



CANDIDATE INFORMATION

Individual Check : **Jobseeker A**
Date : **24/03/2011**

HANDWRITING ANALYSIS REPORT

Motivating Forces

When she knows what she is doing, she has sufficient independence to act on her own. At other times, when she finds herself in a situation outside the realm of her experience, she is comfortable asking the opinions of those she respects. It is not achievement and recognition that gives her a sense of her own value, and she doesn't feel the need to compare herself with someone else. Developing her own gifts and sharing them is enough to motivate her.

A pleasant, harmonious environment is probably her first choice, but she can deal with a fair amount of conflict. The main point is, it shouldn't continue for too long. Her need for autonomy is not excessive, but some latitude makes her feel that she has some choices. She is probably at her most productive when working on a flexible schedule.

Personal Dynamics

She can normally be expected to see a project all the way through to completion unless it begins to drag on too long. When that happens she tends to lose her patience. The job may get completed, but with some irritability.

She has a rational approach both to problems and opportunities and she seeks answers based on tangible facts. Yet, she is not totally earthbound. There are many times when whimsy plays an important part in the decisions and choices she makes.

She wants to be well thought of, but also sets clear limits when it comes to going in a new direction. In other words, she does her best to be cooperative and adaptable without going overboard.

Assignments requiring a great deal of long-term effort may take more endurance than she has available. Since her level of determination is about average, she can produce the best results when handling short-term projects where she can see quick results.

Ego Strength

Even when feeling challenged and out of her depth, She is not about to accept defeat, but strives to learn from the experience. An adequate level of self-confidence helps her survive the ups and downs of day-to-day life.

It's not an easy choice for her to make, but there may be times when she will bend her principles to some degree. More than likely, those times will be when she is feeling under pressure from her social group, and her conscience will probably suffer for it. Having sufficient self-esteem to know where she belongs in the world, she doesn't feel compelled to grab the limelight whenever the opportunity presents itself.

Assuming her objectives don't require too large an output of energy, she has sufficient willpower to meet them. Even after she has decided what she wants to do, she is able to switch gears and find the most effective way to accomplish her aims.



Defenses & Controls

She has her fair share of inhibitions. When it comes to moving into unfamiliar areas, she usually waits until she has sufficient information to make a good decision before going forward. In emotionally charged situations, she usually stays in control of her strong feelings. Like most people, she has impulsive moments, but she is not at their mercy, and makes an effort to keep her emotions in check. She is not the envious type, but seems generally satisfied with what she has.

She doesn't make a habit of collecting a lot of stuff just so she can say she has it. Although she is not a perfectionist, she makes an effort to handle her responsibilities appropriately. Some details might get left to chance, but ultimately, She takes care of business.

Intellectual Style

A certain amount of curiosity is indicated, but not enough to make her dig too deeply for additional information. She is more apt to settle for the readily obtainable unless it is important to back up her opinions with provable facts. She lives pretty much in the here and now. Even when her head is in her fantasies and dreams, her feet are usually still firmly planted on the ground. Exploring all the pros and cons of a matter, she endeavors to follow an objective viewpoint as much as possible. Certainly her personal feelings may color some matters, but she does her best to stay as impartial as possible.

Basically conservative, her mind is open, but within conventional boundaries, revealing a limited desire to explore various options and alternatives before making choices.

Maintaining a reasonable balance between physical and mental pursuits, she is interested in opening her mind to different philosophies, although she may not actively seek them out unless there is a real need. By and large she accepts things the way they were done in the past and probably will not expend very much energy on creating brand new methods of operating.

Communication Style

When it comes to a need for privacy, we could say that she keeps confidential information to herself when it is advisable, but when she believes it is appropriate, she has no difficulty sharing information. Keeping a sense of humor helps her to see the lighter side of things. By refusing to take things too seriously, she can sometimes even help others overcome a bad mood.

Although she is diplomatic and tactful in most situations, if she feels strongly about a matter, you can expect her to come right out and say what's on her mind.

She finds it hard to be completely frank and outspoken with her views. You might say she is more comfortable toning down any harsh comments.

Interpersonal Style

Not one to give her friendship indiscriminately, she is rather selective in building a close inner circle of acquaintances. Quality of friendships takes precedence over quantity. Careful not to allow others' opinions to overrule her own, her sensitivity motivates her to lend a listening ear to those who have something to say about her behavior.

If what they say makes sense, the criticism won't hurt her feelings. More or less responsive, she feels free to express her emotions within reasonable boundaries. She has learned how to appropriately draw the line between expressing herself and restraint.



Work Style

As long as she likes what she is doing and is having fun on the job, she can be expected to work hard. When her enthusiasm begins to wane, however, so do her efforts. When given an assignment, she opts for breaking it into manageable chunks. That way, for someone who is not naturally detail-oriented, important points are less likely to get lost in the shuffle, and can be handled appropriately. She values supportive team-members, and wants everyone to like each other.

When they do, she finds it easier to be a contributing member of the group. She might prefer things to stay the same, but she understands that progress includes change. When presented with a flexible framework of standards and regulations on which to rely, and time to assimilate changes, she can move ahead with a sense of security.

There is a tendency to hesitate after setting a goal, as she wonders whether she has done the right thing or made the best choice. It might take some extra encouragement, but eventually she gets it sorted out in her mind and more often than not finishes what she starts.

Sales Style

She follows through most of the time, but there may also be occasions where she lets something fall through the cracks. A to-do list might be helpful with items she can check off as they are completed. When a new opportunity presents itself, she is willing to take the first step without waiting for a set of blueprints to guide her, provided she is on a sure footing. On unfamiliar ground, she would probably rather step back and wait for someone else to go first.

While she doesn't expend a great deal of effort on drawing attention to herself, neither does she altogether shun it when it is due her. Money is not a primary motivator for her, but she is realistic enough to recognize that she needs it to live comfortably.

Management Style

She would probably rather work on her own than be the one who gives the orders. Even a low profile leadership role makes her chafe. She may be a good administrator, but when it comes to handling conflict resolution, she might be better off leaving it to someone else. Her propensity for going by the rules makes it difficult to ensure a win-win resolution. Under normal circumstances she moves steadily ahead. When she is unsure of herself, however, she puts off acting until the last minute.

She is enterprising enough to be left alone with a project once she knows what is expected of her. With the proper information and instruction to do the work, she can take it to the next level. She doesn't need to be in a position of power and control to do her best work. Operating within a familiar pattern, either independently or as part of a team, is more comfortable for her than taking charge.

A sense of organization is present, but neglect or omission of some of the small but important details may diminish the final result to some extent. A daily list of important tasks might be of some help.



Motivating Forces

Can act independently and take direction
Good negotiator
Needs a good schedule

Personal Dynamics

Obstacles may prompt her to quit
Rational outlook
Blends assertiveness and adaptability
Needs projects that produce quick results

Ego Strength

Builds self-confidence through difficult experiences
Sets her own standards
Can stand before a small group
Unlikely to push herself forward
Pursues easily achieved goals

Defenses & Controls

Average degree of inhibition
Fairly restrained emotional expression
Does not aim for perfection

Intellectual Style

Some analytical thinking
Occasional escapes into imagination
Reasonably objective
Capacity to accept new ideas and concepts
Combines logic and reason
Moderate creative ability

Communication Style

Disappointed when faced with insincerity
Can kid others out of a bad mood
Reasonably tactful
May fudge the facts occasionally

Interpersonal Style

Well-honed social skills
Careful not to tread on anyone's toes
Average responsiveness

Work Style

Balanced view of work and playtime
Average attention to details
Balances individual wants and group needs
Low-key manner and no-frills approach





Sales Style

Does not draw attention to herself
Balanced view of money and possessions

Management Style

Lacks sense of purpose and priority
Sticks to company policy
Cautious in new areas
Neglect or omission of some details may lessen the final result





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Report for - Ronelle Janse Van Rensburg



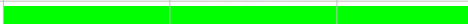
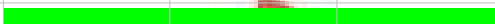

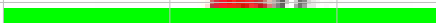
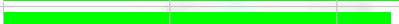


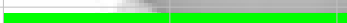



	low	moderate	average	high	extreme
Motivating Forces					
Emotional Independence	██████████		██████████		
Need for Freedom	██████████		██████████		
Need for Harmony	██████████		██████████		
Need to Achieve	██████████		██████████		
Personal Dynamics					
Adaptability	██████████		██████████		
Determination	██████████		██████████		
Pragmatism	██████████		██████████		
Reliability	██████████		██████████		
Ego Strength					
Integrity	██████████		██████████		
Self-assertiveness	██████████		██████████		
Self-confidence	██████████		██████████		
Self-esteem	██████████		██████████		
Willpower	██████████		██████████		
Defenses & Controls					
Acquisitive	██████████		██████████		
Impulse Control	██████████		██████████		
Inhibitions	██████████		██████████		
Perfectionist	██████████		██████████		
Intellectual Style					
Analytical Thinking	██████████		██████████		
Imagination	██████████		██████████		
Logical Thinking	██████████		██████████		
Need to Create	██████████		██████████		
Objectivity	██████████		██████████		
Open-mindedness	██████████		██████████		
Communication Style					
Frankness	██████████		██████████		
Need for Privacy	██████████		██████████		
Sense of Humor	██████████		██████████		
Sincerity	██████████		██████████		
Tact & Diplomacy	██████████		██████████		
Interpersonal Style					
Responsiveness	██████████		██████████		
Sensitivity	██████████		██████████		

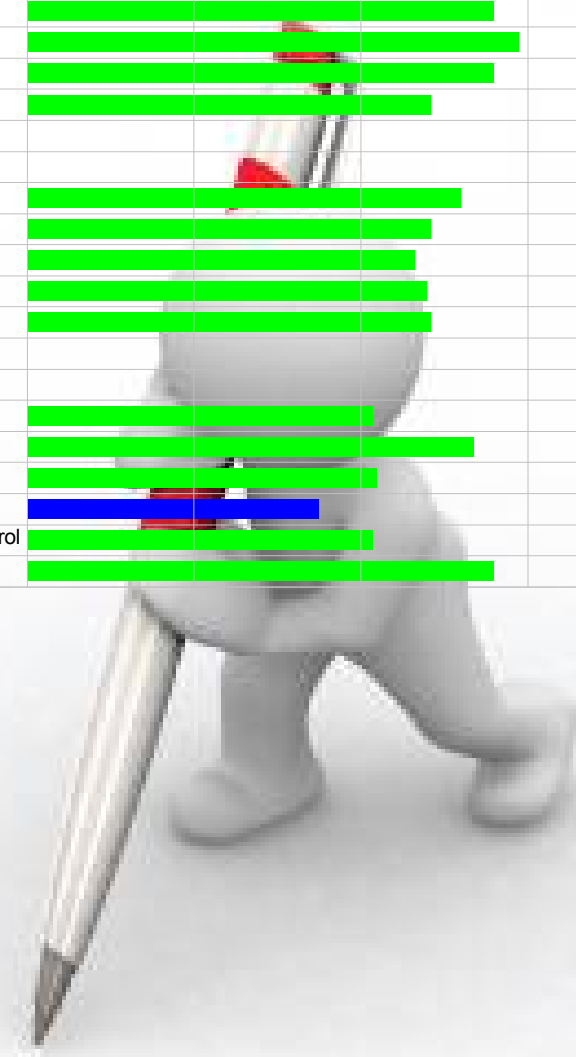
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	low	moderate	average	high	extreme
Sociability					
Work Style					
Attention to Details					
Goal-directedness					
Openness to Change					
Team Player					
Work Ethic					
Sales Style					
Follow-through					
Initiative					
Money Motivation					
Persuasiveness					
Showmanship					
Management Style					
Conflict Management					
Decision-maker					
Entrepreneurship					
Leadership Aptitude					
Need for Power & Control					
Organizational Aptitude					



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