

Annexure AB: Candidate 18 – 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 A18.1 Positive Functioning areas

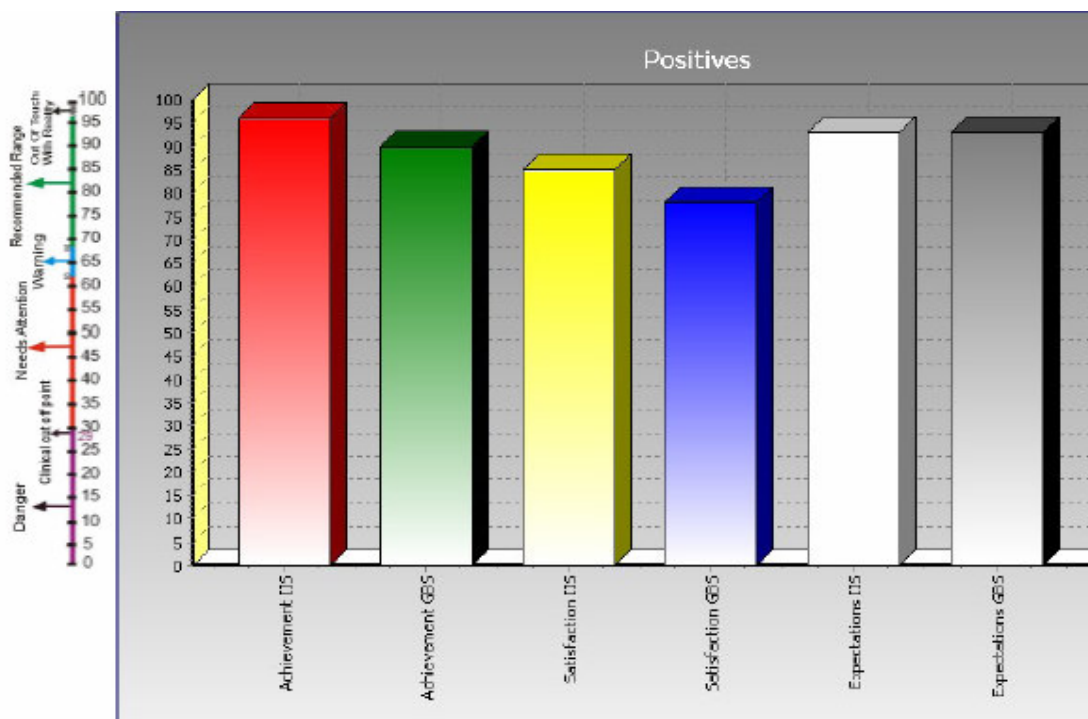


Table A18.1 Positive Functioning areas

Super Construct $\frac{1}{2}$	Construct	Total
Positive Functioning	Achievement IIS	96
Positive Functioning	Achievement GBS	90
Positive Functioning	Satisfaction IIS	85
Positive Functioning	Satisfaction GBS	78
Positive Functioning	Expectations IIS	93
Positive Functioning	Expectations GBS	93

From Table A18.1 it is clear that this candidate's positive functioning is optimal.

Figure A18.2 Negative Functioning areas

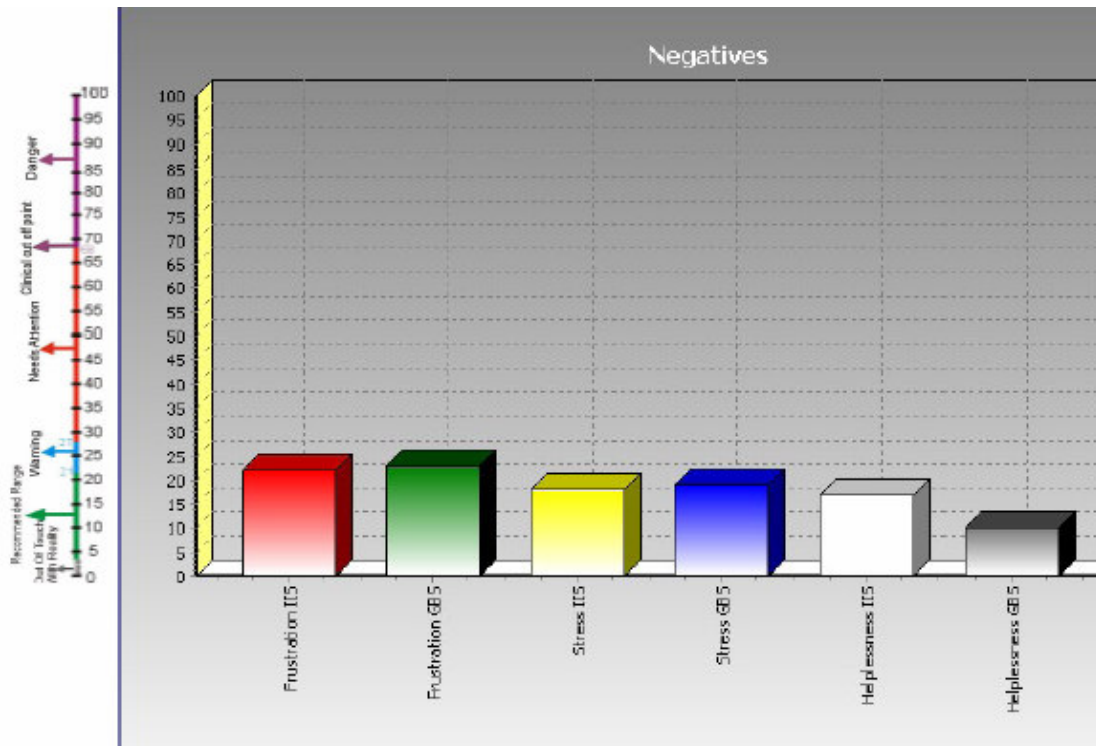


Table A18.2 Negative Functioning areas

Super Construct ^{1/}	Construct	Total
Negative Functioning	Frustration IIS	22
Negative Functioning	Frustration GBS	23
Negative Functioning	Stress IIS	18
Negative Functioning	Stress GBS	19
Negative Functioning	Helplessness IIS	17
Negative Functioning	Helplessness GBS	10

In Figure A18.2, the candidate's negative functioning areas are optimal. The candidate has a slightly over-activated Frustration IIS and GBS construct. However, this will not impair the candidate's positive functioning areas.

Figure A18.3 Self Perception and Emotional Functioning

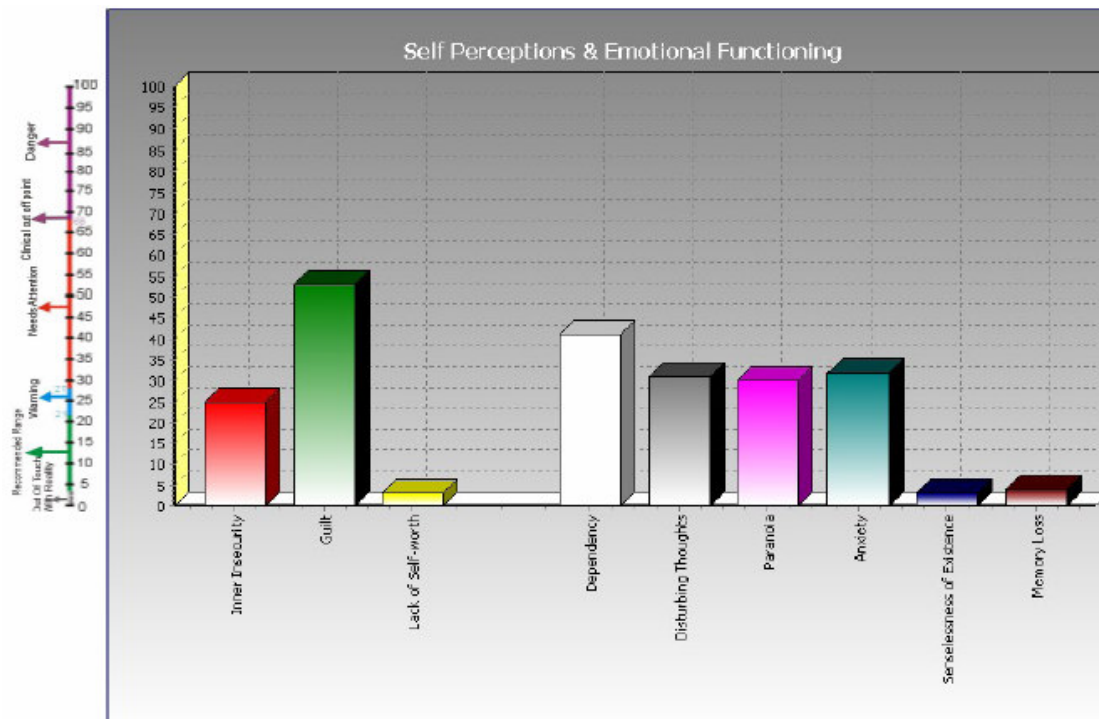


Table A18.3 Self Perception and Emotional Functioning scores

Super Construct	Construct	Total
Self Perception	Inner Insecurity	25
Self Perception	Guilt	53
Self Perception	Lack of Self-worth	3
Emotional Functioning	Dependency	41
Emotional Functioning	Disturbing Thoughts	31
Emotional Functioning	Memory Loss	4
Emotional Functioning	Paranoia	30
Emotional Functioning	Anxiety	32
Emotional Functioning	Senselessness of Existence	3

In Figure A18.3 above we notice that the candidate has a highly over-activated sense of Guilt feelings. This is inconsistent with both the positive and negative functioning areas. The candidate has slightly over-activated Inner Insecurity. Her Lack of Self-worth is totally unrealistic in relationship to Inner Insecurity and Guilt feelings.

Her emotional functioning is confirmation of the fact that the candidate is using impression management while doing the assessment. The candidate has over-activated Disturbing Thoughts indicating she is feeling insecure and furthermore is feeling both Helpless and worthless. Her over-activated Paranoia is confirmation of Inner Insecurity. The out-of-touch with reality scores in both Memory Loss and Senselessness of Existence is confirmation of the fact that she has manipulated the assessment.

Figure A18.4 Relationships and Corporate Functioning

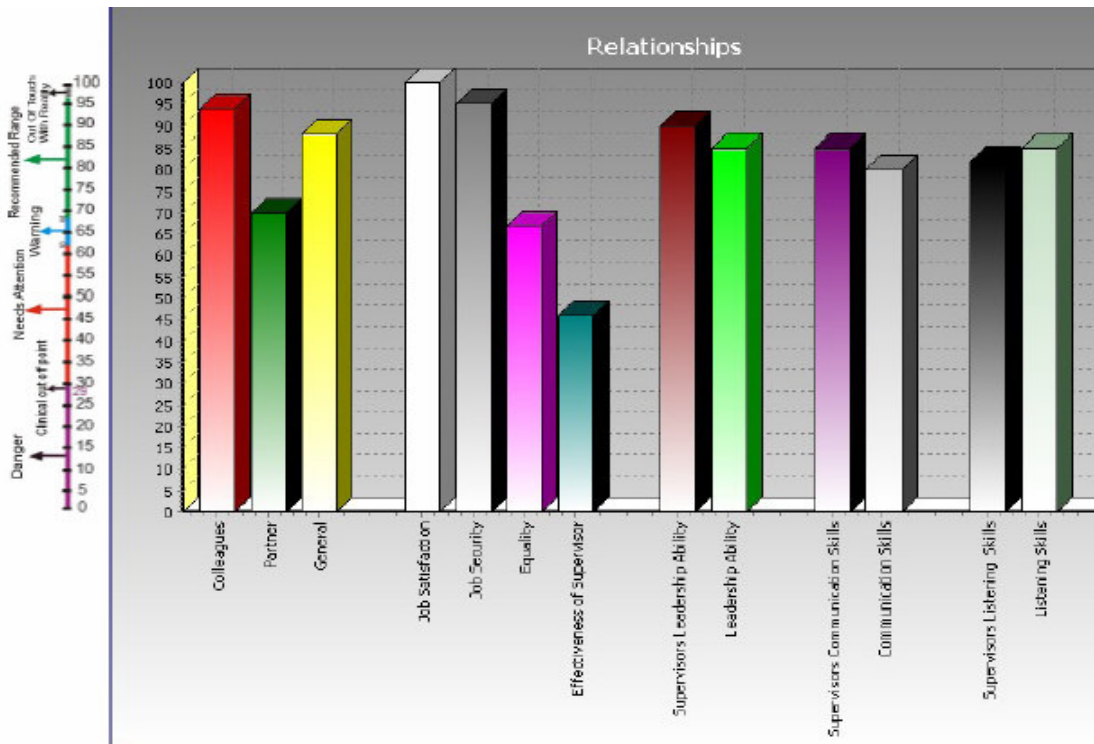


Table A18.4 Relationships and Corporate Functioning

Super Construct ^{1/}	Construct	Total
Relationships	Colleagues	94
Relationships	Partner	70
Relationships	General	88
Corporate Functioning	Job Satisfaction	100
Corporate Functioning	Job Security	95
Corporate Functioning	Equality	67
Corporate Functioning	Effectiveness of Supervisor	46
Corporate Functioning	Supervisors Leadership Ability	90
Corporate Functioning	Supervisors Communication Skills	85
Corporate Functioning	Supervisors Listening Skills	82

From Figure A18.4 it is clear that this candidate's relationships with her Colleagues and with people in General are optimal, with a slightly under-activated relationship with her partner. Her (unrealistic) levels of Job Satisfaction and Job Security are inconsistent because the candidate's score of her Supervisor's Effectiveness is highly under-activated which is contradicted by her scores for her Supervisor's Leadership Ability, Communication and Listening Skills. This is confirmed in her corporate functioning constructs where she does not feel she is being treated fairly (Equality), highlighting the problem with her supervisor. These scores are inconsistent.

Figure A18.5 Personal Values

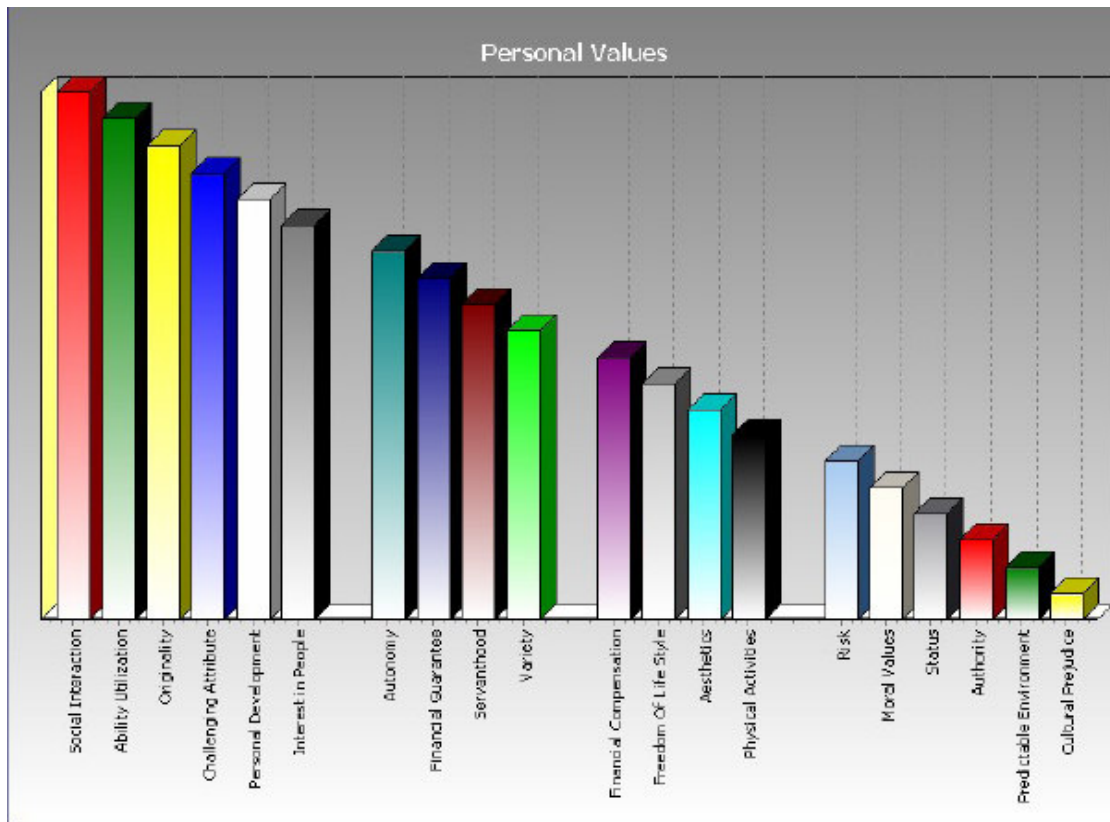


Table A18.5 Personal Value scores

Construct	Total
Ability Utilization	100
Social Interaction	100
Originality	96
Challenging Attribute	93
Personal Development	89
Autonomy	86
Interest in People	86
Financial Guarantee	82
Servanthood	78
Financial Compensation	75
Variety	75
Aesthetics	71
Freedom Of Life Style	71
Physical Activities	71
Risk	68
Moral Values	67
Status	64
Authority	57
Predictable Environment	39
Cultural Prejudice	29

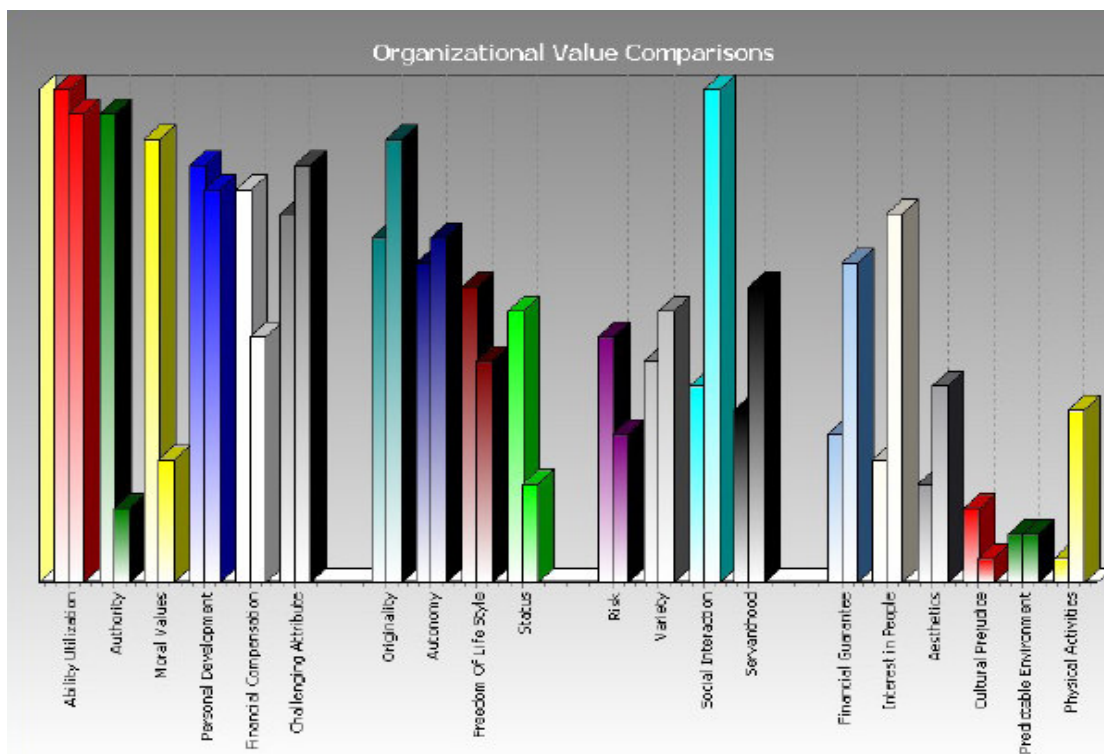
The most important values (Figure A18.5 above) are measured according to hierarchy in order of importance.

Ability Utilisation and Social Interaction are very important to the candidate, however, the candidate's Personal Development and Ability Utilization are in concert with each

other. Social Interaction and Interest in People are also in harmony with each other. The candidate's Autonomous value is inconsistent with Social Interaction and Authority.

She wants to get paid a fixed monthly salary which is inconsistent with the defined entrepreneurial values. The candidate has very low Moral Values despite the fact that Risk is on a par score with Moral Values, which makes the candidate a high Risk and untrustworthy candidate.

Figure A18.6 Personal and Organisational Value comparisons



In Figure A18.6 above, the first graph of each construct shows the defined entrepreneurial values and the second graph of each construct shows the candidate's Personal Values. This candidate has three in the top six hierarchy of values and five in the top eight hierarchy of values that match the defined hierarchy of entrepreneurial values.

When moving to the last six entrepreneurial values, it is clear from the graph above that Financial Guarantee, Interest in People, Aesthetics and Physical Activities are part of the candidate's hierarchy: these are in conflict with the entrepreneurial values and are the main reasons why this candidate is not suitable as an entrepreneur.

From Figure A18.6 it is clear that most of the values of this candidate are not in harmony with the defined entrepreneurial values

Figure A18.7 Leadership Qualities

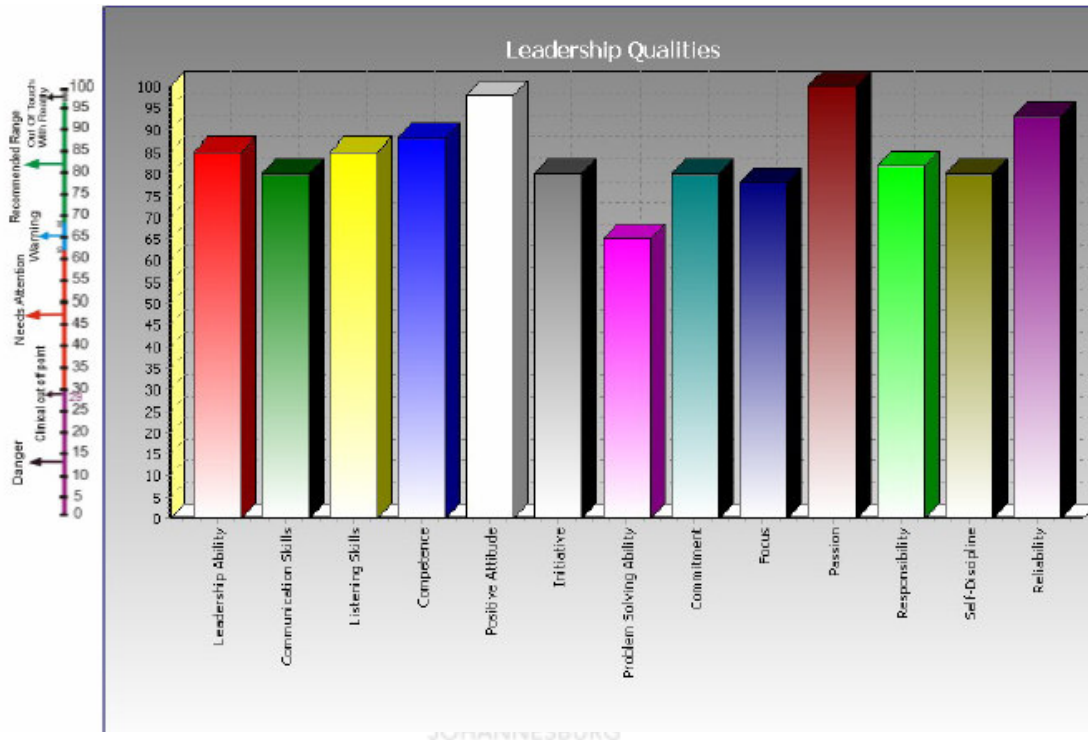


Table A18.6 Leadership Qualities

Construct	Total
Commitment	80
Communication Skills	80
Competence	88
Focus	78
Initiative	80
Leadership Ability	85
Listening Skills	85
Passion	100
Positive Attitude	98
Problem Solving Ability	65
Reliability	93
Responsibility	82
Self-Discipline	80

The graphs in Figure A18.7 above should be compared against the ruler on the left. The candidate's leadership qualities are optimal, with Problem Solving Ability as an exception. However, due to the inconsistencies and manipulation of the constructs through manipulation or impression management, we consider the data to be ineffective. The candidate's Personal Values are not in harmony with leadership qualities.

Conclusion

The candidate's assessment has been consistently manipulated and therefore a conclusive verdict cannot be reached on the candidate's ability to become an entrepreneur. The information before us is the fact that the candidate is dishonest and has not got Personal Values that are in harmony with her leadership qualities.

