The position of the profile at the moment

Natural Flexibility Zone = The area where the profile will most probably shift

Easiest Development Zone = The area toward which the profile is easiest to develop

Most Difficult Development Zone = Areas that require stronger conscious adjustment of behavior

Job Environment

Broad range of responsibilities with few instructions:	-5	-4	-3	[-2]	-1	0	1	2	3	4	5
Handling a variety of different contacts:	-5	-4	-3	-2	-1	0	1	2	[3]	4	5
Conducting systematic planning:	-5	-4	-3	[-2]	-1	0	1	2	3	4	5
Finding new , creative but logical solutions:	-5	-4	-3	[-2]	-1	0	1	2	3	4	5
Emphasizing positiveness:	-5	-4	-3	-2	-1	0	1	2	3	4	[5]
Helping and guiding others:	-5	-4	-3	-2	-1	0	1	2	3	4	[5]
titive routines/tasks:	-5	-4	-3	-2	[-1]	0	1	2	3	4	5
ow ing rules exactly:	-5	-4	-3	-2	[-1]	0	1	2	3	4	5
petitive environment:	-5	-4	[-3]	-2	-1	0	1	2	3	4	5
nce to other people:	-5	-4	-3	[-2]	-1	0	1	2	3	4	5

Behavioral Competencies

Managing Vision and Purpose

Bringing up new ideas to inspire people:	-5	-4	-3	-2	-1	0	1	[2]	3	4	5
Goal-focused and direct boosting of others:	-5	-4	-3	[-2]	-1	0	1	2	3	4	5
Introducer of a new perspective:	-5	-4	-3	-2	-1	0	[1]	2	3	4	5

Planning and Development

Providing guidance in complicated matters:	-5	-4	-3	-2	-1	0	1	2	3	[4]	5
Building of new structures and systems:	-5	-4	-3	[-2]	-1	0	1	2	3	4	5
Creating change and promoting it:	-5	-4	-3	-2	-1	0	[1]	2	3	4	5

People Management

Thorough, yet encouraging coaching:	-5	-4	-3	-2	-1	0	1	2	3	4	[5]
Reducer of conflicts and a guide for others:	-5	-4	-3	-2	-1	0	1	2	3	4	[5]
Creating and explaining new approaches:	-5	-4	-3	-2	-1	0	1	[2]	3	4	5

Execution and Control

Coming up w ith new solutions to technical problems:	-5	-4	[-3]	-2	-1	0	1	2	3	4	5
Taking control in pressure situations:	-5	-4	[-3]	-2	-1	0	1	2	3	4	5
Taking action w ithout existing solution models:	-5	-4	-3	[-2]	-1	0	1	2	3	4	5

PA Sample Questions

Most	Least	
☑	☐	Carefree, positive
☐	☐	Flexible, yielding
☐	☐	Argumentative, speaks out
☐	☑	Stable, relaxed

Most	Least	
☐	☑	Optimistic, positive attitude to life
☑	☐	Adjustable, agreeable
☐	☐	Respectful, obedient
☐	☐	Shows initiative, wants change

Total Questions: 24   **Test Duration:** 15 minutes

bringing life to business

Hann Consulting (Asia) Sdn Bhd

Lot 237, 2nd Floor, The Curve, Mutiara Damansara
47800 Petaling Jaya, Selangor, Malaysia
Tel: +603-7710 9266
Fax: +603-7710 5266
Email: contact@hannasia.com
Web: www.hannasia.com