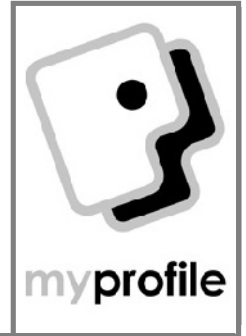




MYPROFILE BEHAVIOURAL REPORT



INTRODUCTION

DPA1049

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BEHAVIOURAL STYLES

A person's ability to perform tasks reflects their knowledge, skill and experience. Their willingness, desire and suitability to perform those tasks reflect their behavioural preferences.

Each individual has unique behavioural preferences that can be identified and indicates how that person deals with most situations.

People carry out tasks in their own preferred style and determining that style avoids placing "square pegs in round holes".

HOW WE PRODUCE THIS REPORT

Applicants respond to 32 questions that ask them to identify which word and phrase most and least describes their working personality. Their response determines their behavioural profile.

MYPROFILE uses four behavioural identifiers to describe the Applicant. All four in a number of combinations can be used to define a person's profile.

D.P.S.A is an acronym for DRIVER, PROMOTER, SUPPORTER and ADMINISTRATOR. These terms are used to describe the applicant (the person completing the evaluation).

D - DRIVER

Decisive and Direct

Drivers want to take charge in order to succeed and win.

P - PROMOTER

Outgoing and Optimistic

Promoters want to influence others and inspire them to act.

S - SUPPORTER

Sympathetic and Accommodating

Supporters want to help others and solve conflicts.

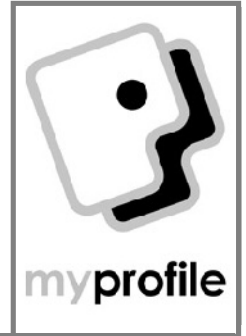
A - ADMINISTRATOR

Precise and Reserved

Administrators want to do things right and pay attention to detail.

Most people display a combination of behavioural types and MYPROFILE reflects these combinations by designating the dominant profile as the Primary Behaviour and the second and or third less dominant type as Secondary Characteristics. Combined they make up the applicants behavioural profile.

By knowing what profile type the applicant or your staff are, employers can avoid the costly mistake of hiring the wrong person. Some profiles will contain only the Primary Behaviour.

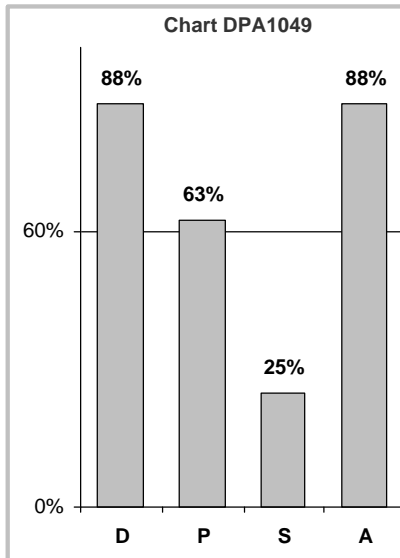


PROFILE TYPE

DRIVER/Promoter/Administrator
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PROFILE SUMMARY



The Chart indicates the comparative intensity of each behavioural dimension. 60% and above are recorded as profile dominant.

This Applicant is an influential, logical, open-minded and competitive person who can also be described as outgoing, factual, assertive, firm and energetic. Although being self-starters and results-oriented, they have an interest in people and they also like to socialize.

The management style of this mobile and alert person is both directing and influencing others to act in a variety of situations. They should have freedom to lead and motivate others in a clearly defined and structured environment, communicating well and delegating in order to achieve results for the organization.

The Applicant seeks an opportunity to perform in a democratic yet structured environment where they have the freedom of speech and opportunity for personal advancement. They are looking for an environment where people, accuracy, creativity, as well as prestige are appreciated.

They are best suited in positions requiring drive and personal discipline such as directing and managing technical/scientific team, computers, credit or customer management, planning, project engineering, logistics, production, IT, and general management.

WORDS THAT BEST DESCRIBE THE APPLICANT

Primary Behaviour - Driver

Ambitious, Competitive, Forceful, Determined, Innovative, Insistent, Self Starter, Enterprising, Demanding

Secondary Characteristics - Promoter/Administrator

Influential, Inspiring, Friendly, Persuasive, Verbal, Confident, Optimistic, Extrovert, Sociable. Careful, Compliant, Dependent, Orderly, Precise, Logical, Perfectionist, Conventional, Accommodating

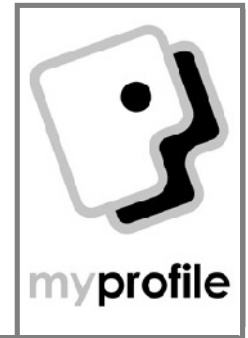
PREFERRED WORKING CONDITIONS

The Applicant is Primarily a **Driver** who enjoys working conditions that include having power, authority, prestige and challenges. They benefit from individuality, variety and advancement. Drivers love to solve problems, make decisions and are very action oriented.

They also have Secondary Characteristics of a **Promoter** and **Administrator**. These people excel where recognition, freedom and group activity are a part of their job. Employment opportunities where relationships are important are natural to Promoters. They enjoy coaching and mentoring. Promoters are very motivational and enthusiastic.

Administrators want to work in an environment that clearly defines performance expectations, and requires quality, accuracy and expertise.

A working environment that is business-like and offers the Administrator an opportunity to be analytical, diplomatic and recognises their ability and achievement is ideal.



PROFILE TYPE

DRIVER/Promoter/Administrator
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HOW TO EFFECTIVELY COMMUNICATE WITH THE APPLICANT

The Applicant is a **Driver** and therefore you need to be direct to the point and don't ramble, avoid social chatter and stick to business. Don't direct or order but do ask them to repeat your instructions to avoid miscommunication. Use open questions and ask how, when, where, why, what to get to the real issue. If you disagree with them take issue with the facts not the person.

This person also has Secondary Characteristics of a **Promoter** and to a lesser extent a **Administrator**. These people are best communicated in informal discussions. Use a two way dialogue to exchange ideas. Respond to their feelings and comments by sharing stories. Ask for their opinion and ideas. Don't over control the conversation and don't talk down to them. Avoid personal questions and use logic rather than emotion when in discussion. Check for points of disagreement or misunderstanding and always prepare your case in advance. Stick to business and be direct. Providing tangible and practical evidence will always succeed. It's best not to introduce other peoples comments or opinions unless they are your own.

HOW DOES THE APPLICANT TEND TO BEHAVE

Drivers like to solve problems and get results quickly. They tend to question the rules and definitely like being in charge. Drivers accept new tests, challenges and like direct answers.

As this person has Secondary Characteristics of a **Promoter/Administrator** they prefer to persuade others and talk people into things. They are great communicators and tend to be open and talk about thoughts and feelings. They like to work with people rather than alone and enjoy telling stories and entertaining. Promoters get enthusiastic about things and in most cases don't like dealing with the little details and are usually big picture people.

To a lesser degree the Applicant is also a Administrator who likes to meet high personal standards and tends to think a lot about things before deciding what to do. They must have clear rules and assignments and dislike people questioning their work. Administrators prefer working with people who are organised and are good at their job.

VALUE TO THE ORGANISATION

Primary Behaviour - Driver

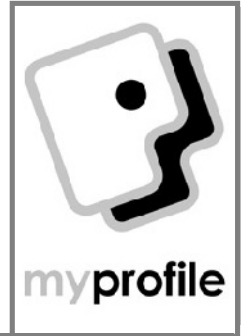
- They accept challenges
- They value time
- They take risks and get results
- They make decisions and solve problems
- They love authority
- They are very task oriented
- They enjoy trouble shooting

Secondary Characteristics Promoter / Administrator

- They are excellent communicators
- They enjoy contacting people and helping others
- They motivate people to act and generate enthusiasm
- They demonstrate loyalty and are great listeners
- They produce accurate and precise work
- They follow directions and standards rigorously and focus on detail
- They enjoy working to guidelines and adhere to procedures and policies



MYPROFILE BEHAVIOURAL REPORT



PROFILE TYPE

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CAREERS CHOICES

Business Consultant, Industrial Relations, Technical Manager/Supervisor, Senior Academic, Engineer, Financial Planning, Banking, Fund Management, Production/Logistics, Lecturer, Computer Sales, Computer Analyst, Management Positions

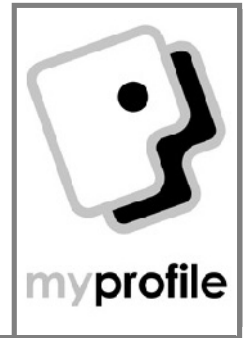
MANAGEMENT STYLE

As a **Driver** the Applicant is decisive, efficient and quick to change. They enjoy being competitive, and are independent. The Driver is practical and is usually impatient and domineering. They are quite tough when they need to be.

The Applicant also displays **Promoter** characteristics, these are emotional, enthusiastic and always optimistic. They are persuasive, animated and talkative. Promoters can be stimulating and excitable when they wish to promote their point of view. **Administrators** are perfectionist and are accurate. They have persistent qualities that are often expressed as serious and orderly. They do tend to be critical, although they themselves dislike criticism. Often sensitive they are usually slow to make decisions.

WORK STYLE REVIEW

STYLE & BEHAVIOUR	DRIVER / Promoter / Administrator
At work they tend to use their	Character, personality & knowledge
They mostly communicate by	Telling, selling & writing
They are motivated by	Ambition, power and recognition
They are de-motivated by	Failure, rejection and conflict
Their value to the company is	Getting things done by working with people and maintaining administrative control
Their management style is	Competitive, communicative & precise
Their negotiating strengths are	Comfortable either closing or opening in particular negotiating agreements or contracts
They enjoy	Active participation with a variety of tasks presented in a clear logical and precise objective
They dislike	Time wasting and some administrative tasks were vagueness and inaccuracy are present
They influence others by	Force of character, persistence in a friendly relationship presented in a logical factual manner



CONCLUSION

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ABOUT MYPROFILE

MYPROFILE is an online behavioural personality assessment tool. It focuses on work related behaviour and provides suggestions for career opportunities depending on the behavioural profile of the applicant (person completing the profile).

MYPROFILE uses well known and proven personality research concepts called Psychometric tests which determine personality types and enables the applicant to maximise their potential.

Please visit www.myprofile.com.au for more information about MYPROFILE, including CareerMatch that matches profile types with career suggestions, and a detailed explanation about each profile type (D.P.S.A. methodology) A slide show presentation is also available on screen or downloadable from the web.

DR. ILAN KOGUS BEHAVIOURAL SPECIALIST

Dr. Kogus holds a B.A, M.A and Ph.D. degrees in Change Management and Sport Psychology and has more than 15 years experience in behavioural profiles.

Dr Kogus is a Director of MYPROFILE Pty Ltd and consults to organizations and individuals on how to achieve greater profitability and success. He is noted for his work in inspiring success, change, quality and teamwork. Dr. Kogus has a proven unique ability in solving conflicts and in creating a profitable and productive work environment.

Dr. Kogus is recognised for his innovations in applying psychological and behavioural models for peak individual and team performance with elite sporting teams. His clients include the Australian 2000 Olympic Team, the Wallabies, Junior Wallabies, the Sydney Flames and Tennis Australia.

Find out how Dr. Kogus can make your business successful and profitable by visiting www.kogus.com.au

CONFIDENTIALITY

This report is based entirely on the Applicants response to the questionnaire and is intended solely for the named addressee and is strictly confidential. Any confidentiality or privilege is not waived or lost if this report was sent to you by mistake. MYPROFILE makes no warranties, express or implied about the accuracy or reliability of this report. By using this report, the user agrees to release MYPROFILE from any and all liability.

PRIVACY AND SECURITY

MYPROFILE does not view, retain, store or keep copies of the Applicants Profile. Profiles are sent electronically to the e-mail address specified by the Applicant. If the Applicant is requested by a Recruitment company to complete a Profile for the purposes of evaluating the Applicants worthiness for a job then a copy of the Profile is also sent to the Recruitment Company and may only be used by them for this purpose.

MYPROFILE has adopted a policy of sending Profile reports using a PDF format. PDF files are least likely to contain viruses and provide greater security. Strict confidentiality is maintained by the Applicants name not appearing in the Report.