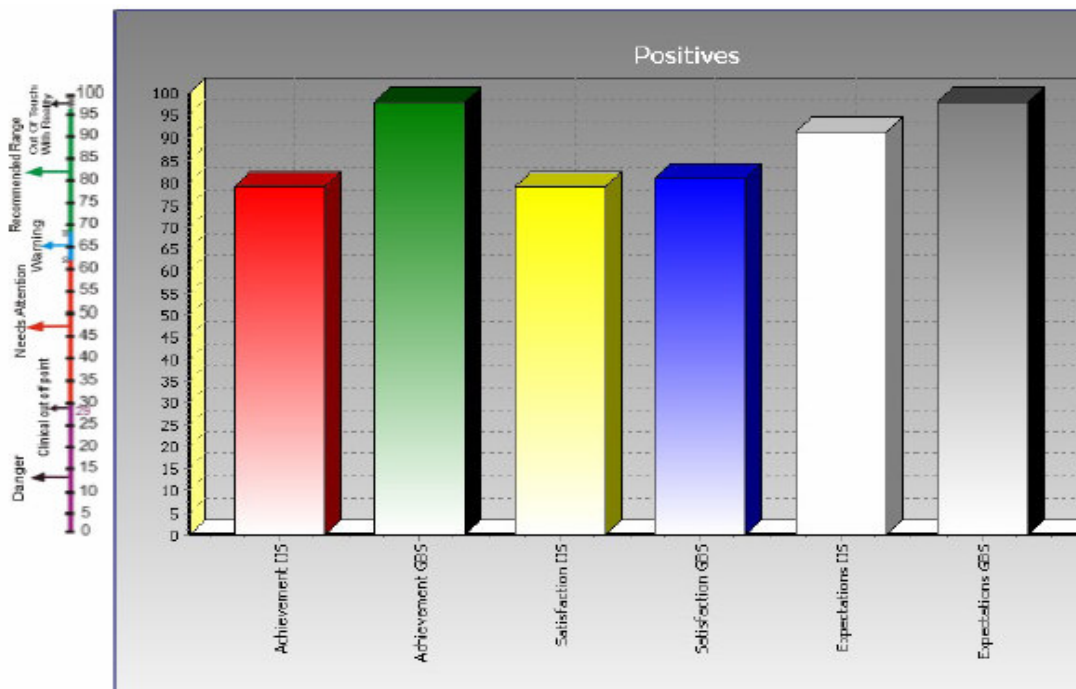


## Annexure AA: Candidate 17 – Functional Assessment

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 A17.1 Positive Functioning areas**



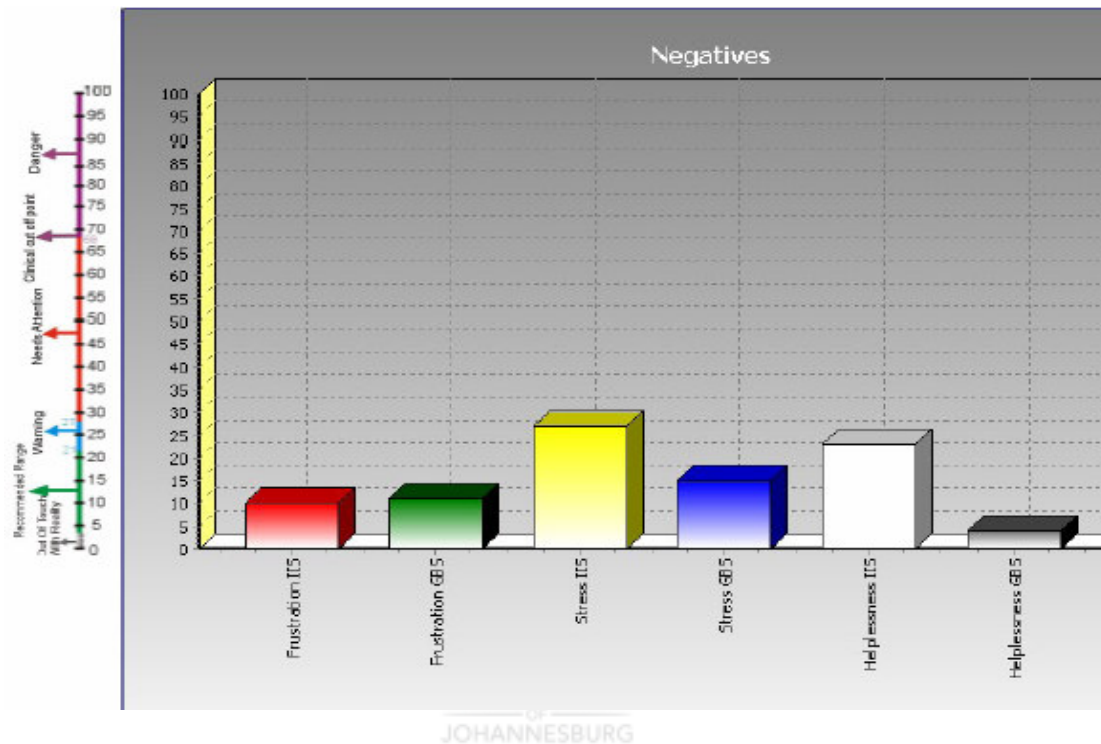
**Table A17.1 Positive Functioning areas**

Super Construct 1/	Construct	Total
Positive Functioning	Achievement IIS	79
Positive Functioning	Achievement GBS	98
Positive Functioning	Satisfaction IIS	79
Positive Functioning	Satisfaction GBS	81
Positive Functioning	Expectations IIS	91
Positive Functioning	Expectations GBS	98

In Figure A17.1, it is seen that this candidate feels that she is achieving, that she is satisfied and that her expectations are being met; this is according to her Inner

Interactive System (IIS) scores but her Achievement and Expectation scores are out of touch with reality. Her General Behavioural System (GBS) scores indicate possible impression management.

**Figure A17.2 Negative Functioning areas**

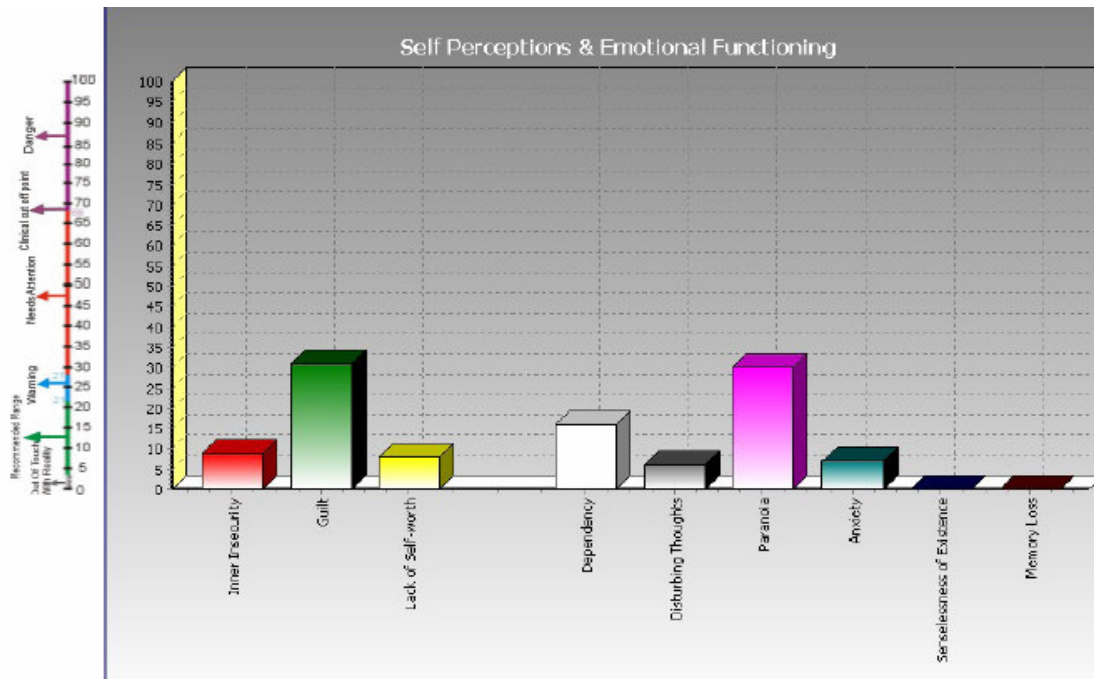


**Table A17.2 Negative Functioning areas**

Super Construct 1/	Construct	Total
Negative Functioning	Frustration IIS	10
Negative Functioning	Frustration GBS	11
Negative Functioning	Stress IIS	27
Negative Functioning	Stress GBS	15
Negative Functioning	Helplessness IIS	23
Negative Functioning	Helplessness GBS	4

Figure A17.2 shows that the candidate's negative functioning constructs are optimal. The Stress IIS is slightly over-activated but will not negatively impair the candidate's holistic functioning.

**Figure A17.3 Self Perception and Emotional Functioning**

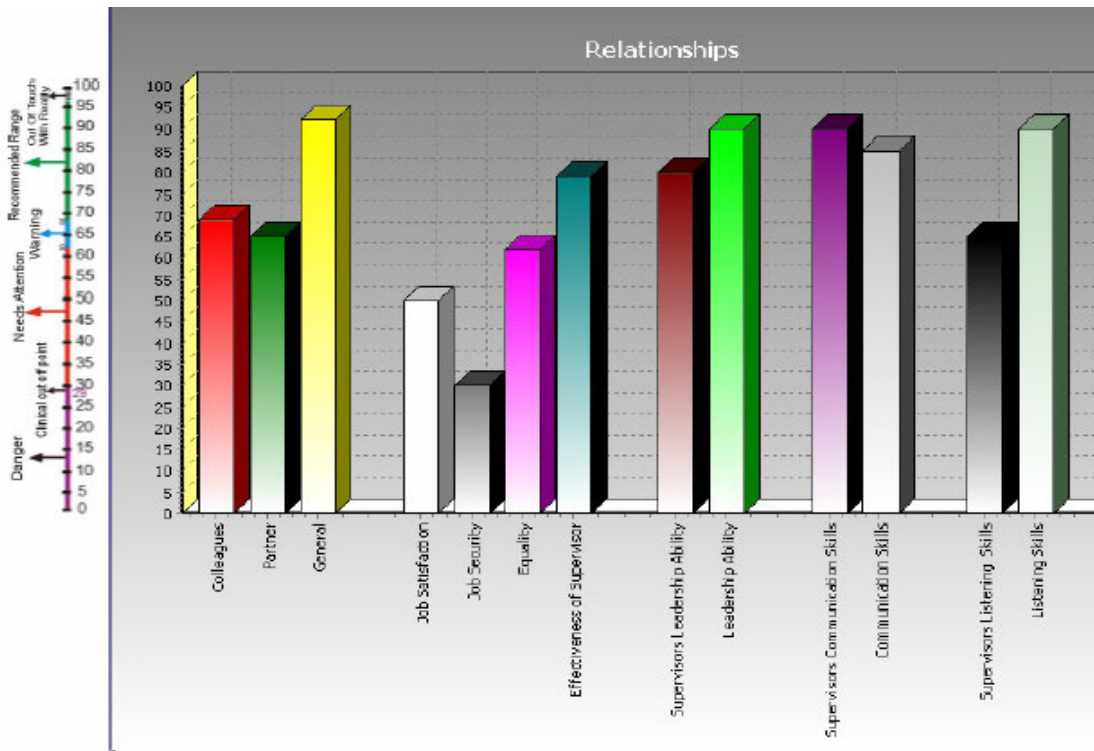


**Table A17.3 Self Perception and Emotional Functioning scores**

Super Construct	Construct	Total
Self Perception	Inner Insecurity	9
Self Perception	Guilt	31
Self Perception	Lack of Self-worth	8
Emotional Functioning	Dependency	16
Emotional Functioning	Disturbing Thoughts	6
Emotional Functioning	Memory Loss	0
Emotional Functioning	Paranoia	30
Emotional Functioning	Anxiety	7
Emotional Functioning	Senselessness of Existence	0

Figure 17.3 above reveals that the candidate's Guilt feelings are over-activated and are inconsistent with her Inner Insecurity. This inconsistency is confirmed by the fact that the candidate is expressing her Paranoia. The zero scores in Memory Loss and Senselessness of Existence are also out of touch with reality. The candidate is busy with impression management.

**Figure A17.4 Relationships and Corporate Functioning**

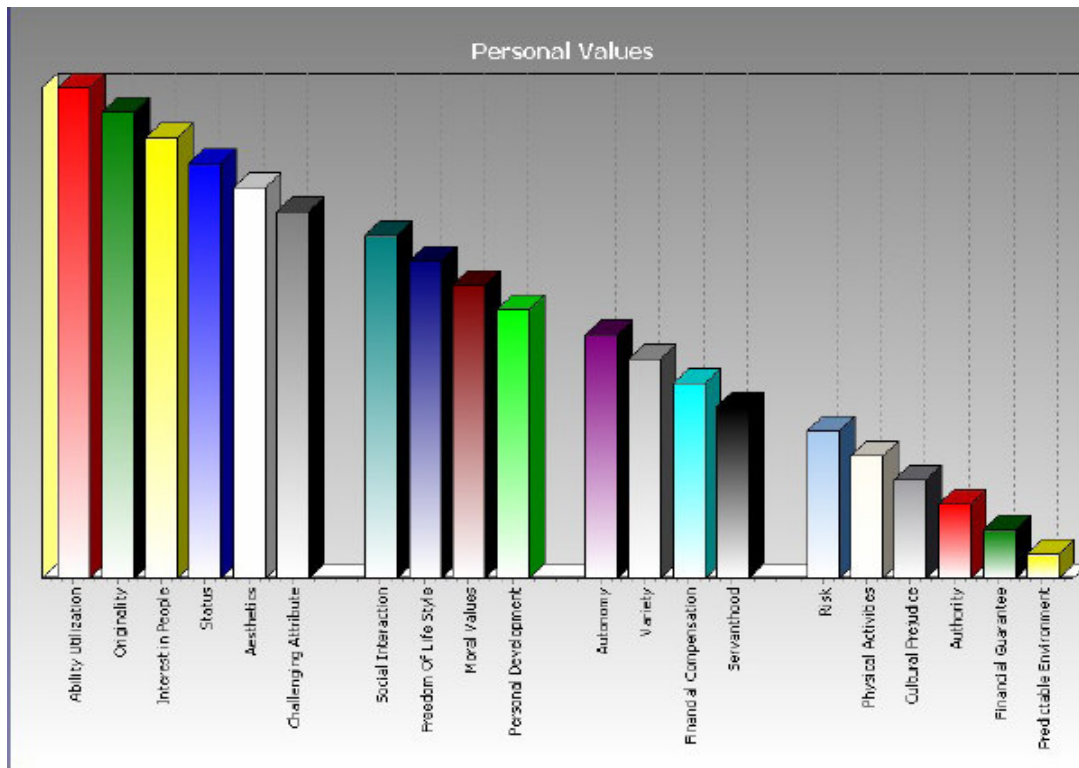


**Table A17.4 Relationships and Corporate Functioning**

Super Construct $\frac{1}{2}$	Construct	Total
Relationships	Colleagues	69
Relationships	Partner	65
Relationships	General	92
Corporate Functioning	Job Satisfaction	50
Corporate Functioning	Job Security	30
Corporate Functioning	Equality	62
Corporate Functioning	Effectiveness of Supervisor	79
Corporate Functioning	Supervisors Leadership Ability	80
Corporate Functioning	Supervisors Communication Skills	90
Corporate Functioning	Supervisors Listening Skills	65

In Figure A17.4 above, it is seen that this candidate's relationships are under-activated in terms of her Colleagues and her Partner but optimal in terms of her General relationships. That could be an inconsistent fact. The candidate's Job Satisfaction is highly under-activated. The fact that Job Security is highly under-activated emphasizes that her Inner Insecurity is definitely over-activated. Her Effectiveness of Supervisor is inconsistent with the fact that the candidate perceives that the supervisor has a deficiency in Listening Skills. Therefore the Leadership Ability and Communication Skills are inconsistent.

**Figure A17.5 Personal Values**



**Table A17.5 Personal Value scores**

Construct	Total
Ability Utilization	100
Originality	93
Interest in People	89
Aesthetics	82
Status	82
Challenging Attribute	79
Social Interaction	79
Freedom Of Life Style	75
Moral Values	75
Autonomy	71
Personal Development	71
Financial Compensation	64
Variety	64
Servanthood	62
Risk	57
Physical Activities	54
Authority	46
Cultural Prejudice	46
Financial Guarantee	43
Predictable Environment	32

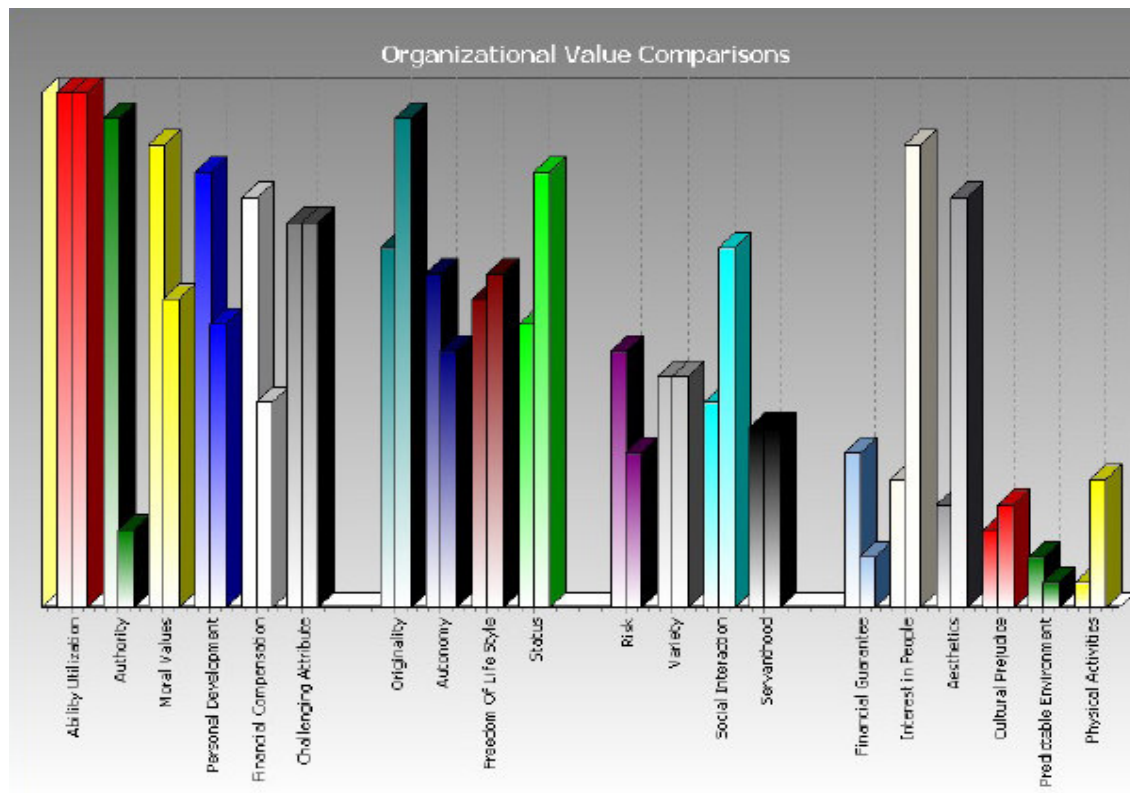


This candidate's most important value (see Figure A17.5 above) is her desire to use her abilities (Ability Utilisation). She enjoys coming up with new ideas (Originality) and together with her interest in Aesthetics, this makes her an ideal candidate in the artistic arena but disqualifies her in the entrepreneurial environment. This is further confirmed by her Risk evasiveness.

Her Interest in People is confined to being a means to an end with her social Interaction score making her more of a loner than a team person. She enjoys Status symbols (houses, cars, titles) and wants to be looked up to. Although she enjoys the Status is she reluctant to be in authority which is congruent with her wanting to work as a team member. She is also very prejudiced in her cultural orientation.

Her orientation towards money (Financial Compensation) shows that she is not concerned about getting paid for what she does. She is also not concerned about getting a regular income (Financial Guarantee). What confirms her interest in the arts (Aesthetics) is her dislike of a predictable environment, having to come up with new and creative ideas.

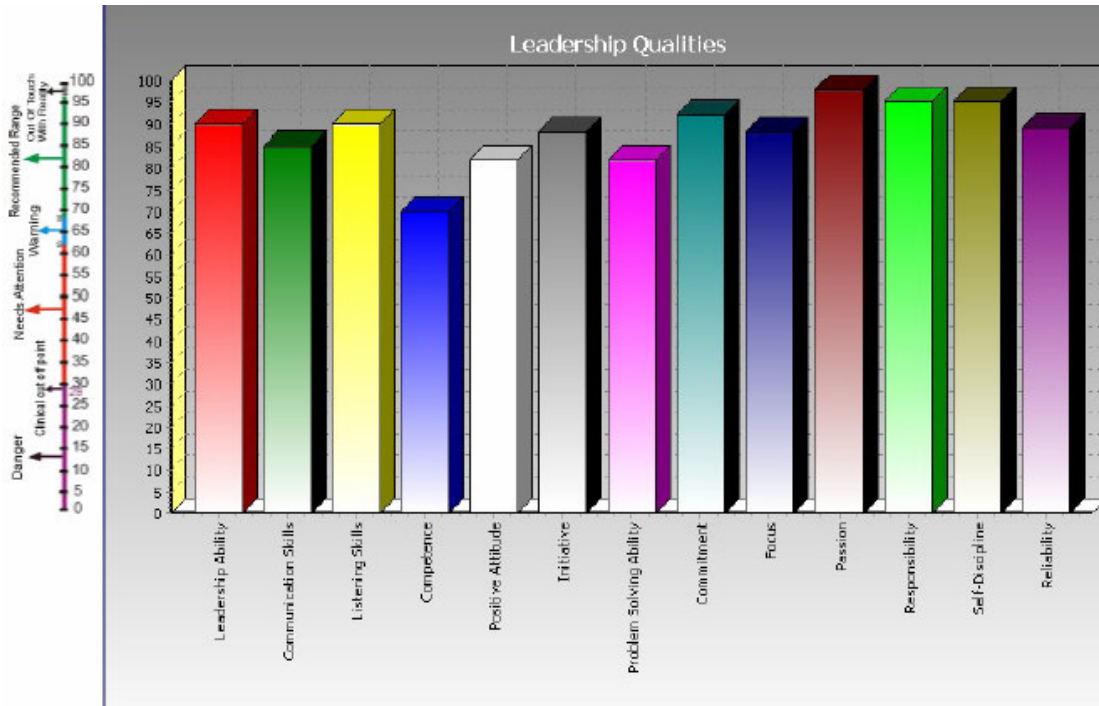
**Figure A17.6 Personal and Organisational Value comparisons**



The first graph in Figure A17.6 above on each construct shows the defined entrepreneurial value and the second shows the Personal Values of the candidate. Should the defined entrepreneurial values be in harmony with the candidate's Personal Values, then both the he organization and the candidate will function optimally.

The candidate shows conclusive lack of this harmony: there are two in the top six hierarchy of values and three in the top eight values that match with the defined entrepreneurial values. When moving to the last six values, Interest in People and Aesthetics are part of the hierarchy of the candidate's Personal Values: therefore this indicates a total mismatch for an entrepreneur.

**Figure A17.7 Leadership Qualities**



**Table A17.6 Leadership Qualities**

Construct	Total
Commitment	92
Communication Skills	85
Competence	70
Focus	88
Initiative	80
Leadership Ability	90
Listening Skills	90
Passion	98
Positive Attitude	82
Problem Solving Ability	82
Reliability	89
Responsibility	95
Self-Discipline	95

The graphs in Figure A17.7 (and listed in Table A17.6) should be compared against the ruler on the left. From the above Table A17.6 one can visibly detect that this candidate's leadership qualities meet the criteria set in the abovementioned

paragraph. However, most of these values (Passion, Responsibility and Self-Discipline) are bordering on being unrealistic. .An unrealistic perception of Responsibility confirms her low score regarding Authority because if one is in a position of Authority, one is prepared to take Responsibility.

### **Conclusion**

This candidate is not suitable as an entrepreneur, due to the fact that his Personal Values are far from those of the defined entrepreneur and the leadership qualities seem to be unrealistic, as the values are inconsistent with those of a leader.

