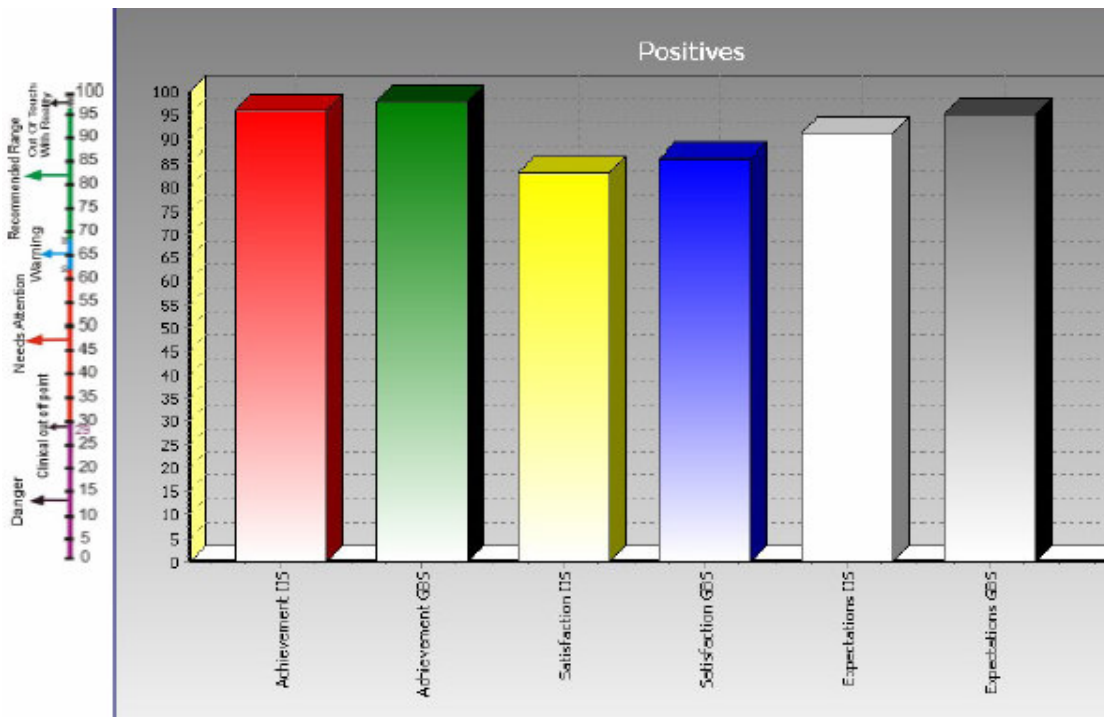


## Annexure T: Candidate 10 – Functional Assessment

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 A10.1 Positive Functioning areas**

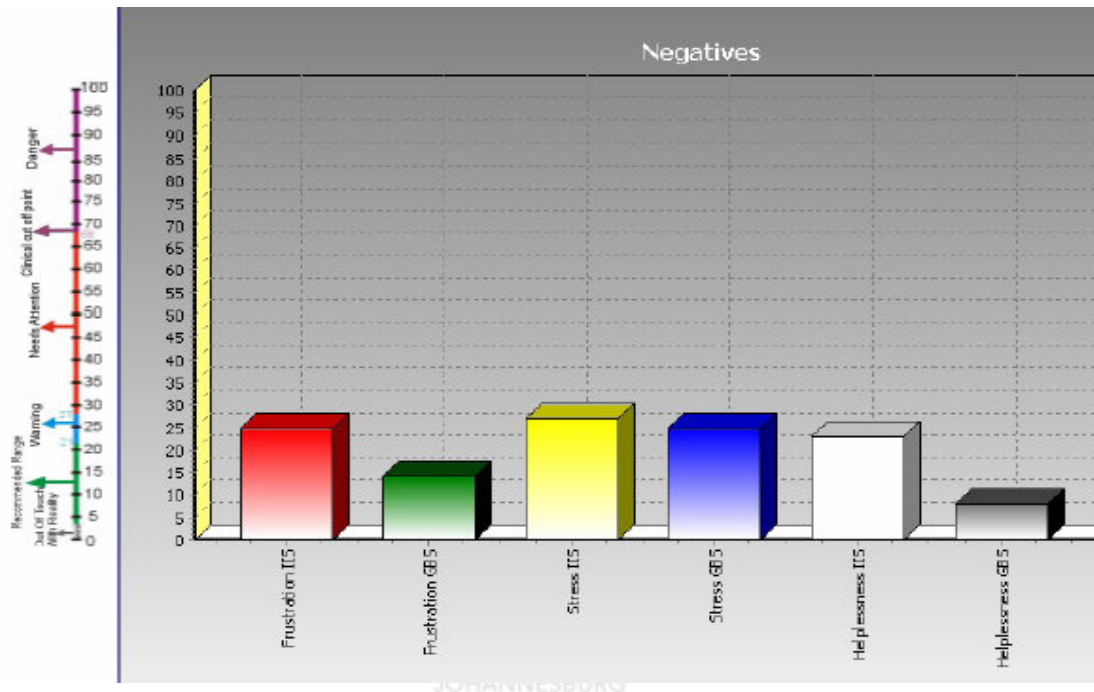


**Table A10.1 Positive Functioning areas**

Super Construct	Construct	Total
Positive Functioning	Achievement IIS	96
Positive Functioning	Achievement GBS	98
Positive Functioning	Satisfaction IIS	83
Positive Functioning	Satisfaction GBS	86
Positive Functioning	Expectations IIS	91
Positive Functioning	Expectations GBS	95

This candidate's achievement scores (both IIS and GBS) are out of touch with reality because it is impossible to achieve all one's desires at such a high level (refer scale on the left hand side of Figure A10.1). The candidate's positive functioning seems to be optimal.

**Figure A10.2 Negative functioning areas**

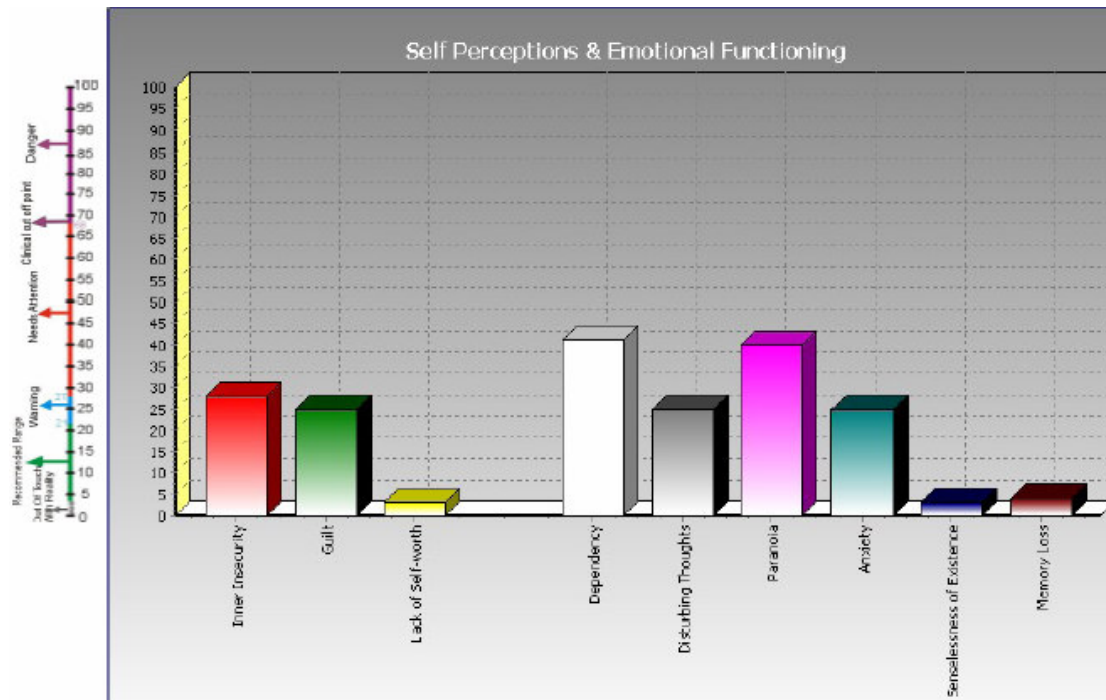


**Table A10.2 Negative Functioning areas**

Super Construct	Construct	Total
Negative Functioning	Frustration IIS	25
Negative Functioning	Frustration GBS	14
Negative Functioning	Stress IIS	27
Negative Functioning	Stress GBS	25
Negative Functioning	Helplessness IIS	23
Negative Functioning	Helplessness GBS	8

In Figure 10.2 above the candidate's negative functioning constructs are consistent with the Inner Interactive system, meaning that the Frustration, Stress and Helplessness (IIS) are all slightly over-activated. None of the GBS scores are higher than the IIS scores indicating that the candidate's Frustration IIS and Helplessness IIS are over-activated in comparison with the GBS systems. This would be an indication that the candidate has introvert tendencies. However in the Stress constructs this is not the case meaning there are signs of inconsistencies.

**Figure A10.3 Self Perception and Emotional Functioning**



**Table A10.3 Self Perception and Emotional Functioning scores**

Super Construct	Construct	Total
Self Perception	Inner Insecurity	28
Self Perception	Guilt	25
Self Perception	Lack of Self-worth	3
Emotional Functioning	Dependency	41
Emotional Functioning	Disturbing Thoughts	25
Emotional Functioning	Memory Loss	4
Emotional Functioning	Paranoia	40
Emotional Functioning	Anxiety	25
Emotional Functioning	Senselessness of Existence	3

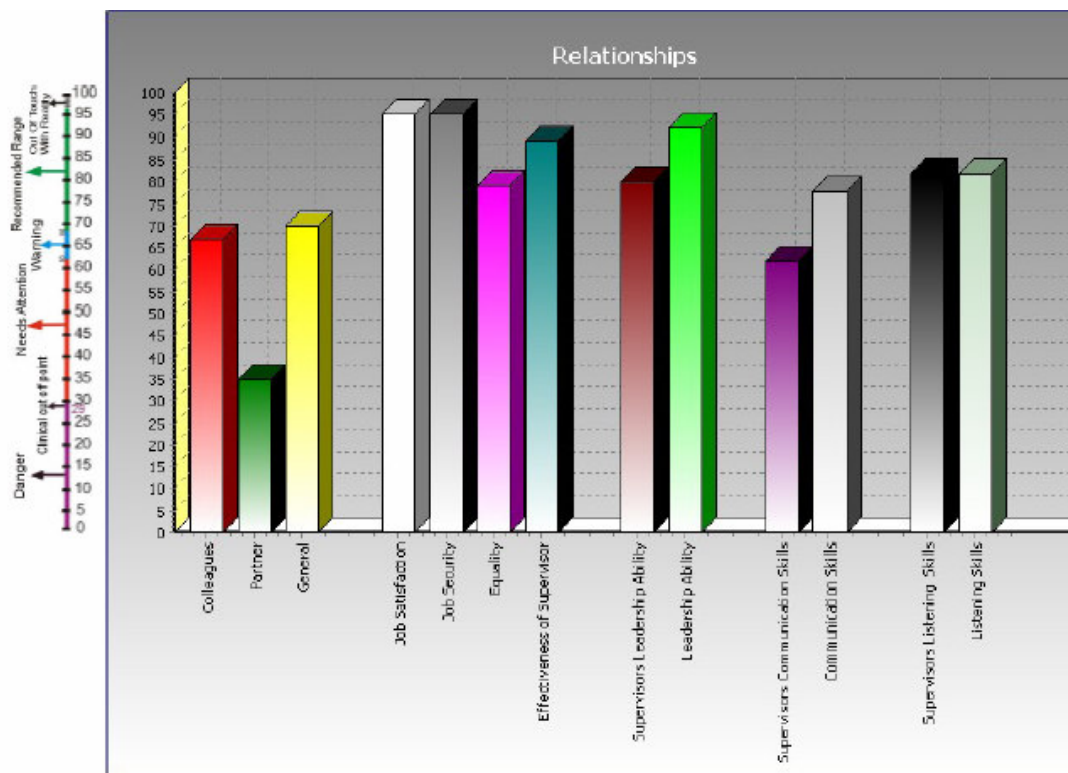
In Figure 10.3 one notices the candidate has a slightly over-activated Inner Insecurity; this score and that of Guilt feelings are in the warning areas. Confirmation of this Inner Insecurity is that the candidate has a slightly over-activated sense of Paranoia which is in harmony with the Inner Insecurity.

If a person has a feeling of insecurity, it is likely that they would also have an over-activated sense of Lack of Self-worth, which in this case is true and therefore the candidate is in denial. Her denial is causing her Lack of Self-worth to be out of touch with reality as is her Senselessness of Existence.

What is also of concern is her level of Dependency (41) which is highly over-activated, meaning she needs something outside of herself to cope with life, such as alcohol, drugs, yoga or meditation. People escape reality by using different methodologies, to escape from that truth or reality.

She also claims to have almost no Memory Loss (4) which according to research is another indication that she is out of touch with reality. Her emotional functioning overall is disturbing.

**Figure A10.4 Relationships and Corporate Functioning**



**Table A10.4 Relationships and Corporate Functioning**

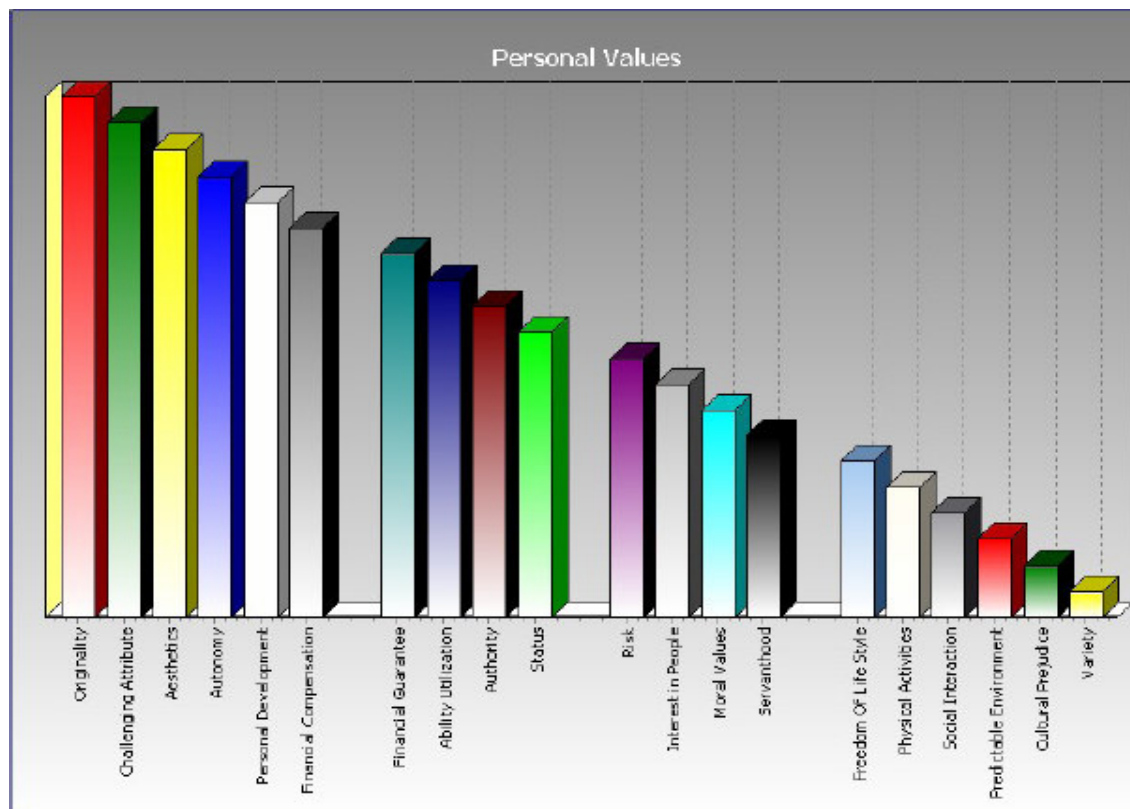
Super Construct	Construct	Total
Relationships	Colleagues	67
Relationships	Partner	35
Relationships	General	70
Corporate Functioning	Job Satisfaction	95
Corporate Functioning	Job Security	95
Corporate Functioning	Equality	79
Corporate Functioning	Effectiveness of Supervisor	89
Corporate Functioning	Supervisors Leadership Ability	80
Corporate Functioning	Supervisors Communication Skills	62
Corporate Functioning	Supervisors Listening Skills	82

In Figure A10.4 the candidate's relationships are under-activated in the relationship constructs. The most prominent is her relationship with her Partner where the score is 35% which is an indication that there are serious problems within her marriage. Furthermore, her overall relationships are not good.

The candidate seems to have optimal organizational functionality because she indicates that her Job Satisfaction and Job Security are optimal. The question needs to be asked how one can have optimal organizational functioning if the relationships with colleagues are not optimal. This is inconsistent.

The Effectiveness of Supervisor is also optimal yet the candidate states that the supervisor is not communicating effectively. This is another inconsistency.

**Figure A10.5 Personal Values**



**Table A10.5 Personal Value scores**

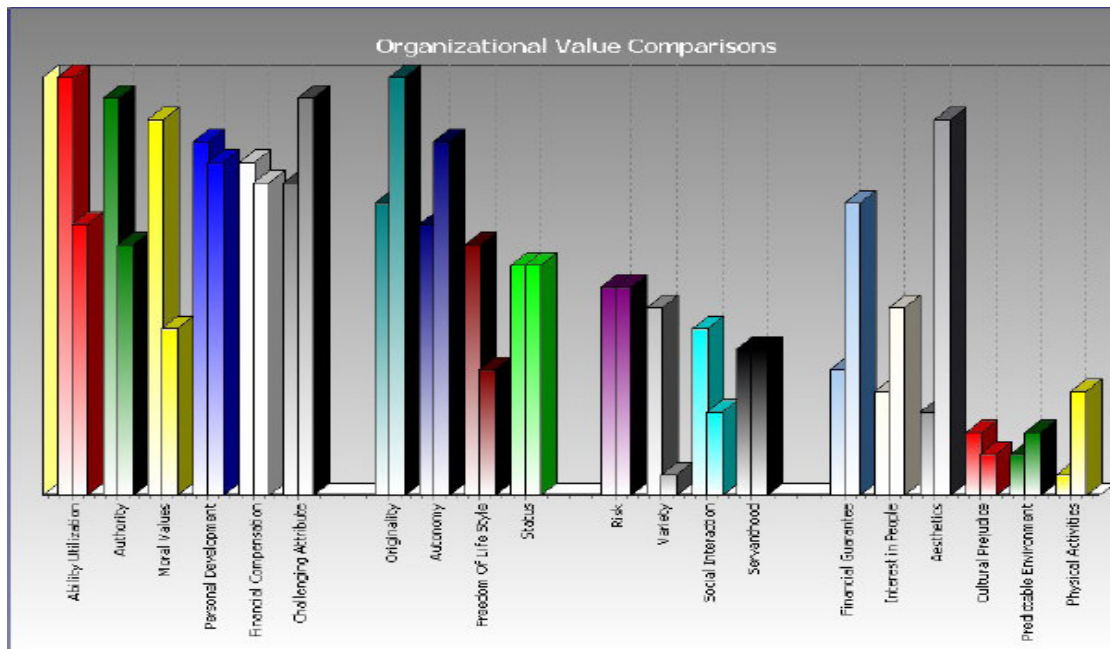
Construct	Total
Aesthetics	100
Autonomy	100
Challenging Attribute	100
Originality	100
Financial Compensation	96
Financial Guarantee	96
Personal Development	96
Ability Utilization	93
Authority	89
Interest in People	86
Risk	86
Status	86
Moral Values	83
Scrivanthood	82
Freedom Of Life Style	79
Physical Activities	71
Social Interaction	68
Predictable Environment	61
Cultural Prejudice	54
Variety	43

In Table 10.5 above it is clear that the candidate is completely out of touch with reality. In other words the candidate has seven of the eight values all with the same scores. The 100% or 96% scores are interpreted as the same score because they fall within the 12% error variation acceptance level. However, the candidate loves the Arts as Aesthetics and Originality are in harmony with each other. She is Autonomous and has Challenging Attributes.



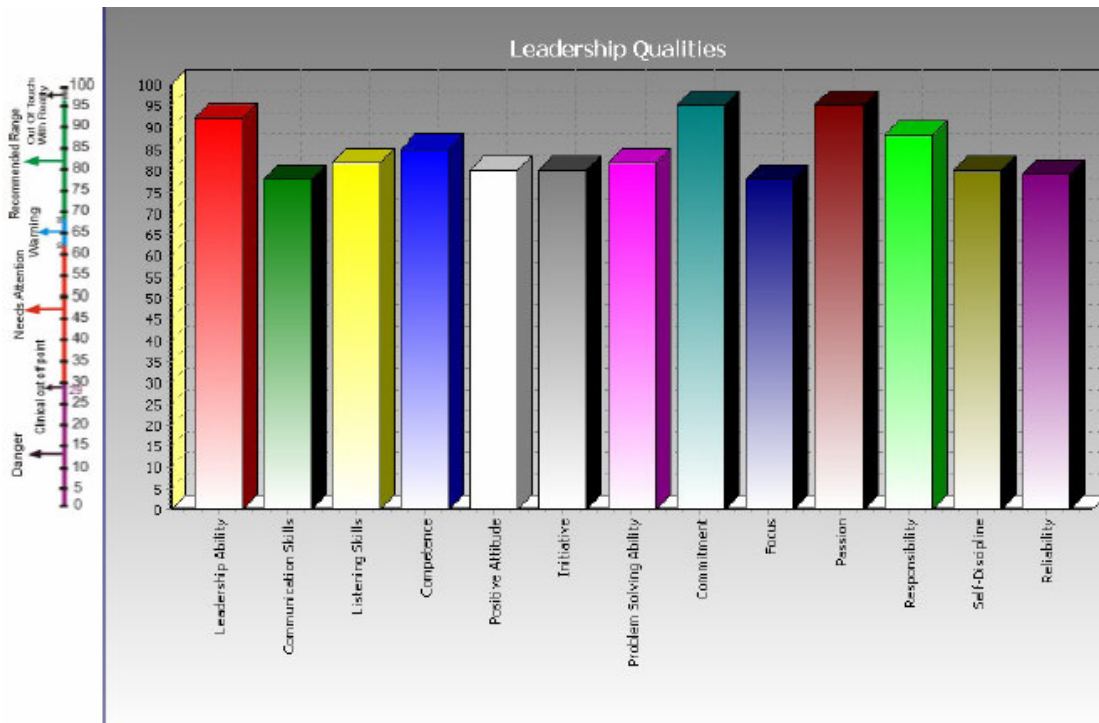
Money is also very important to her as can be seen by her high level of Financial Compensation and Guarantee. The candidate's Moral Values are not important to her and she will take risks if necessary. This would place her as a high Risk candidate.

**Figure A10.6 Personal and Organisational Value comparisons**



The first value in each construct as shown in Figure A10.6 above is the defined entrepreneurial value. The second in each construct shows the candidate's Personal Values. The candidate has three of the top six hierarchical values and five in the top eight. However, in the lower entrepreneurial values the candidate has two values, namely Financial Guarantee and Aesthetics which do not form part of the entrepreneurial hierarchy of values which therefore places her in direct conflict with the entrepreneurial values necessary as an entrepreneur.

**Figure A10.7 Leadership Qualities**



**Table A10.6 Leadership Qualities**

Construct	Total
Commitment	95
Communication Skills	78
Competence	85
Focus	78
Initiative	80
Leadership Ability	92
Listening Skills	82
Passion	95
Positive Attitude	80
Problem Solving Ability	82
Reliability	79
Responsibility	88
Self-Discipline	80



In Figure A10.7 above we find that all the leadership qualities are optimal. However, we cannot use this as a true reflection of the candidate's leadership qualities as the candidate's values are not conducive to that of a good leader.

**Conclusion**

This candidate is in denial or unrealistic in many of her construct scores making it difficult to produce a true reflection of her abilities. Her interest in Aesthetics and low Moral Values together with inconsistent constructs are the reasons causing her to be declared unsuitable as an entrepreneur.