Annexure Y: Candidate 15 – 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.
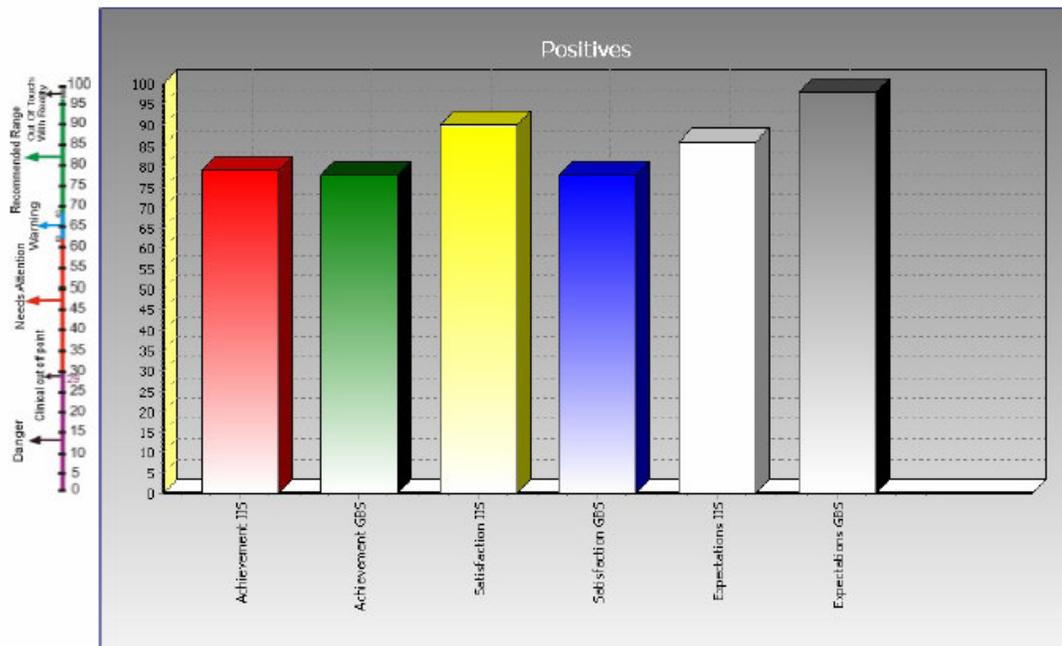
Figure A15.1 Positive Functioning areas

Table A15.1 Positive Functioning areas

Super Construct	Construct	Total
Positive Functioning	Achievement IIS	79
Positive Functioning	Achievement GBS	78
Positive Functioning	Satisfaction IIS	90
Positive Functioning	Satisfaction GBS	78
Positive Functioning	Expectations IIS	86
Positive Functioning	Expectations GBS	98

In Figure A15.1, the candidate's Achievement, Satisfaction and Expectation (IIS) scores are all at optimal level.
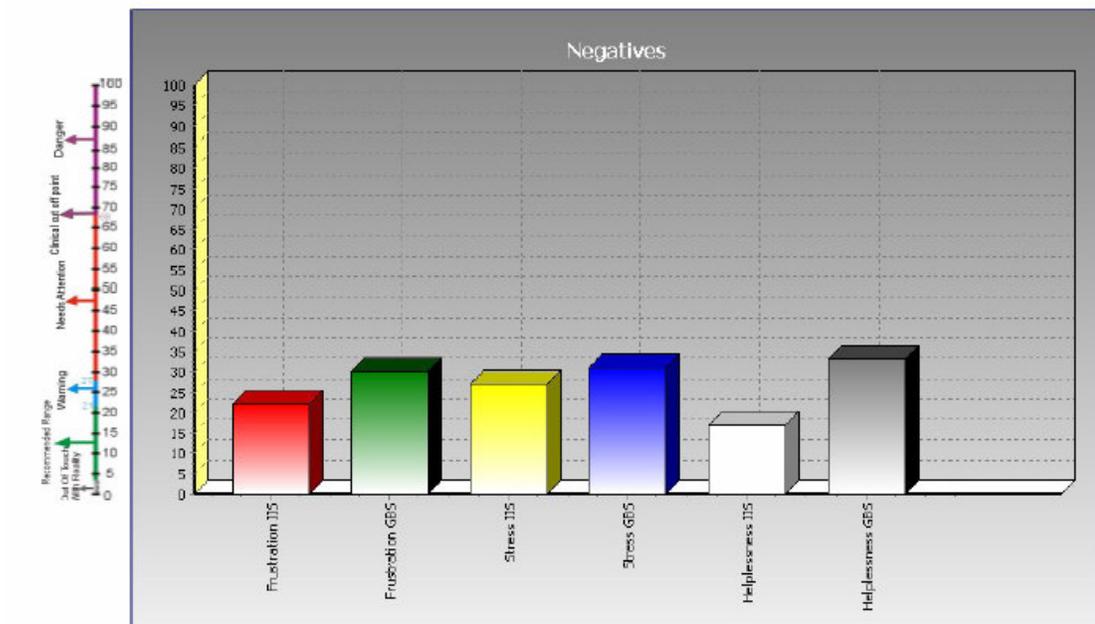
Figure A15.2 Negative Functioning areas

Table A15.2 Negative Functioning areas

Super Construct	Construct	Total
Negative Functioning	Frustration IIS	22
Negative Functioning	Frustration GBS	30
Negative Functioning	Stress IIS	27
Negative Functioning	Stress GBS	31
Negative Functioning	Helplessness IIS	17
Negative Functioning	Helplessness GBS	33

In Figure A15.2 the candidate's Frustration Level is optimal with only a slightly over-activated Stress level. There seems to be slight extrovert tendencies because the GBS graphs are more over-activated in comparison with the GBS scores.

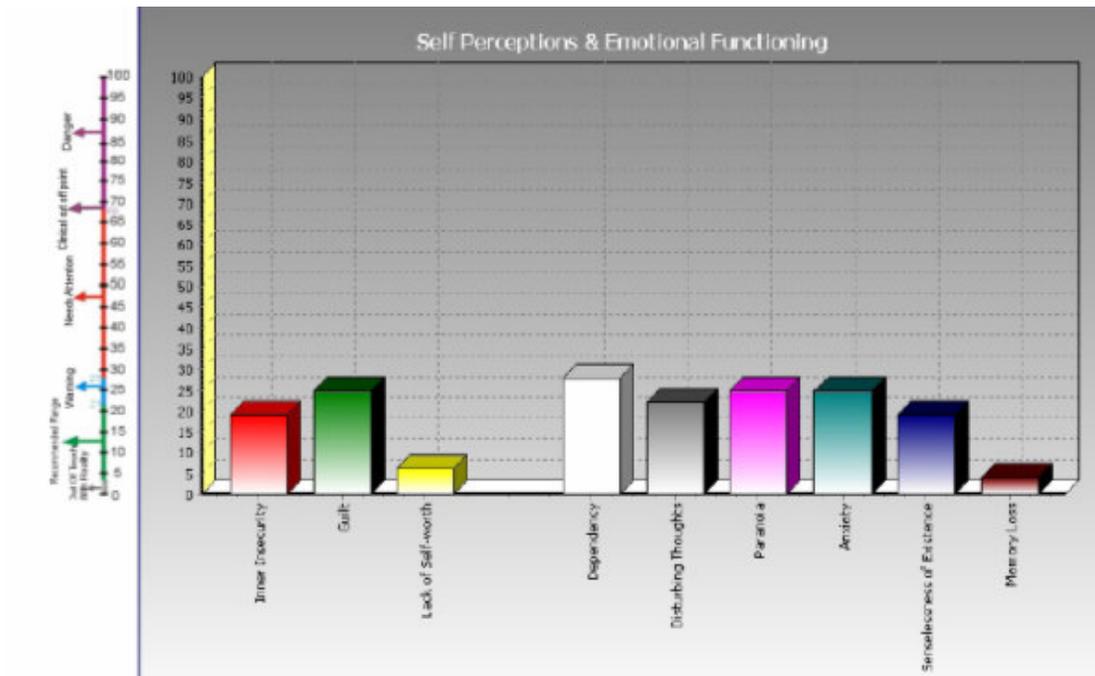**Figure A15.3 Self Perception and Emotional Functioning**

Table A15.3 Self Perception and Emotional Functioning scores

Super Construct ⚠	Construct	Total
Self Perception	Inner Insecurity	19
Self Perception	Guilt	25
Self Perception	Lack of Self-worth	6
Emotional Functioning	Dependency	28
Emotional Functioning	Disturbing Thoughts	22
Emotional Functioning	Memory Loss	4
Emotional Functioning	Paranoia	25
Emotional Functioning	Anxiety	25
Emotional Functioning	Senselessness of Existence	19

Figure A15.3 seems to indicate that this candidate's self perception is optimal. She claims to have almost no Memory Loss (4) which according to research is an indication that she is out of touch with reality. Her emotional functioning overall is slightly over-activated but cannot be described as being a serious problem.

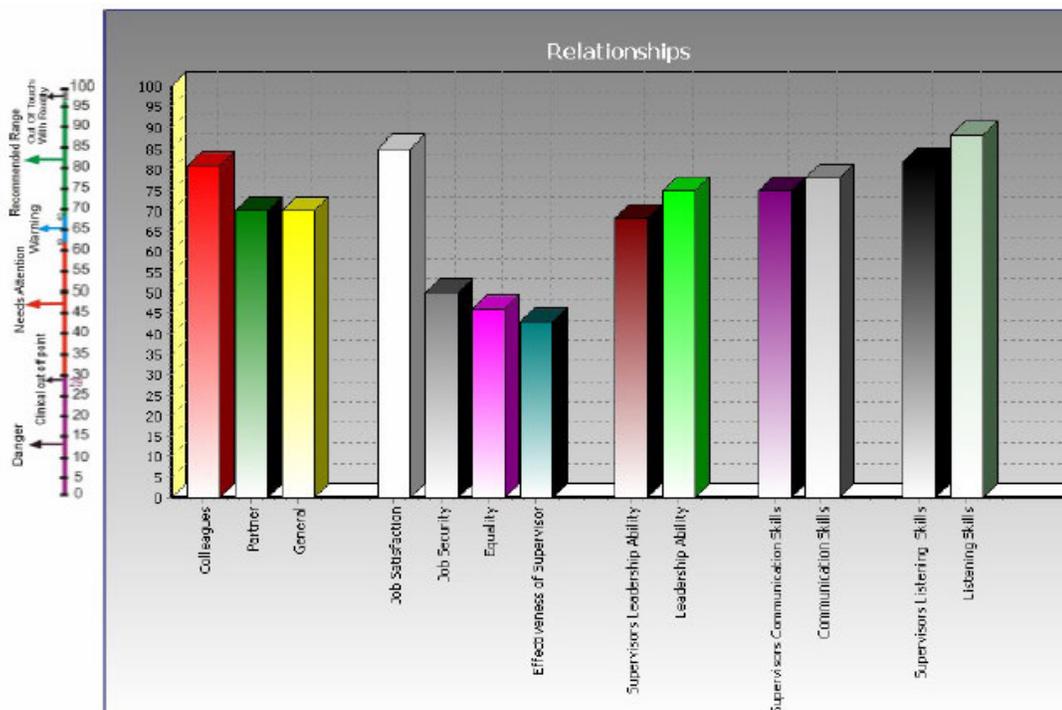**Figure A15.4 Relationships and Corporate Functioning**

Table A15.4 Relationships and Corporate Functioning

Super Construct	Construct	Total
Relationships	Colleagues	81
Relationships	Partner	70
Relationships	General	70
Corporate Functioning	Job Satisfaction	85
Corporate Functioning	Job Security	50
Corporate Functioning	Equality	46
Corporate Functioning	Effectiveness of Supervisor	43
Corporate Functioning	Supervisors Leadership Ability	68
Corporate Functioning	Supervisors Communication Skills	75
Corporate Functioning	Supervisors Listening Skills	82

Figure A15.4 shows the Relationship scores of this candidate in terms of his/her colleagues, Partners and in General to be optimal. Areas of concern are Job Security, Equality (the fact that she feels she is not being treated fairly by her supervisor) and her Supervisor's Effectiveness: these are all under-activated which in reality means that the candidate's Supervisors Leadership Ability, Communication Skills and Listening Skills would mean the Supervisor is effective. This is inconsistent.
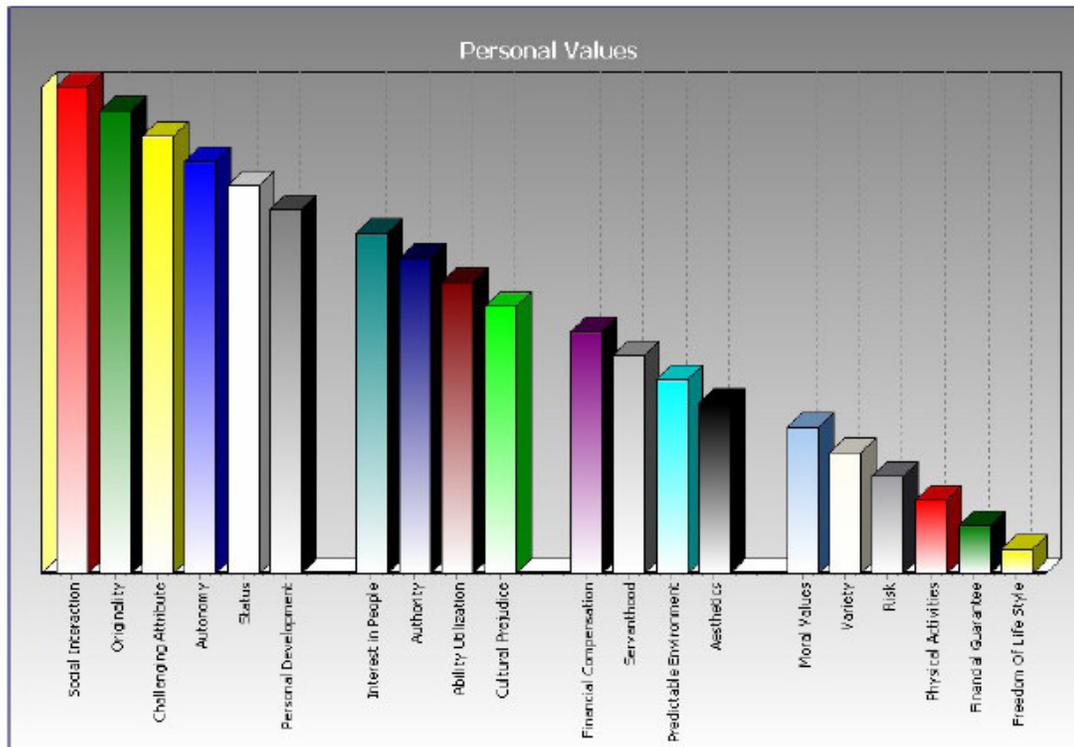
Figure A15.5 Personal Values

Table A15.5 Personal Value scores

|	
Social Interaction	100
Originality	96
Autonomy	89
Challenging Attribute	89
Ability Utilization	79
Authority	79
Interest in People	79
Personal Development	79
Status	79
Cultural Prejudice	75
Financial Compensation	75
Servanthood	70
Predictable Environment	68
Aesthetics	64
Moral Values	62
Variety	61
Physical Activities	54
Risk	54
Financial Guarantee	46
Freedom Of Life Style	36

The most important values in Figure A15.5 above are measured according to hierarchy in order of importance. The candidate's Social Interaction is her most important value with Interest in people which is in harmony with Social Interaction. However, Autonomy and Authority are not conducive to effectiveness as a team player. This is inconsistent.

The bottom six values (values fifteen to twenty) indicate that this candidate has low Moral Values (62), does not want too much Variety (61), does not like Risk (54), does not want to be physically active (54), need not have a secure income (Financial Guarantee - 46) and also does not want Freedom in Lifestyle (36).

Research has shown that candidates who have a low Servanthood score, together with low financial constructs scores (Financial Compensation and Financial Guarantee) are considered to be high Risk candidates, meaning that the candidate cannot confidently be trusted. The combination of these values seem to indicate dishonest tendencies because her Moral Values are of no importance to this candidate, it confirms that this person is not someone who can be placed in a responsible and accountable position.

Figure A15.6 Personal and Organisational Value comparisons

Organizational Value Comparisons
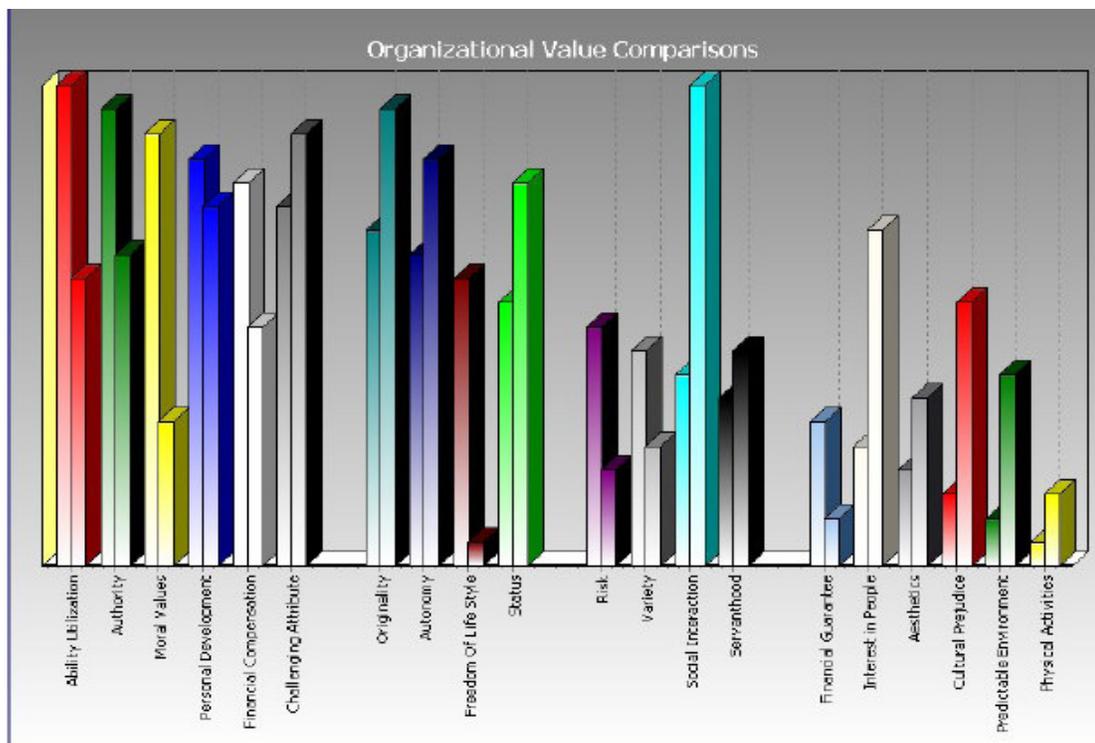
The first graph on each category is the value that is important to the defined entrepreneurial values and the second graph shows the Personal Values of the candidate. Figure A15.6 shows that this candidate has two values in the top six and four values in the top eight that match the hierarchy of defined entrepreneurial values.

Because Interest in People, and Social Interaction fall within the top eight hierarchy of values the candidate's hierarchy is not in harmony with that of a defined entrepreneur. This person is therefore not suitable as an entrepreneur.

Figure A15.7 Leadership Qualities
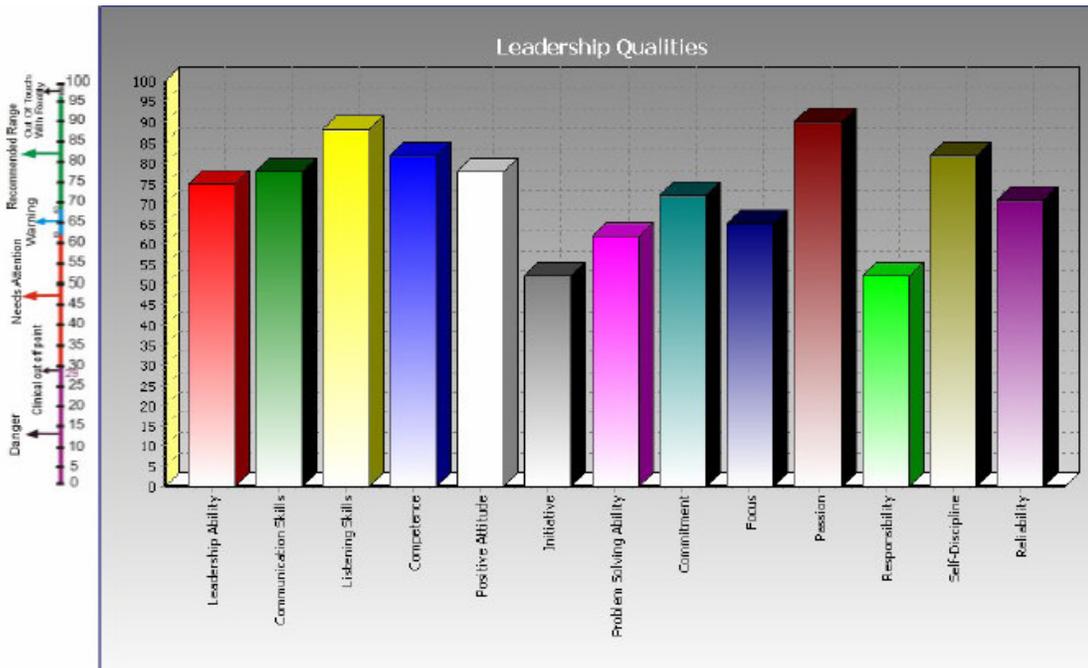
Table A15.6 Leadership Qualities

Construct	Total
Commitment	72
Communication Skills	78
Competence	82
Focus	65
Initiative	52
Leadership Ability	75
Listening Skills	88
Passion	90
Positive Attitude	78
Problem Solving Ability	62
Reliability	71
Responsibility	52
Self-Discipline	82

The graphs in Figure A15.7 (and listed in Table A15.6) should be compared against the ruler on the left. The leadership qualities should all be in the recommended range. However, to be effective at least eleven of the thirteen bars should be in the recommended range. There are many leadership qualities that can be taught should the candidate's Personal Values be in harmony with these leadership qualities.

Initiative, Responsibility (a secondary to Moral Value) relate to self. If you have a problem with self then you cannot be a leader although you have some leadership qualities. You cannot have Moral Values and not take Accountability and Responsibility. As can be seen from Table A15.6 above, this candidate does not want to take Accountability or Responsibility. The qualities that can be taught in this instance are Communication Skills, Listening Skills. This candidate does not have enough leadership qualities in order to be an effective leader.

Conclusion

This candidate's Personal Values are not conducive to her being an effective entrepreneur, but she could be effective as a trainer because of her hierarchy of Social Interaction and Interest in People. The candidate's low Moral Values would place her as a high risk candidate.