

Annexure U: Candidate 11 – 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 A11.1 Positive Functioning areas

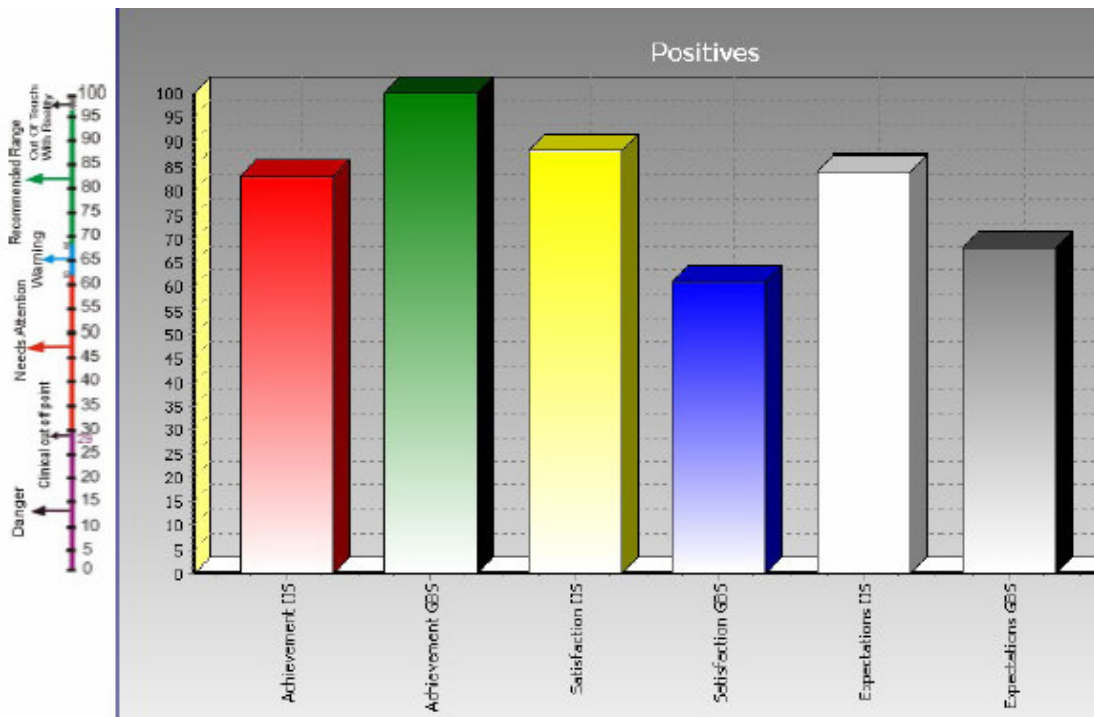


Table A11.1 Positive Functioning areas

Super Construct	Construct	Total
Positive Functioning	Achievement IIS	83
Positive Functioning	Achievement GBS	100
Positive Functioning	Satisfaction IIS	88
Positive Functioning	Satisfaction GBS	61
Positive Functioning	Expectations IIS	84
Positive Functioning	Expectations GBS	68

In Figure 11.1 above we find that the candidate's positive IIS are all consistent and are optimal. The Achievement GBS is out of touch with reality while the Satisfaction

GBS is under-activated. The Expectations GBS are also slightly under-activated which does not affect the positive functioning of the candidate.

Figure A11.2 Negative Functioning areas

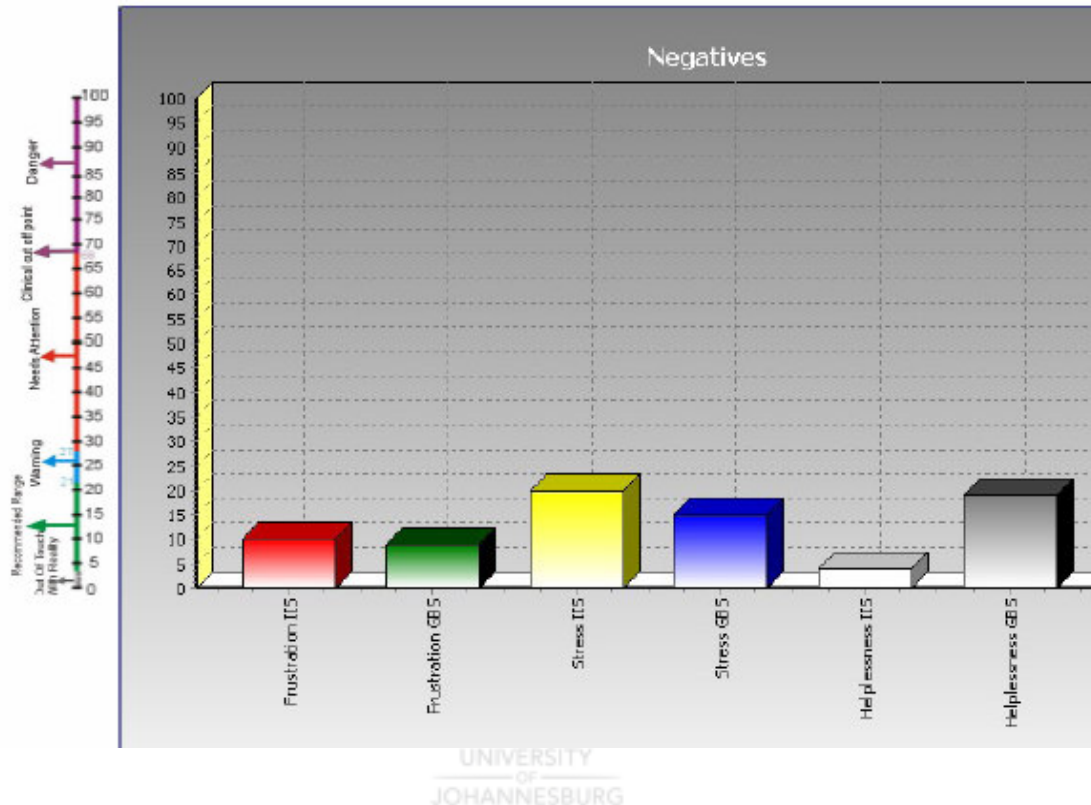


Table A11.2 Negative Functioning areas

Super Construct	Construct	Total
Negative Functioning	Frustration IIS	10
Negative Functioning	Frustration GBS	9
Negative Functioning	Stress IIS	20
Negative Functioning	Stress GBS	15
Negative Functioning	Helplessness IIS	4
Negative Functioning	Helplessness GBS	19

In Figure A11.2 the candidate is functioning optimally in the negative functioning areas. The Helplessness IIS seems to be out of touch with reality. There is an indication, however, that there is manipulation due to the GBS constructs.

Figure A11.3 Self Perception and Emotional Functioning

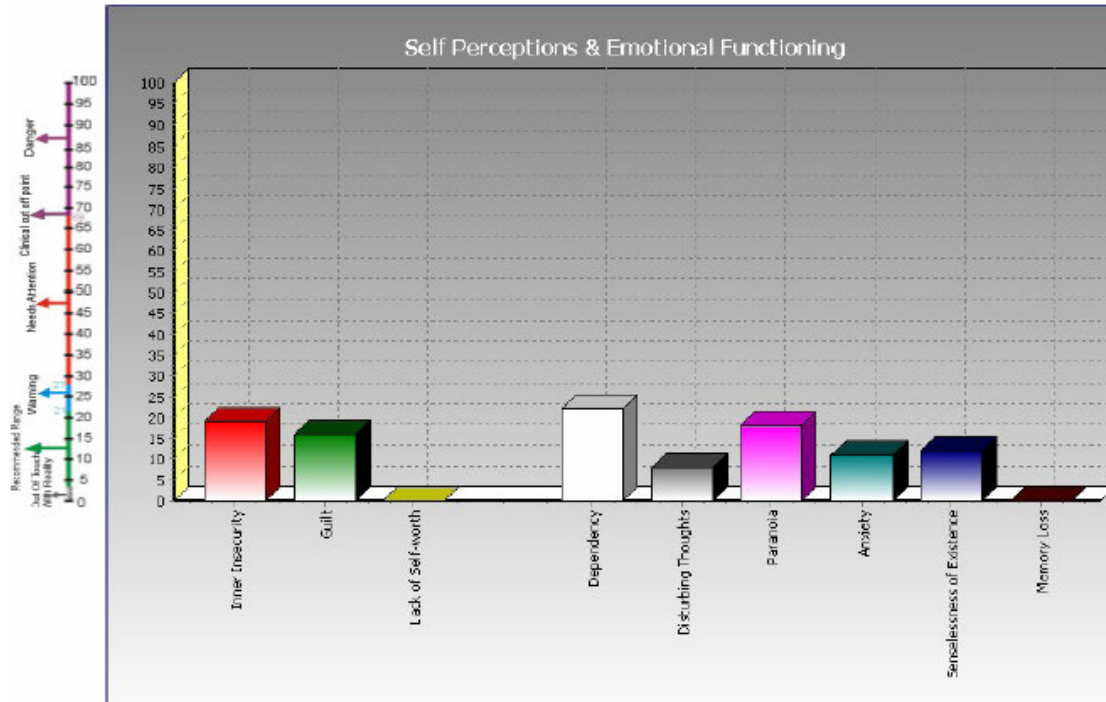


Table A11.3 Self Perception and Emotional Functioning scores

Super Construct	Construct	Total
Self Perception	Inner Insecurity	19
Self Perception	Guilt	16
Self Perception	Lack of Self-worth	0
Emotional Functioning	Dependency	22
Emotional Functioning	Disturbing Thoughts	8
Emotional Functioning	Memory Loss	0
Emotional Functioning	Paranoia	18
Emotional Functioning	Anxiety	11
Emotional Functioning	Senselessness of Existence	12

In Figure 11.3 the candidate's levels of Inner Insecurity and Guilt are optimal but the Lack of Self Worth is totally unrealistic. Her Inner Insecurity and Senselessness of Existence are inconsistent with each other.

Her emotional functioning shows that her dependency is slightly over-activated as it is in the warning area. While the other constructs within her emotional functioning area are optimal, her zero score for Memory Loss is very unrealistic or alternatively out of touch with reality, due to the fact that research has proved that it is humanly impossible never to forget anything.

Figure A11.4 Relationships and Corporate Functioning

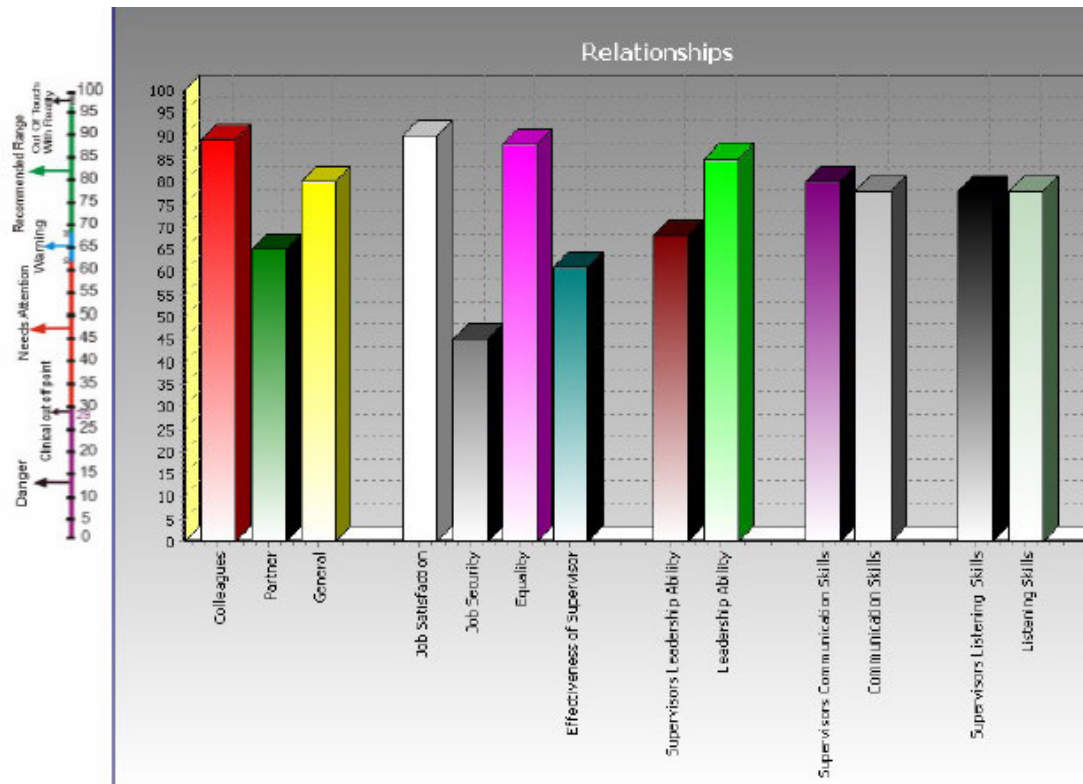


Table A11.4 Relationships and Corporate Functioning

Super Construct	Construct	Total
Relationships	Colleagues	89
Relationships	Partner	65
Relationships	General	80
Corporate Functioning	Job Satisfaction	90
Corporate Functioning	Job Security	45
Corporate Functioning	Equality	80
Corporate Functioning	Effectiveness of Supervisor	61
Corporate Functioning	Supervisors Leadership Ability	68
Corporate Functioning	Supervisors Communication Skills	80
Corporate Functioning	Supervisors Listening Skills	78

In Figure A11.3 the candidate's relationships with her Colleagues and in General are optimal with some warning signs of her relationship with her Partner. Her overall scores for her organizational functioning are also optimal except for her under-activated Job Security and Effectiveness of her Supervisor which is inconsistent with her Job Satisfaction and other supervisor scores.

Figure A11.5 Personal Values

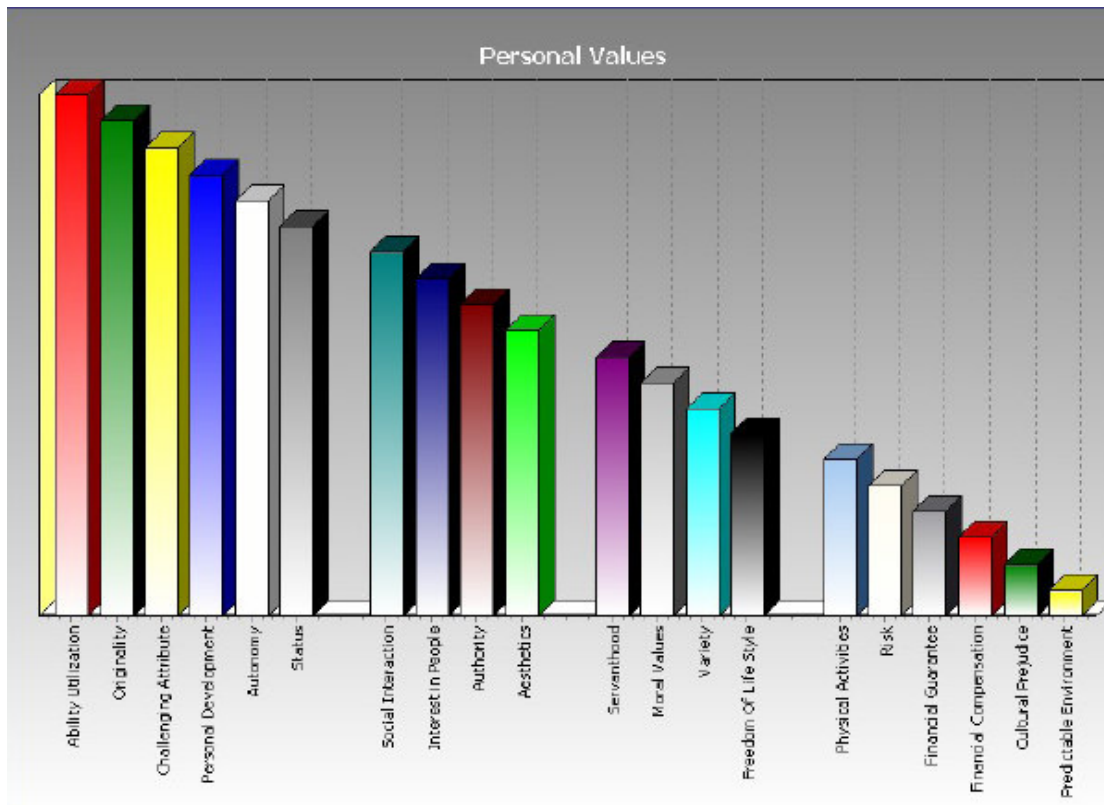


Table A11.5 Personal Value scores

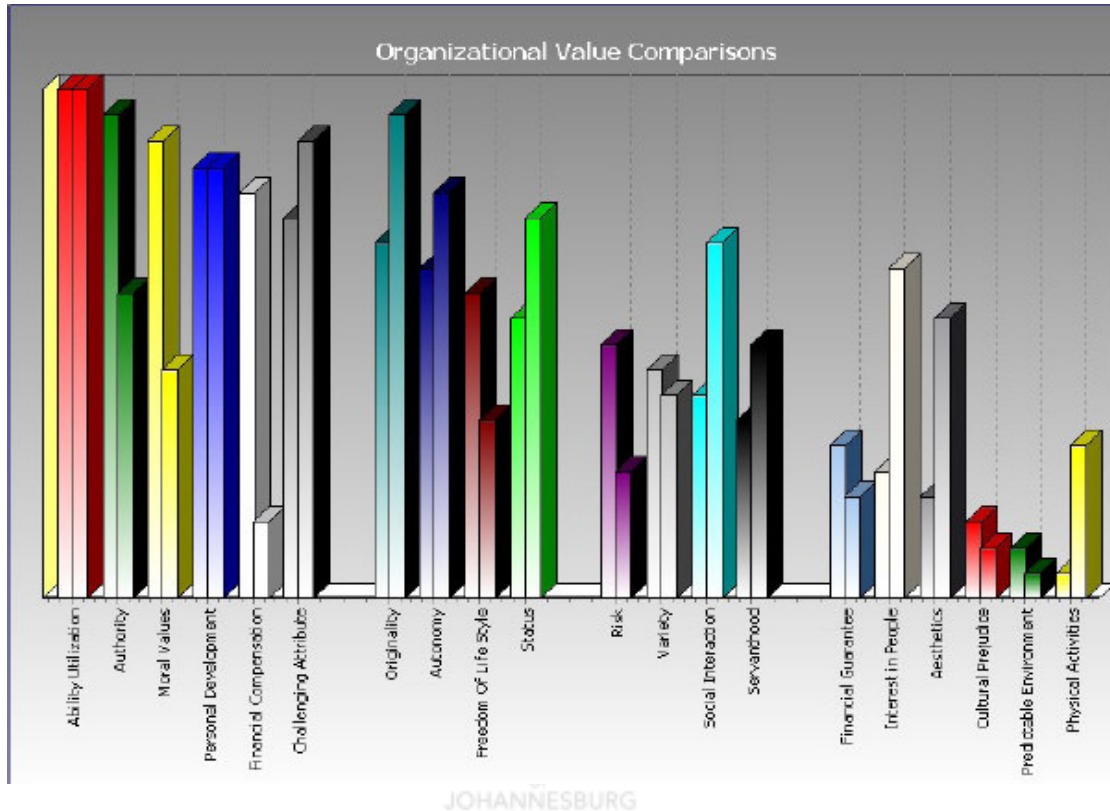
Construct	Total
Ability Utilization	100
Originality	93
Autonomy	86
Challenging Attribute	86
Personal Development	86
Status	82
Social Interaction	75
Authority	60
Interest in People	68
Aesthetics	64
Moral Values	62
Servanthood	62
Variety	46
Freedom Of Life Style	43
Physical Activities	43
Financial Guarantee	36
Risk	36
Financial Compensation	32
Cultural Prejudice	25
Predictable Environment	21



The most important values (see Figure A11.5 above) are measured according to hierarchy in order of importance. The candidate's most important values are Ability Utilization, Originality, Autonomy, Challenging Attributes, Personal Development, Status with Social Interaction and Authority. The values that do not interest or are

disliked by the candidate are a Predictable Environment, Cultural Prejudice, Financial Compensation, taking Risks, and Financial Guarantee.

Figure A11.6 Personal and Organisational Value comparisons



In Figure A11.6, the first graph in each category is the defined entrepreneurial value and the second graph is the Personal Value of the candidate. This candidate has only three in the top six and five in the top eight values that match the hierarchy of defined entrepreneurial values. The candidate has a low Moral Value and she does not like Financial Compensation. However, she indicates that Status is important to her and that is a contradictory statement from someone who has no interest in money. Research has proved without doubt that if a person does not have Servanthood as hierarchy of values, and has no interest in money they become very high suspects for fraud and therefore are considered to be high risk.

The candidate's values are completely out of sync with the entrepreneurial values and therefore she is not suitable to be an entrepreneur.

Figure A11.7 Leadership Qualities

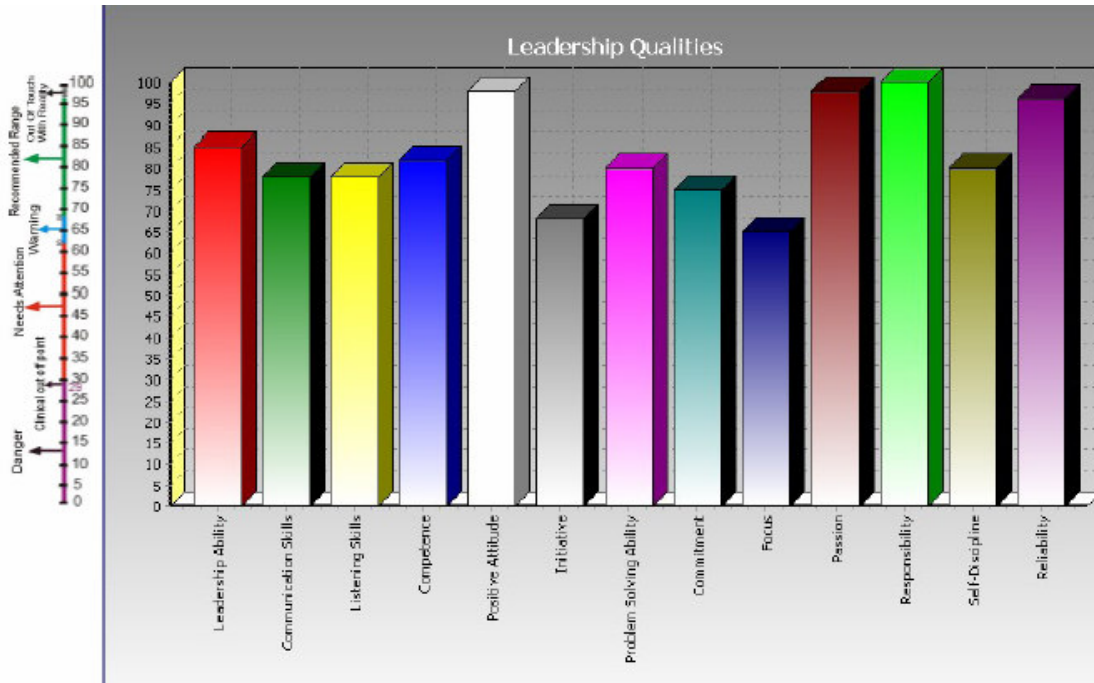


Table A11.7 Leadership Qualities

Construct	Total
Commitment	75
Communication Skills	78
Competence	82
Focus	65
Initiative	68
Leadership Ability	85
Listening Skills	78
Passion	90
Positive Attitude	98
Problem Solving Ability	80
Reliability	96
Responsibility	100
Self-Discipline	80



The graphs in Figure A11.7 (and listed in Table A11.7) should be compared against the ruler on the left. The leadership qualities should all be in the recommended range. The candidate has leadership qualities which are unrealistic such as Positive Attitude, Passion and Responsibility. Furthermore, there is inconsistency in those scores as one cannot be responsible if one is not totally focused. If you have very high Passion you must also have a very high Initiative. This is inconsistent. This candidate would not be a good leader.

Conclusion

This candidate is in denial or out of touch with reality in numerous constructs, and uses impression management often. Her Personal Values are not in harmony with the necessary defined entrepreneurial values and she is therefore not suitable as an entrepreneur.

