

Reference Family: Producer

The Family Portrait report shows your profile and the "reference" profile so you can see immediately how close the fit is. You will see two profiles on the chart. The red one is your own profile which is overlaid on a grey profile which is the reference profile for your Family. The similarity between the two profiles will indicate how close you are to that reference profile. The Family Portrait gives a quick overview under a number of key headings.

Word Picture

- Determined with a strong sense of purpose
- Looks for continuous improvement
- Pushes projects through determinedly
- Is ambitious and goal-oriented
- May tread on others' toes
- Autocratic, demanding

Contribution to a team

- Provides a strong leadership position
- Has firm ideas on how things should be done
- Insists on effective contributions
- Clear vision and focus
- Can be demanding and unyielding
- May not be very creative in suggestions

To Manage

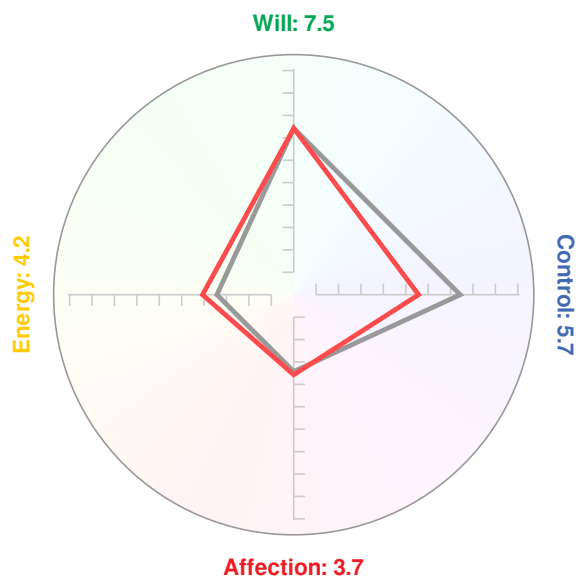
- Present logical plan, refer to 'expert' opinion
- Provide scope for shaping and managing own area of business
- Keep relationships business-like
- Define required results - allow freedom to make own decisions about method
- Resist close managing
- Keep it brief - know what you want to say
- Suggest ways to improve through self-awareness, training and development

As Leader

- Focuses people on an agreed way forward
- Challenges and demands answers
- Sets and insists on high personal standards
- Defines clear goals
- Monitors performance closely
- Provides immediate feedback if performance falls short
- Expects people to achieve

Motivated by

- Managing performance
- Achieving targets
- Authority within own remit
- Creating and running a business
- Producing measurable results



People like DJ Chaffin are potent members of any organisation. There is a strong sense of purpose and firm ideas of how goals should be achieved. DJ Chaffin is task oriented and keen to achieve measurable results.

Leadership

You should expect:

- impressive with a sense of purpose
- presents objectives clearly to others
- gives feedback quickly
- monitors performance closely

You should watch for:

- demanding but rather unsympathetic
- can limit freedom and creativity

Interpersonal

You should expect:

- very professional and polished
- highly respected within an organisation
- appreciated for ambition and drive
- aware of business needs

You should watch for:

- intolerant of people who don't 'fit'
- argumentative when people disagree

Initiative and Effort

You should expect:

- quick to take responsibility
- committed and goal-oriented
- drives hard and expects others to follow
- forceful in the pursuit of goals

You should watch for:

- expects people to do as they are told
- unwilling to make allowances

Communication

You should expect:

- expresses views forcefully
- concise in expression and plans carefully
- uses formal communication
- expects people to get to the point

You should watch for:

- clinical and pragmatic
- sharply critical when disagreeing

Analysis and Decision Making

You should expect:

- efficient and practical decision-maker
- analysis based on logic and data
- quick to decide and to implement
- manages risk well

You should watch for:

- failing to consult
- disparaging others' ideas

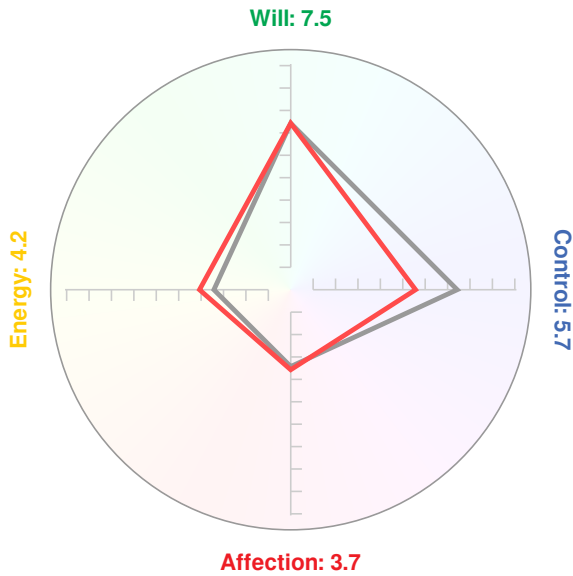
Planning and Organising

You should expect:

- thinks ahead and builds workable plans
- delegates and gives clear instructions
- sets goals and monitors performance
- makes good use of available resources

You should watch for:

- entrenched and rigid once set on course
- sees people as 'tools of the trade'



Creating a Vision

- Appeal to DJ Chaffin's willingness to take on a challenge
- Sell the potential for improving efficiency
- Involve DJ Chaffin in the development and give plenty of scope for DJ Chaffin to input own ideas
- Present logical business sense arguments and refer to 'expert' opinion and future trends
- Emphasise the personal benefits and career advantages involved in the successful realisation of the vision
- Be clear about where you feel DJ Chaffin fits into the bigger picture and that success depends upon DJ Chaffin's contribution

Stimulating the Environment

- Respond to DJ Chaffin's need for status, authority and responsibility
- Provide DJ Chaffin with plenty of scope for shaping and managing an area of the business
- Motivate DJ Chaffin by talk of challenging targets and measurable results
- Involve DJ Chaffin in discussions where opinions and ideas are exchanged and challenged
- Keep very involved and reinforce the importance of DJ Chaffin's own results to the overall success of the business

Treating People as Individuals

- Keep relationships on a very business like basis
- Respect privacy and the fact that people like DJ Chaffin take themselves and their work very seriously
- Bear in mind DJ Chaffin can be blunt and direct and respects others with the same qualities
- Allow DJ Chaffin to contribute a viewpoint - there will always be one - and tactfully ensure that yours is listened to as well
- Ensure discussion centres on matters that concern DJ Chaffin directly as people like DJ Chaffin are always busy and resent unnecessary interruptions

Goal Setting

- Provide specific goals in terms of the end results required but allow DJ Chaffin freedom to make decisions about how they are achieved
- Be aware of DJ Chaffin's tendency to be autocratic and demanding of others - build in some specific and measurable targets to counteract this if necessary
- Link goals directly to overall business needs and emphasise the connection with efficient use of resources and self-improvement or career prospects

Monitoring Performance

- Resist any temptation to manage closely. People like DJ Chaffin see themselves as very capable and expect to be trusted

- Recognise DJ Chaffin's need for a manager who is tactful and respectful of ideas and contributions
- Arrange meetings to discuss progress but keep them brief and to the point
- Assert your authority if necessary using logical and rationale arguments
- Consult with DJ Chaffin early if a change of plan is likely - people like DJ Chaffin can be inflexible

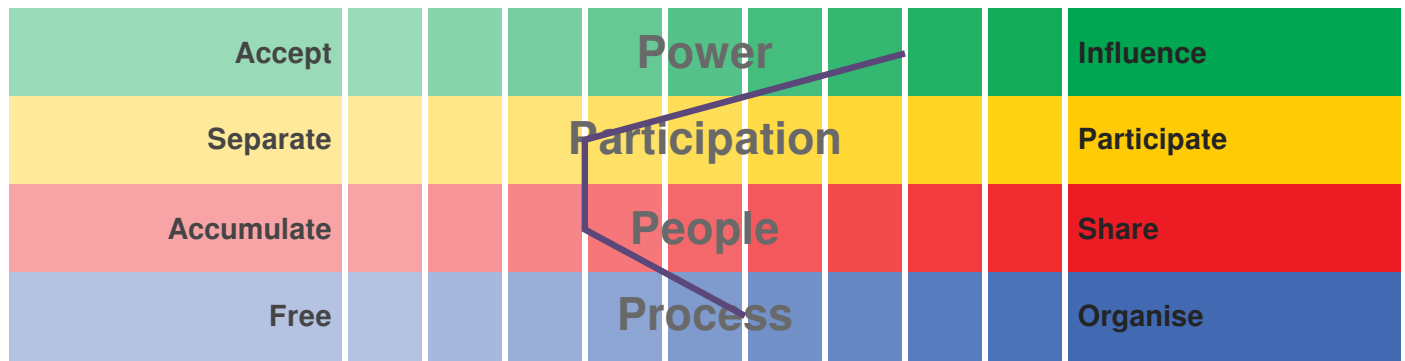
Providing Feedback

- Keep it brief, and have a clear idea of what you want to say
- Praise DJ Chaffin directly for a personal contribution, a sense of urgency and ability to progress independently with minimal back-up
- Use tact and be sure of your facts when giving negative feedback
- Be prepared for DJ Chaffin to defend if criticised and to resist admitting mistakes
- Stick to your guns and give as good as you get, but allow DJ Chaffin to save face

Developing Careers

- DJ Chaffin's own career prospects will always be high on the personal agenda
- Encourage DJ Chaffin's determination and assist in finding suitable outlets for ambition
- DJ Chaffin's main development areas are likely to centre on the adverse impact on others

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- Help DJ Chaffin to recognise any limitations and suggest ways in which improvement might be made. Raise DJ Chaffin's prospects through self-awareness, training and development



This pattern of Drivers suggest that DJ Chaffin is best suited by a role which provides the following

- Managing the performance and output of others
- Setting and achieving measurable targets and goals
- Authority to act within your own remit without interference
- Creating and running a business
- Producing measurable results

Research has shown the following job elements to be key to maintaining DJ Chaffin’s motivation and interest

- Freedom to manage your own workload
- A position of respect and influence
- Being materially rewarded for your achievements
- Being challenged by your work
- Having promotional opportunities
- Doing work that requires precision and care
- A chance to develop a specialisation and area of expertise
- Having the chance to act upon beliefs and ideas

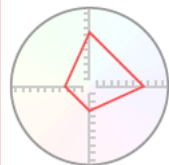
Having to spend too much time on the following elements has been shown to be demotivating for DJ Chaffin and likely to lead to frustration

- Having to work in a very social team
- Shared responsibilities
- Lack of respect for the hierarchy
- Being asked to be creative
- Managing constant people issues and development problems
- Not having your work officially recognised
- A loud and casual workplace
- Unchallenging or easy work

The Bell Curve

DJ Chaffin

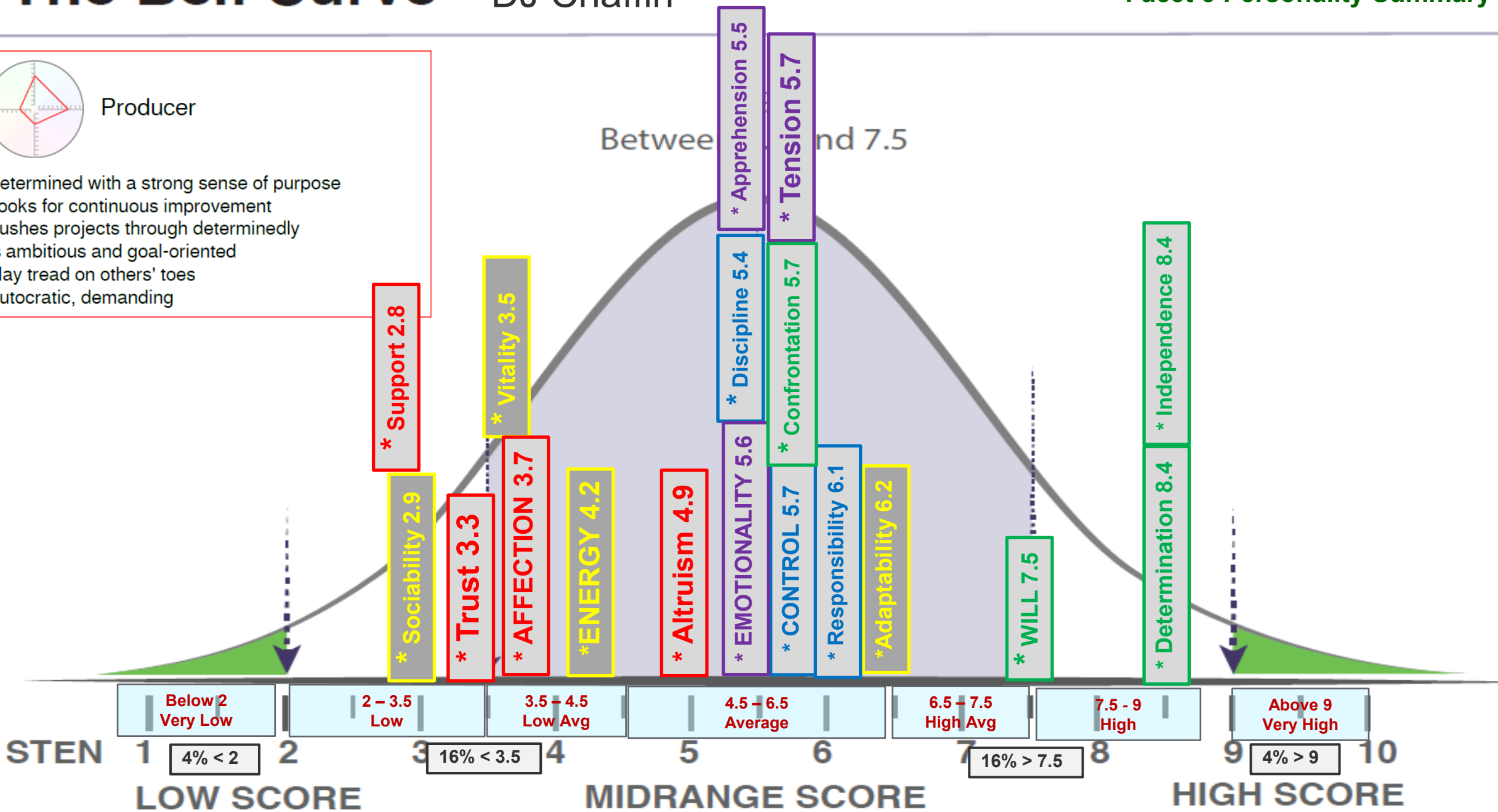
Facet 5 Personality Summary



Producer

Determined with a strong sense of purpose
Looks for continuous improvement
Pushes projects through determinedly
Is ambitious and goal-oriented
May tread on others' toes
Autocratic, demanding

Between 5 and 7.5



Facet5 Factors

		Subscales	
Will	The driving force behind the promotion and defence of your own ideas	Determination Confrontation Independence	The inner drive to commit to own ideas A drive to confront issues as they arise A tendency to go your own way
Energy	The extent to which you need to interact with other people	Vitality Sociability Adaptability	Obvious enthusiasm and energy Interest in being with people Involving other's in your thinking
Affection	The degree which you are 'Self or 'Others' focused	Altruism Support Trust	Putting other people's interests first Always trying to be understanding Tendency to take people at face value
Control	A measure of the amount of self-discipline and responsibility you have	Discipline Responsibility	Being personally organised and planned Being willing to take personal responsibility
Emotionality	A measure of the level of anxiety and apprehension you experience in your everyday life	Tension Apprehension	A general sense of tension or stress Being cautious and not over-optimistic