



Apollo Profile Summary Report

Management

Candidate Name: ***Jane Citizen***

Date Report Taken: 26/09/2011

Client Name: ***Apollo Consultants***

Overall Suitability:56 - **GREEN** Likely to be suitable.



This report is useful for both recruiting and development purposes. It shows detail of exactly where candidates score on each of 34 scales used for the Apollo Models of Excellence, together with a brief meaning.

For additional information a candidate overview is available from the Apollo Wheel report, and more interpretive information is available for management/HR use from the Narrative Report. The Apollo Development Report may be provided to employees or job candidates if wished.



Interpreting Apollo Factors

The **BLUE TRIANGULAR MARK** represents the candidate's score along the scale for that factor.



PRIMARY FACTORS are considered to be more important than **SECONDARY** factors for successful job performance.

Understanding the Colours for the Factors

The **COLOURS** shown for each **FACTOR** on the **SCALE** are calibrated based upon standard deviations of scores, modified by studies of high performers to provide Models of Excellence that give a sound guideline for interpreters.

GREEN A score range normally associated with successful performance.

AMBER This Score is outside the range normally associated with successful performance, and the candidate may be somewhat capable but is likely to need some development.

RED This Score is significantly outside the range normally associated with successful performance, and the candidate is likely to need considerable development.

A red or amber score does not automatically mean that a person can not perform satisfactorily in that area, as they may have developed ways to do so. However, the further away from the desirable area a person's score is, the more confident an Interpreter can be that the candidate is likely to have difficulty in that area.

Apollo Profile Summary Report - Management Level. Candidate: Jane Citizen Date: 26/09/2011.

Apollo Profile Summary Report

PART 1 ORGANISATION ALIGNMENT

shows current degree of career commitment, leadership development and strategic thinking.

Career Drives **55**

Achievement - Primary



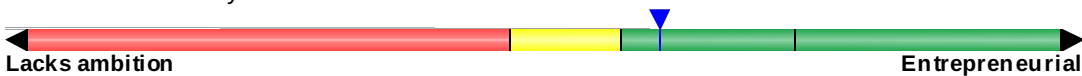
Strongly results orientated, but may need to improve people handling skills.

Remuneration - Secondary



Financial reward is less of a personal motivation than many other factors at work.

Ambition - Primary



Strong level of ambition and would strive hard for success.

Independence - Secondary



Highly values independence, probably full of good ideas but will want to do things their way. May have difficulty fitting into organisation life unless the role provides autonomy.

Recognition - Secondary



Wants to be recognised, and would endeavour to maintain quality and standards.

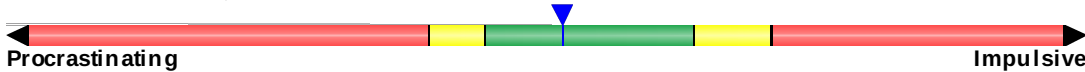
Leadership and Influence 52

Power - Primary



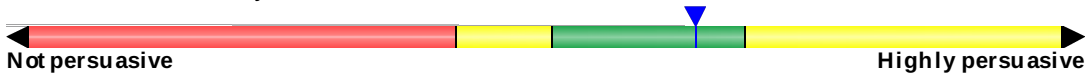
Prefers a leadership role and is very willing to use power to achieve goals.

Decisive - Primary



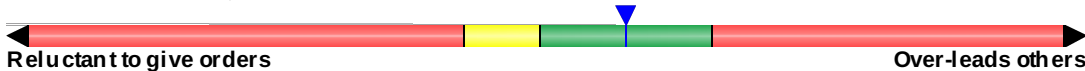
Usually a thoughtful and timely decision maker.

Persuasive - Primary



Likely to be capable of persuasion as a manager.

Directive - Primary



Likely to be directive when necessary.

Delegating - Primary



Could improve delegating to gain more effectiveness as a leader, whilst developing staff.

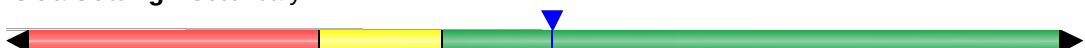
Coaching - Secondary



Would coach others, and take time to explain where necessary.

Strategic Orientation 60

Goalsetting - Secondary



Does not use goal setting

Understands goal setting

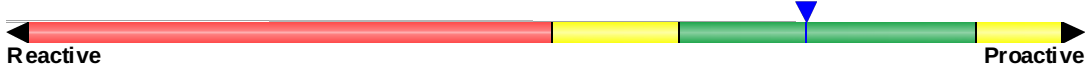
Usually clear on priorities and goals to be achieved.

Innovation - Primary



Generally flexible, innovative and open to new approaches. Likely to generate some ideas.

Proactive - Primary



Proactive and likely to plan adequately and respond in a timely way to situations.

Analysing - Primary



Similar preferences for problem solving and being analytical as for many managers.

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PART 2 RELATIONSHIPS

shows abilities to teamwork and get on well with others, and to resolve conflicts and some important work-related personal values.

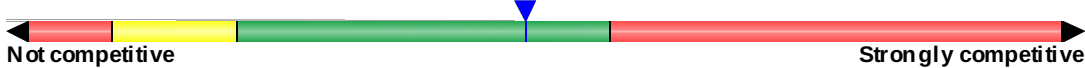
Conflict Management Style 53

Assertive - Secondary



Sensibly assertive, likely to addresses conflict at an appropriate early stage.

Competitive - Secondary



Reasonably verbally competitive, similar to other managers.

Collaborative - Secondary



Very collaborative, appreciates the value of win/win outcomes.

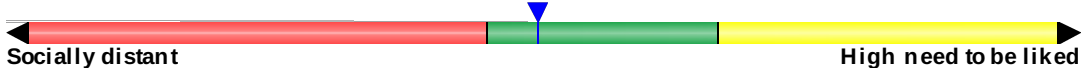
Compromising - Secondary



Too willing to compromise.

People Orientation 59

Agreeable - Primary



Usually agreeable and happy to socialise at work and sensitive to the needs and concerns of others.

Teamwork - Secondary



Enjoys being a member of a team, and would generally cooperate with others.

Extraversion - Secondary



Generally sociable and open, but likely to know when to close the door and concentrate.

Intimacy - Secondary



Strikes a balance between friendships at work and being objective.

Values 58

Altruism - Secondary



Strikes a balance between providing support and remaining objective. Understands how decisions impact others.

Trust - Secondary



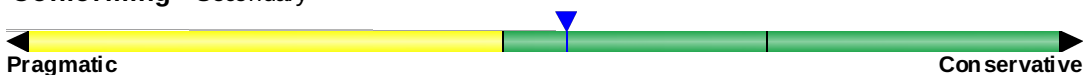
In relation to others has an average need for trust and openness at work.

Loyalty - Secondary



In relation to others issues of loyalty at work are of normal importance.

Conforming - Secondary



Balances being pragmatic with conforming with the views of society.



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PART 3 MODIFIERS

personal attributes that can either multiply or detract from workplace effectiveness.

Coping 38

Security - Secondary



A low concern for job security enables necessary risk taking.

Responsibility - Primary



Likely to demonstrate a marked reluctance to take responsibility to the degree necessary for management level performance.

Stress Resilience - Primary



Generally handles pressure well.

Sensitivity - Secondary



Generally sensitive and not upset easily.

Workplace Management 55

Conscientious - Secondary



Has a low need for structure and rules at work, is more concerned with outcomes than with protocols.

Detail - Secondary



Usually accepts an amount of detail, but distinguishes between important and less important detail.

Self Organisation - Secondary



Tends to value self-organisation, in line with many other successful managers.

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PART 4 UNUSUAL ANSWERS

Unusually Low Answers - 'Primary'



Answers to the low scoring questions are in the normal range, and consistently agree with what most people choose.

Unusually High Answers - 'Primary'



Answers to a number of high scoring questions are in the normal range, and consistently agree with what most people choose.

[Apollo Wheel Report](#) | [Narrative Report](#) | [Areas of Concern Report](#)

Disclaimer

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