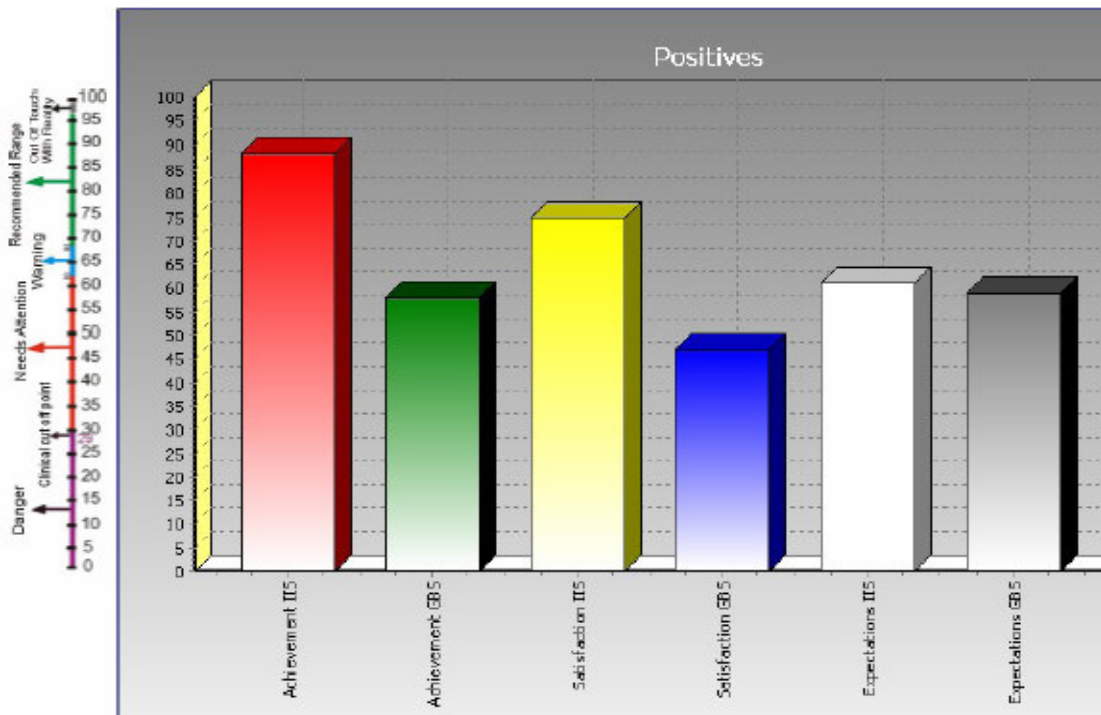


## Annexure Q: Candidate 7 – Functional Assessment

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 A7.1 Positive Functioning areas**



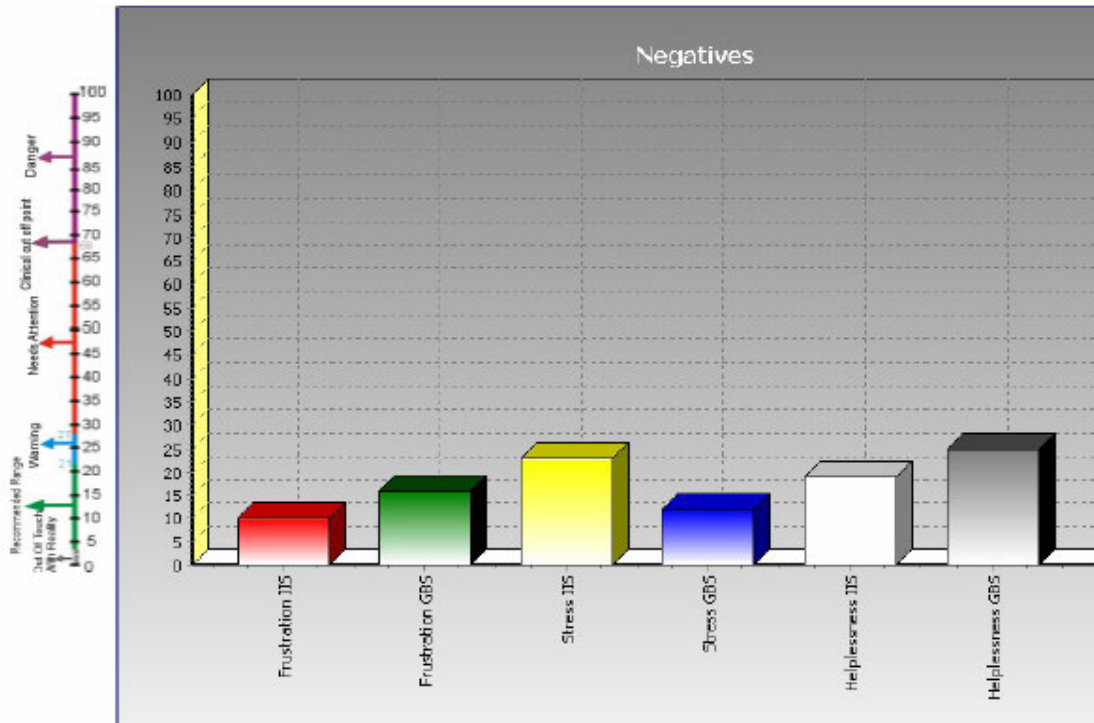
**Table A7.1 Positive Functioning areas**

Super Construct 1/	Construct	Total
Positive Functioning	Achievement IIS	88
Positive Functioning	Achievement GBS	58
Positive Functioning	Satisfaction IIS	75
Positive Functioning	Satisfaction GBS	47
Positive Functioning	Expectations IIS	61
Positive Functioning	Expectations GBS	59

This candidate's sense of Achievement (IIS) is optimal yet she does not portray her Achievement in her (GBS) construct. Her GBS constructs are consistently lower than her IIS constructs within her Positive Functioning areas. The same scenario is

portrayed in her Satisfaction function constructs. She does not seem to have high Expectations as portrayed in both expectational constructs.

**Figure A7.2 Negative Functioning areas**

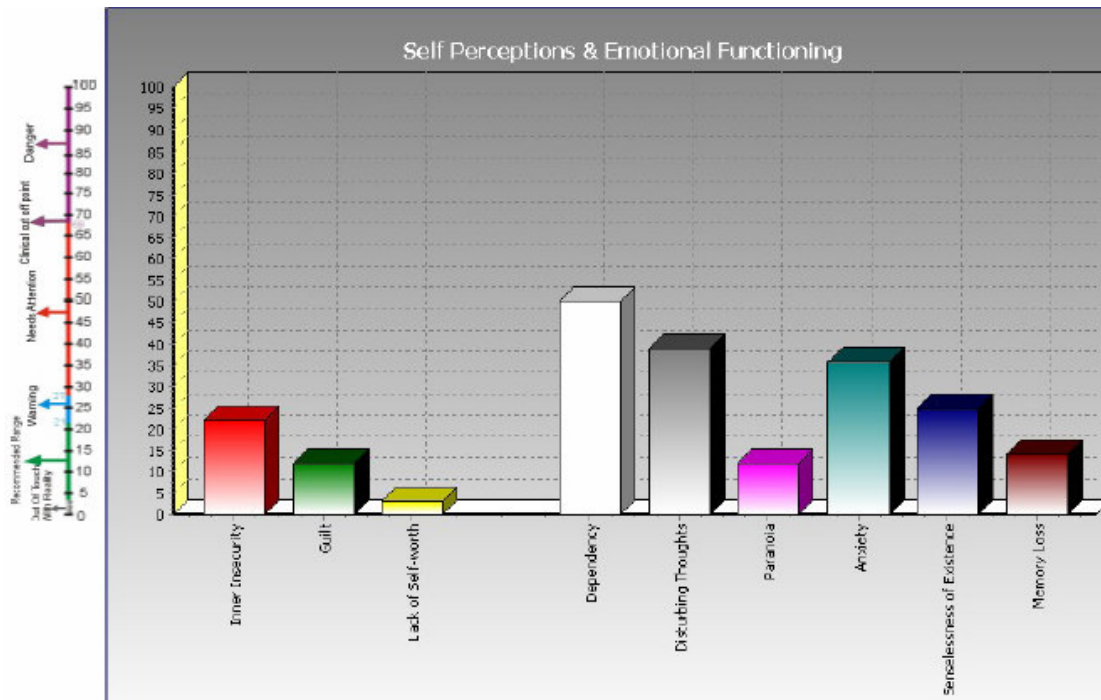


**Table A7.2 Negative Functioning areas**

Super Construct 1/	Construct	Total
Negative Functioning	Frustration IIS	10
Negative Functioning	Frustration GBS	16
Negative Functioning	Stress IIS	23
Negative Functioning	Stress GBS	12
Negative Functioning	Helplessness IIS	19
Negative Functioning	Helplessness GBS	25

In Figure A7.2 above there seems to be inconsistency within the negative functioning areas due to the fact that her Frustration and Helplessness constructs indicate extrovert tendencies while her Stress constructs seem to indicate introvert tendencies. This renders her negative functioning areas as Inconsistent. One cannot be an Introvert and Extrovert at the same time. However, all the negative functioning areas do not impair her holistic functionality.

**Figure A7.3 Self Perception and Emotional Functioning**



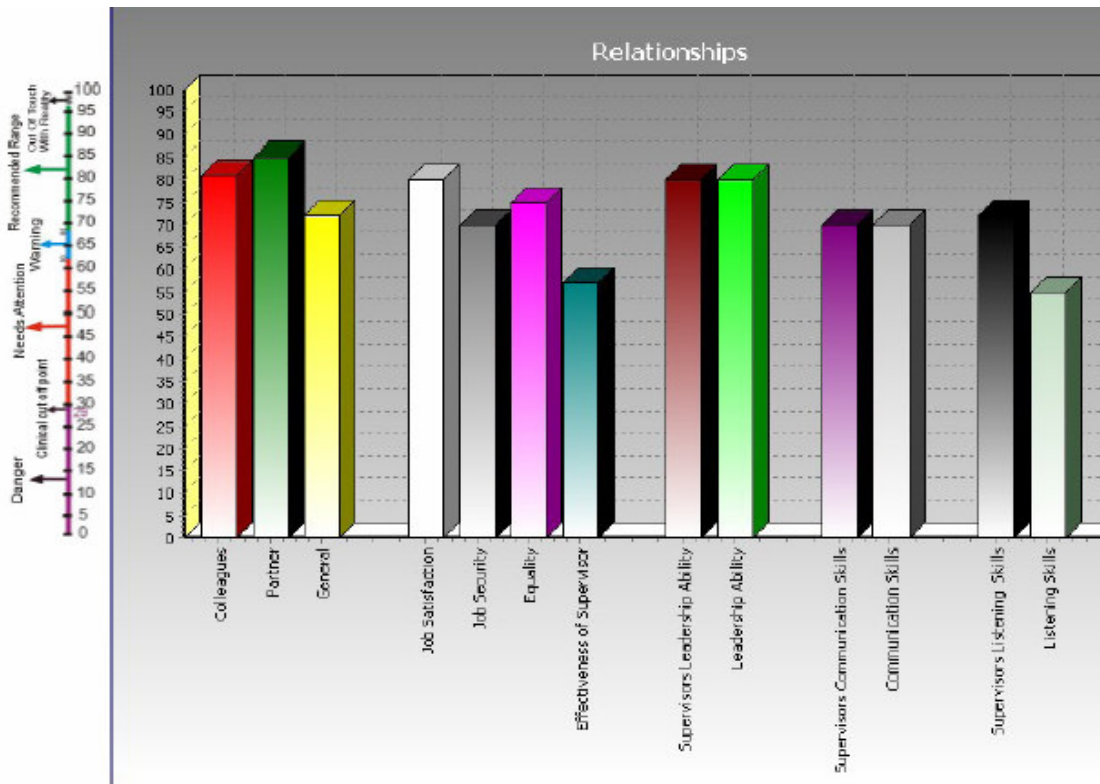
**Table A7.3 Self Perception and Emotional Functioning scores**

Super Construct	Construct	Total
Self Perception	Inner Insecurity	22
Self Perception	Guilt	12
Self Perception	Lack of Self-worth	3
Emotional Functioning	Dependency	50
Emotional Functioning	Disturbing Thoughts	39
Emotional Functioning	Memory Loss	14
Emotional Functioning	Paranoia	12
Emotional Functioning	Anxiety	36
Emotional Functioning	Senselessness of Existence	25

In Figure A7.3 above the candidate's Self Perception seems to be optimal, although this candidate indicates that her Lack of Self-worth is out of touch with reality, because it is below the score of five which is the unrealistic functioning area.

In her emotional functioning areas she has over-activated constructs such as Disturbing Thoughts and Anxiety which show an inconsistency in her Inner Insecurity. Furthermore, her Senselessness of Existence is inconsistent with her Lack of Self-worth. This candidate is manipulating this assessment. Her emotional functioning overall is a real cause for concern and should be pursued further by a trained counsellor.

**Figure A7.4 Relationships and Corporate Functioning**

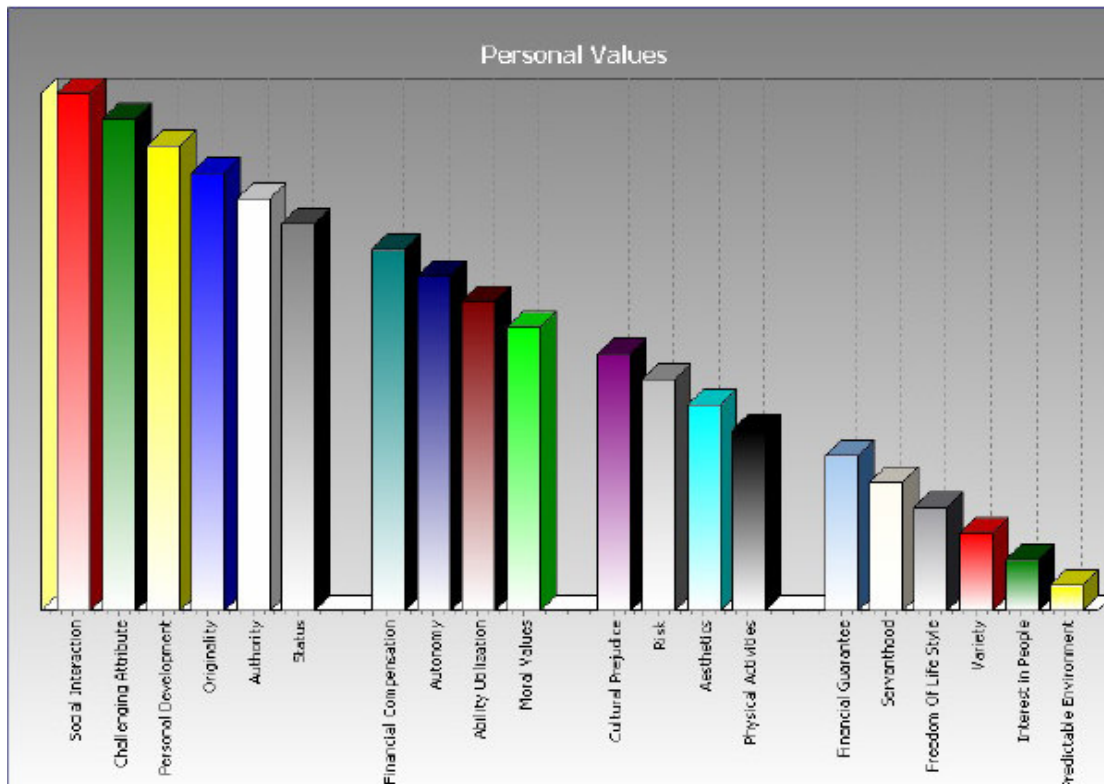


**Table A7.4 Relationships and Corporate Functioning**

Super Construct 1/	Construct	Total
Relationships	Colleagues	81
Relationships	Partner	85
Relationships	General	72
Corporate Functioning	Job Satisfaction	80
Corporate Functioning	Job Security	70
Corporate Functioning	Equality	75
Corporate Functioning	Effectiveness of Supervisor	57
Corporate Functioning	Supervisors Leadership Ability	80
Corporate Functioning	Supervisors Communication Skills	70
Corporate Functioning	Supervisors Listening Skills	72

Relationships with her Partner and Colleagues are optimal with her General relationships slightly into the warning area. The Effectiveness of Supervisor is under-activated and is inconsistent with her perception of the Supervisors Leadership Abilities, Communication Skills and Listening Skills.

**Figure A7.5 Personal Values**



**Table A7.5 Personal Value scores**

Construct	Total
Social Interaction	93
Challenging Attribute	89
Personal Development	89
Authority	86
Originality	86
Financial Compensation	79
Status	79
Ability Utilization	68
Autonomy	68
Moral Values	67
Cultural Prejudice	58
Aesthetics	57
Physical Activities	57
Risk	57
Financial Guarantee	54
Servanthood	50
Freedom Of Life Style	46
Interest in People	46
Variety	46
Predictable Environment	36

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The most important Personal Value (see Figure A7.5 above) is Social Interaction, meaning that the candidate likes working as a team player. She likes Challenges and is interested in her Personal Development. She likes Authority and enjoys coming up with Original ideas. The candidate likes Financial Compensation which means she wants to be paid for what she does and can be motivated by money.

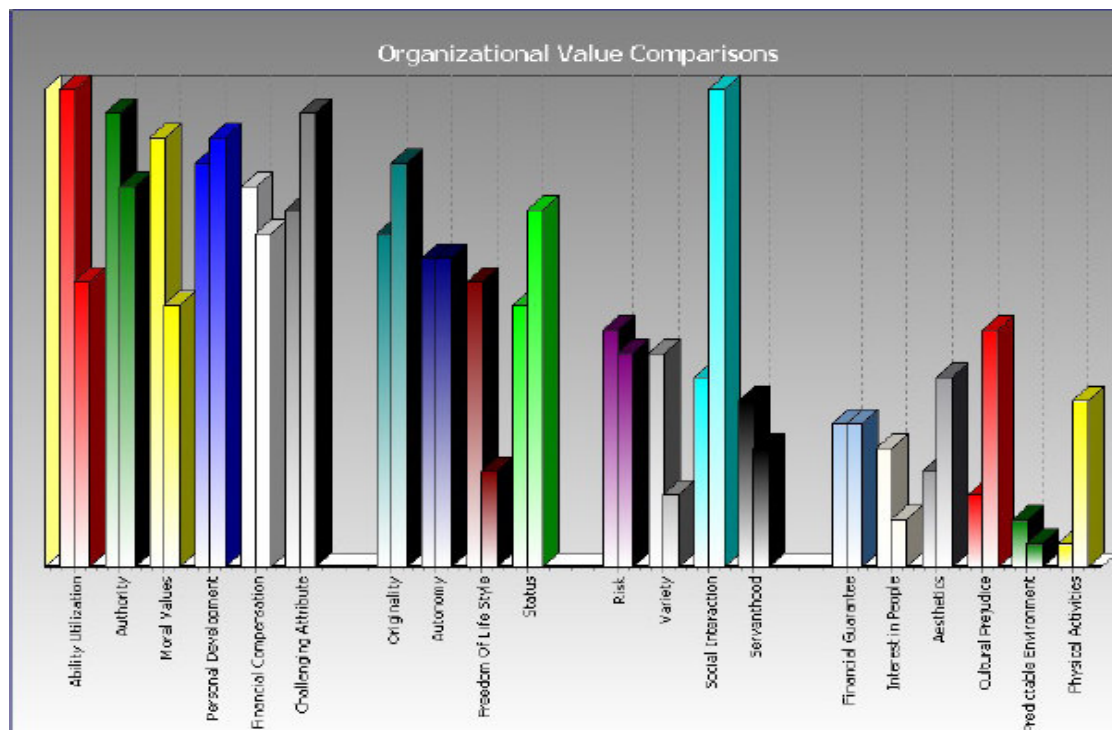
She does not like a Predictable Environment, or doing a Variety of Jobs at the same time. She has no Interest in People nor does she like a Freedom of Lifestyle. Servanthood is not one of her strong points and she is not interested in Financial Guarantee.

What is of concern here is the repetitive occurrence of identical scores in the candidate's top hierarchical value constructs. It seems that this candidate is not sure of what is most important to her. In analyzing her values constructs hierarchy, one can see that she likes working as a team player yet she is not genuinely interested in the welfare of people. Although her Social Interaction is very important to her, nevertheless Interest in People is at the lower end of the hierarchical Personal Values.

She wants to develop herself but this is not consistent with her score on Ability Utilization because her Ability Utilization constructs falls within the not important functioning hierarchy. Her Moral values together with her Risk constructs, lie within the unimportant hierarchy, therefore making the candidate untrustworthy. She is therefore considered to be a high Risk candidate as far as ethics are concerned.

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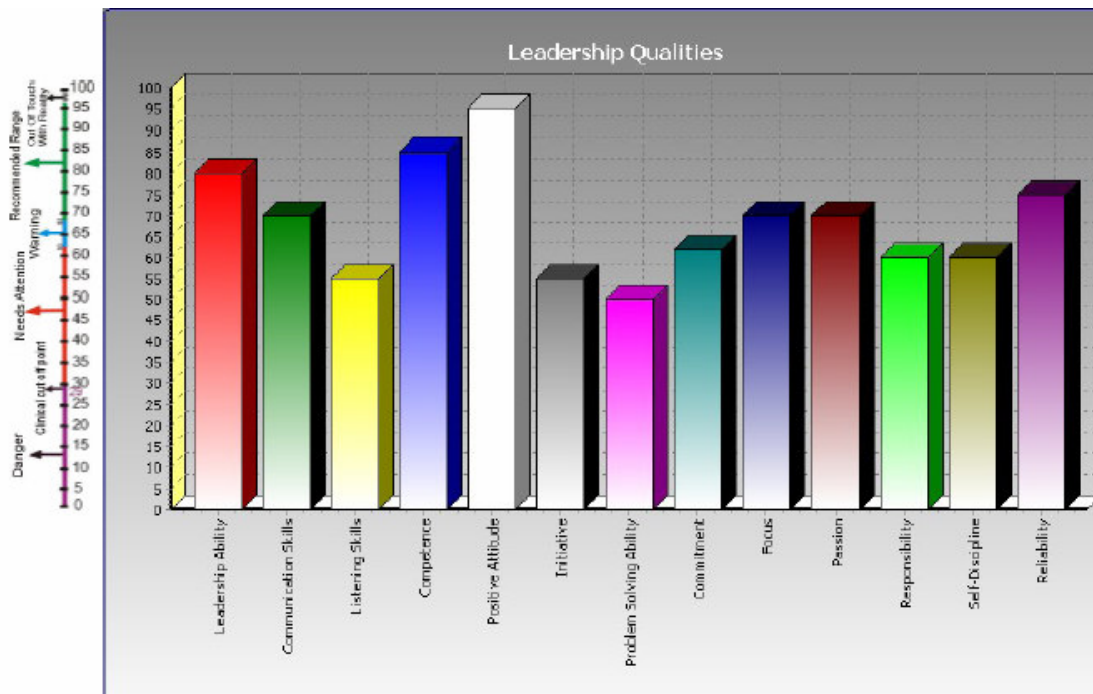
**Figure A7.6 Personal and Organisational Value comparisons**



In Figure A7.6 the first construct in each graph is the defined entrepreneurial value and the second graph is the candidate's Personal Values. The candidate has three of the top six Personal Values that are in harmony with the defined entrepreneurial values. There are five of the top eight entrepreneurial values that are in harmony with the candidate's Personal Values.

The candidate's Ability Utilization and Moral Values are not important to the candidate and her Social Interaction construct is out of context in relationship to the defined entrepreneurial values. Due to the above facts the candidate is unsuitable as an entrepreneur.

**Figure A7.7 Leadership Qualities**



**Table A7.7 Leadership Qualities**

Construct	Total
Commitment	62
Communication Skills	70
Competence	85
Focus	70
Initiative	55
Leadership Ability	80
Listening Skills	55
Passion	70
Positive Attitude	95
Problem Solving Ability	50
Reliability	75
Responsibility	60
Self-Discipline	60

The graph in Figure A7.7 (and listed in Table A7.6) should be compared against the ruler on the left. The leadership qualities should all be in the recommended range. However, to be an effective Leader at least eleven of the thirteen constructs should be in the recommended range.

The candidate has seven of the thirteen constructs in the optimal functioning areas. This would make the candidate an ineffective leader. Listening Skills and Problem Solving Ability can be taught, but qualities such as Initiative, Responsibility and Reliability are qualities that cannot be taught. This candidate can be described as an ineffective leader.

### **Conclusion**

The candidate has consistently tried to manipulate this assessment. Her Personal Values are not in harmony with that of the defined entrepreneur. Her leadership qualities do not meet the standard of an optimally effective leader. She therefore cannot be recommended as a potential entrepreneur.