Annexure X: Candidate 14 – Functional Assessment

The Internal Interaction System or IIS used in this report describes the candidate's inner feeling and perception of what the candidate believes about him/herself. In other words, it is the true inner picture or inner perception the candidate has of him/herself.

The General Behaviour System or GBS gives a view of peoples' feelings and emotions. It is how the candidate portrays him/herself – what one can see.
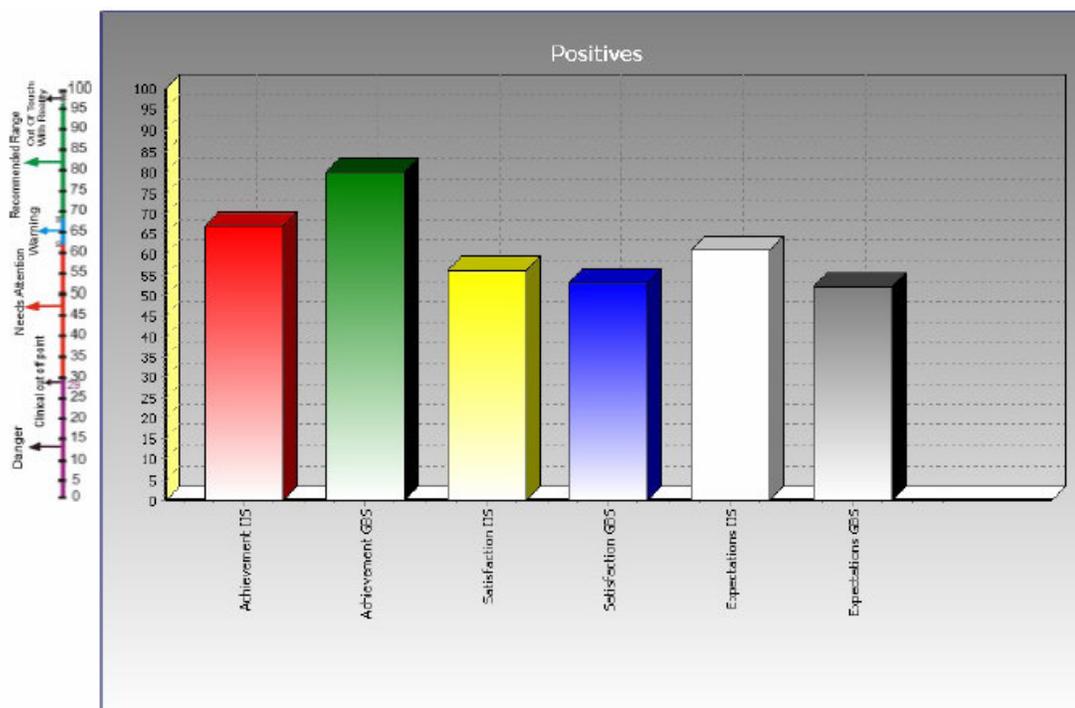
Figure A14.1 Positive Functioning areas

Table A14.1 Positive Functioning areas

Super Construct	Construct	Total
Positive Functioning	Achievement IIS	67
Positive Functioning	Achievement GBS	80
Positive Functioning	Satisfaction IIS	56
Positive Functioning	Satisfaction GBS	53
Positive Functioning	Expectations IIS	61
Positive Functioning	Expectations GBS	52

All the constructs except one in Figure A14.1 for this candidate are under-activated. He does not feel that he is achieving but he is portraying that he does. His functioning is not optimal because of the under-activation of the above constructs.
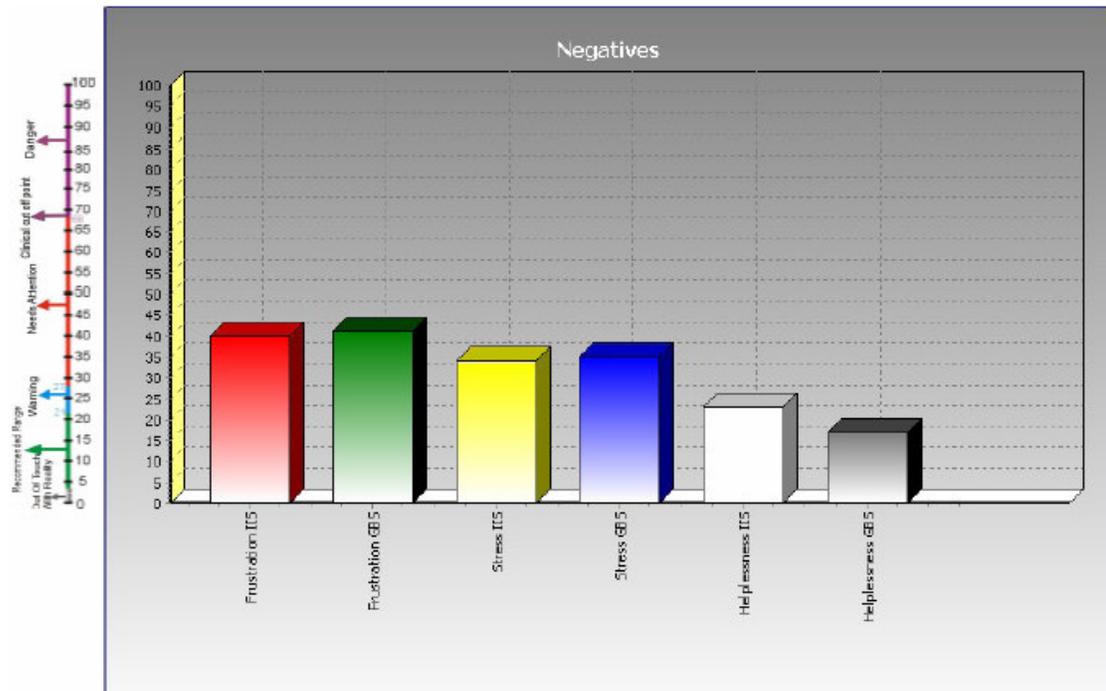
Figure A14.2 Negative Functioning areas

Table A14.2 Negative Functioning areas

Super Construct ⚠	Construct	Total
Negative Functioning	Frustration IIS	40
Negative Functioning	Frustration GBS	41
Negative Functioning	Stress IIS	34
Negative Functioning	Stress GBS	35
Negative Functioning	Helplessness IIS	23
Negative Functioning	Helplessness GBS	17

In Figure 14.2 above the candidate's Frustration and Stress Levels are over-activated, meaning that the candidate has both anger and fear playing a part in his negative functioning areas.

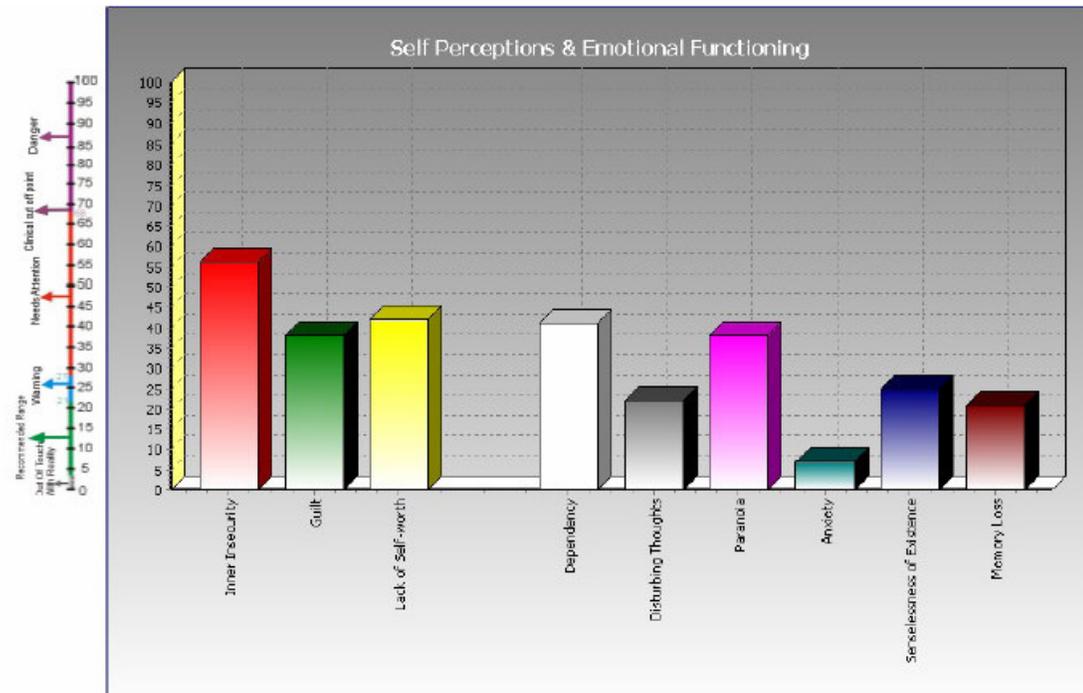**Figure A14.3 Self Perception and Emotional Functioning**

Self Perceptions & Emotional Functioning

Table A14.3 Self Perception and Emotional Functioning scores

Super Construct	Construct	Total
Self Perception	Inner Insecurity	56
Self Perception	Guilt	38
Self Perception	Lack of Self-worth	42
Emotional Functioning	Dependency	41
Emotional Functioning	Disturbing Thoughts	22
Emotional Functioning	Memory Loss	21
Emotional Functioning	Paranoia	38
Emotional Functioning	Anxiety	7
Emotional Functioning	Senselessness of Existence	25

In Figure A14.3 the candidate has a highly over-activated sense of Inner Insecurity together with Guilt feelings and Lack of Self-worth. Emotionally the candidate's Dependency on something outside of herself as a coping mechanism is highly over-activated and she has a high sense of Paranoia. Her Disturbing thoughts, Senselessness of Existence and Helplessness are consistent with each other but not consistent with Inner Insecurity and Lack of Self-worth. The reason for this may be because the candidate is an introvert.

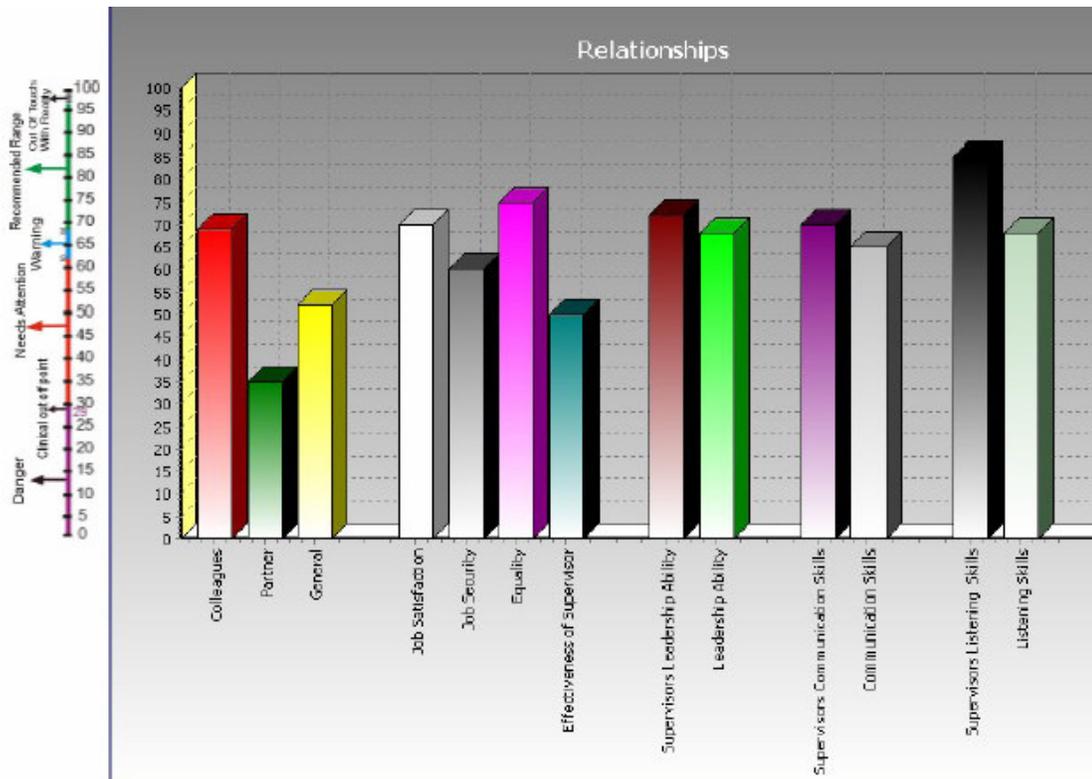**Figure A14.4 Relationships and Corporate Functioning**

Table A14.4 Relationships and Corporate Functioning

Super Construct ⚠	Construct	Total
Relationships	Colleagues	69
Relationships	Partner	35
Relationships	General	52
Corporate Functioning	Job Satisfaction	70
Corporate Functioning	Job Security	60
Corporate Functioning	Equality	75
Corporate Functioning	Effectiveness of Supervisor	50
Corporate Functioning	Supervisors Leadership Ability	72
Corporate Functioning	Supervisors Communication Skills	70
Corporate Functioning	Supervisors Listening Skills	85

Figure 14.4 shows that the candidate seems to have a fairly reasonable relationship with his colleagues but the relationship with his partner is highly under-activated and his General relationship is highly under-activated as well. The reason for this could be the fact that the candidate does not have a good relationship with his supervisor. However, some constructs in his corporate functioning areas are optimal but the Supervisor's Effectiveness is under-activated and is inconsistent with his perception of the Supervisors Leadership Abilities, Communication Skills and Listening Skills.
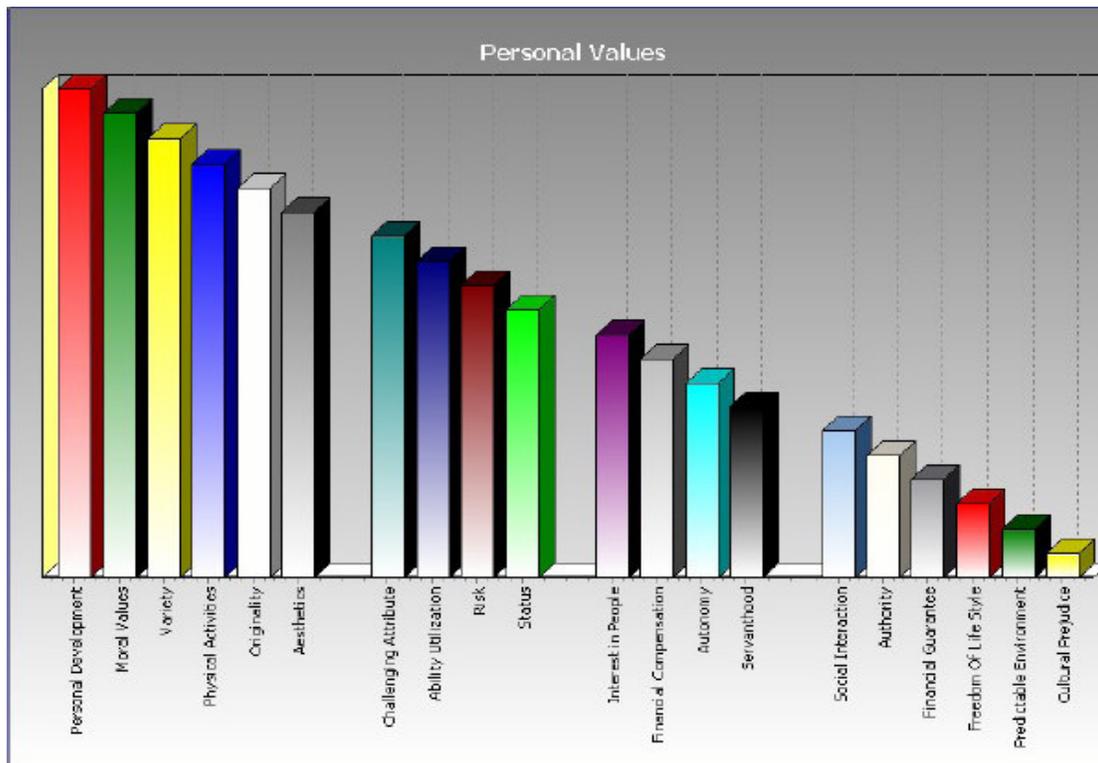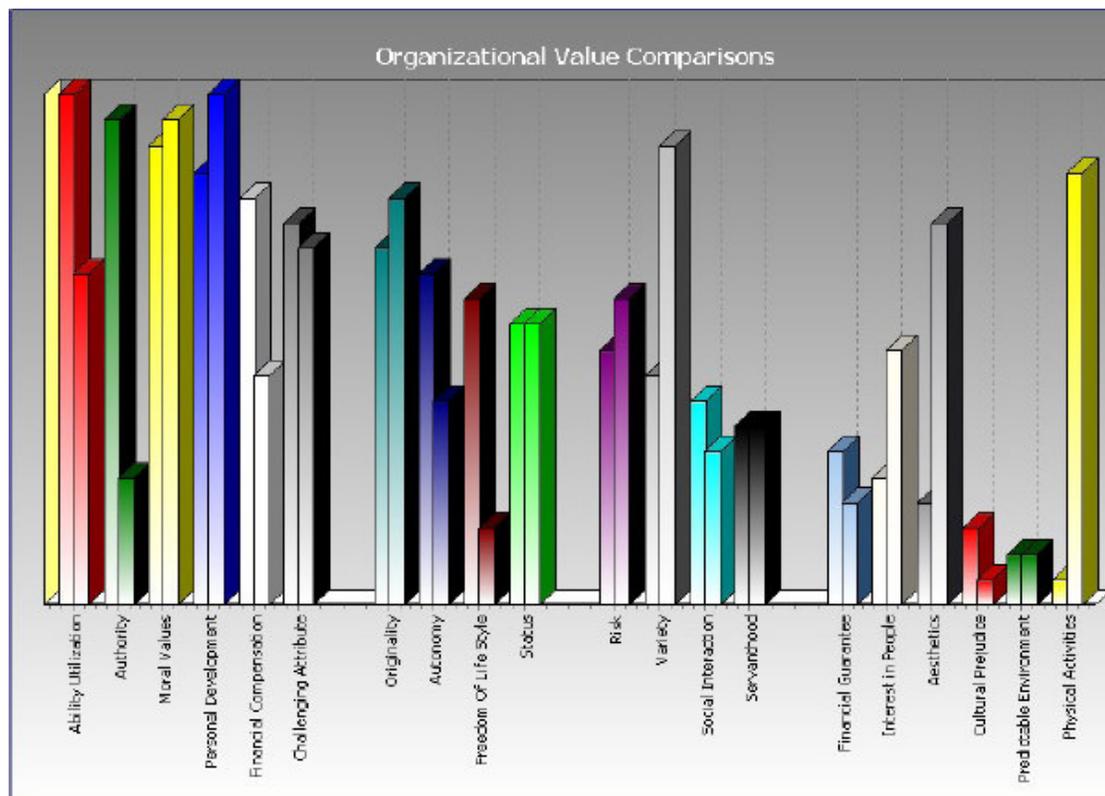
Figure A14.5 Personal Values

Personal Values

Table A14.5 Personal Value scores

Super Construct ⚠	Construct	Total

Construct	Total
Moral Values	100
Personal Development	100
Variety	96
Physical Activities	89
Aesthetics	86
Originality	86
Challenging Attribute	82
Ability Utilization	79
Risk	71
Status	68
Autonomy	64
Financial Compensation	64
Interest in People	64
Servanthood	60
Social Interaction	57
Authority	50
Financial Guarantee	50
Freedom Of Life Style	46
Predictable Environment	46
Cultural Prejudice	38

The most important values in Figure A14.5 above are measured according to hierarchy in order of importance. The two most important values for this candidate are his Moral Values and Personal Development. His propensity to Risk correlates with that of an entrepreneur. His values such as Aesthetics, Variety and Originality are in harmony with each other and therefore money may not be a motivating factor. This candidate should follow a career in the arts instead of entrepreneurship.

Figure A14.6 Personal and Organisational Value comparisons

In Figure 14.6 above the first graph on each construct shows the defined entrepreneurial value and the second graph shows the Personal Values of the candidate. This candidate has only two values in the top six and four values in the top eight that match the hierarchy of job values necessary to be an entrepreneur. When moving to the last six values, Interest in People, Aesthetics and Physical Activities fall within the candidate's hierarchical sets of values, meaning that the candidate is not suitable as an entrepreneur.
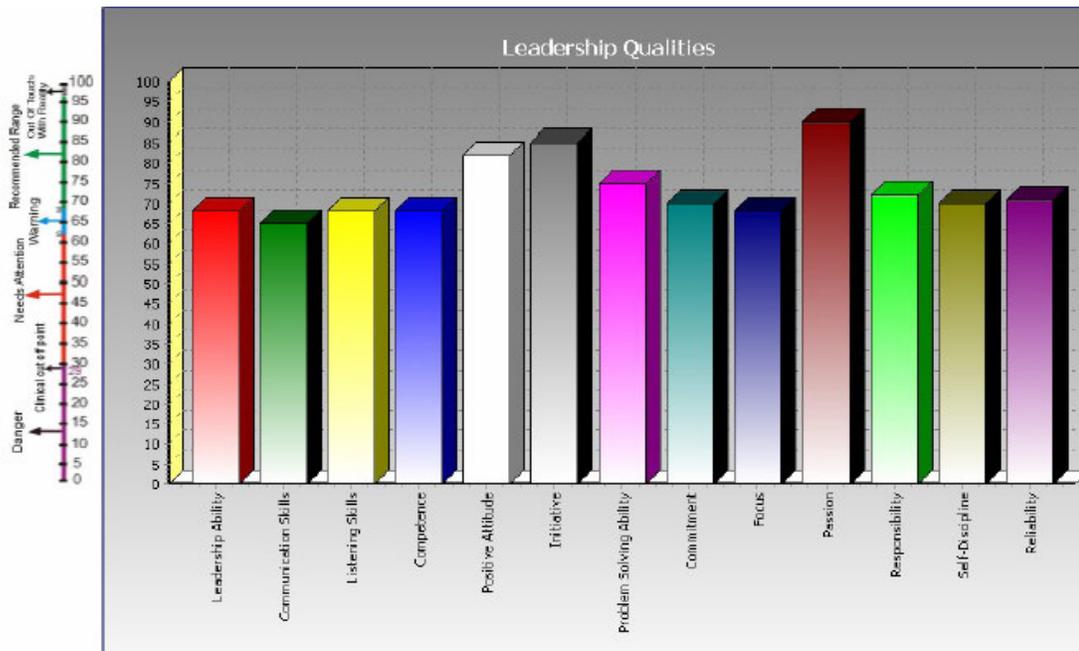
Figure A14.7 Leadership Qualities

Table A14.6 Leadership Qualities

Super Construct ⚠	Construct	Total
Construct		Total
Commitment		70
Communication Skills		65
Competence		68
Focus		68
Initiative		85
Leadership Ability		68
Listening Skills		68
Passion		90
Positive Attitude		82
Problem Solving Ability		75
Reliability		71
Responsibility		72
Self-Discipline		70

The graphs in Figure A14.7 (and listed in Table A14.6) should be compared against the ruler on the left. The leadership qualities should ideally all be in the recommended range. However, to be effective at least eleven of the bars should be in the recommended range.

The candidate's leadership qualities are not conducive to being a successful leader as the majority of the necessary leadership qualities are under-activated. However, the candidate's Personal Values have proven that fact as well. They are all inconsistent with the values of the defined entrepreneurial values.

Conclusion

This candidate's functionality is negative and he will suffer from depression. This dysfunctionality is caused by the fact that the candidate is not fulfilling his hierarchy of values. The candidate is not suitable to be an entrepreneur and should change his environment where his hierarchy of Personal Values can be fulfilled.