



# Values and Personaliteye Comparison Report

**Jim Barnham compared with Glyn Murray**

Good communication skills are a highly prized business skill. The ability to build friendly, positive and productive working relationships is a major key to success in today's business environment. Working with like minded colleagues can be very rewarding, yet often the challenge is to be aware of the differences people bring to the organisation. And then be willing to appreciate, accept and utilise these differences.

If you are like most people, during the interview process you may well be initially attracted to the candidates who have a similar personality profile to your own. This is because you will naturally have a rapport with them enabling them to stand out from the crowd. Yet over time it's possible that these similarities may not be ideal for the job in hand. So, if you are thinking of employing someone, adding a new person into your team or just want to improve your relationship with an existing member of staff this report will help.

## Contents

**Executive Summary** - a top line analysis of the core values of both Jim and Glyn in the context of work.

**Comparative Analysis** - a detailed analysis of Jim and Glyn's personality profiles, highlighting the similarities, differences and how they might impact on the working relationship

The purpose of this report is to provide an objective, scientifically based analysis of personality styles and behaviour. Enabling you to make a more informed decision. By understanding his working preferences you'll better appreciate how he might impact on you. The report highlights the unique inter-relationship between your two profiles and provides guidance on values, motivation techniques and the use of productive communication strategies.



## Executive Summary

**Jim and Glyn both share many of the same values regarding work.**

Their priorities, drives and goals should be very similar. This may be of benefit because They'll have a like minded attitude to the work ethic and motivation, so it's likely that the relationship will be a rewarding one for both of them in the long term.

If they are comfortable working with someone who shares their drives and expectations then this relationship should work well. They are likely to be of one mind on many key issues. Expect similarities to provide similar viewpoints on people, situations and challenges. Depending on their expectations this could provide reassurance and consistency or on the other hand similar and 'me too thinking'. It is likely that they will always see 'eye to eye' on many issues and it's probable that they will often be on the same wavelength.

**The values hierarchy listed below highlights exactly the similarities between them.**

It lists the values around which they organise their beliefs about work. Our values are central to how we view our careers and are important in defining behaviour in the workplace. People value the things that are important to them and when we value something we strive to have more of it. If we can't achieve the things that are important to us then we are more likely to become stressed, dissatisfied or frustrated. So the list below will give you a good idea where their focus is, and more importantly, what is important to Jim and Glyn.

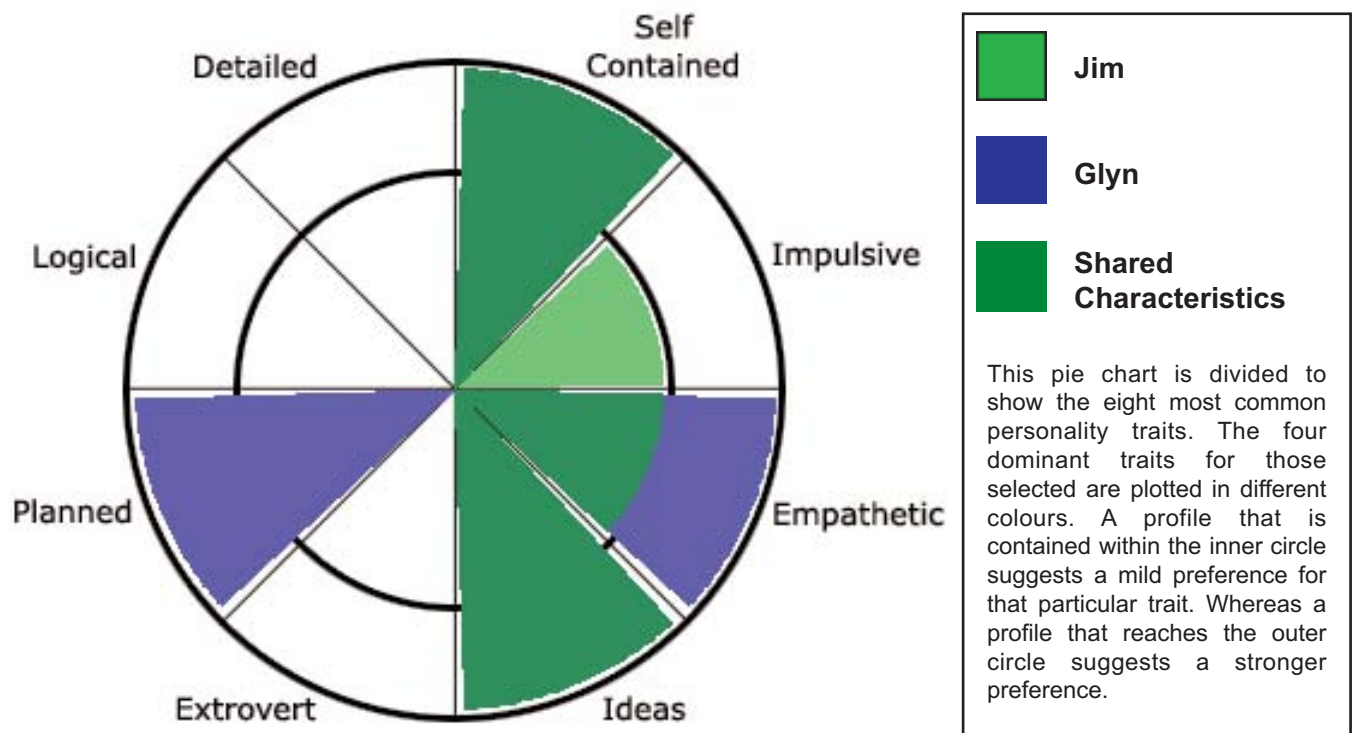
## Comparative analysis of Jim and Glyn's personality profiles.

The following observations are based on an evaluation of the similarities and differences between the values chosen as part of the personaliteye profile. The evaluation reveals that both Profiles are, with one exception identical, with a high degree of similarity in three key areas. This suggests that they are likely to work well together or as part of a team. Because their profiles are similar, Jim and Glyn are likely to add strength in depth with the occasional different perspective to their working relationship.

<p>What's important to Jim is:</p> <ul style="list-style-type: none"><li>● Personal Growth</li><li>● Development</li><li>● Status</li><li>● Reward</li></ul>	<p>What's least important to Jim is:</p> <ul style="list-style-type: none"><li>● Security</li><li>● Stability</li><li>● Connecting with others</li><li>● Teamwork</li></ul>
<p>What's important to Glyn is:</p> <ul style="list-style-type: none"><li>● Personal Growth</li><li>● Status</li><li>● Development</li><li>● Reward</li></ul>	<p>What's least important to Glyn is:</p> <ul style="list-style-type: none"><li>● Variety</li><li>● Challenges</li><li>● Security</li><li>● Stability</li></ul>



The chart below shows in graphic form the core preferences of both profiles and the degree of similarity in three of the major personality traits. You'll notice that overall there is a significant overlap between the two profiles. Jim and Glyn will have similar views and opinions and will be 'like minded individuals'. Jim and Glyn should find it easy to build a strong working relationship.



<p><b>Jim is:</b></p> <ul style="list-style-type: none"> <li>● Ideas</li> <li>● Empathetic</li> <li>● Impulsive</li> <li>● Self contained</li> </ul>	<p><b>Glyn is:</b></p> <ul style="list-style-type: none"> <li>● Ideas</li> <li>● Empathetic</li> <li>● Planned</li> <li>● Self contained</li> </ul>
--	---



## Core Competencies

**Jim and Glyn both share the ability to think about or juggle several things at once.**

This skill is likely to be one of Jim's strengths because he can often find simple relationships between complex issues or ideas. expect Glyn to be able to multitask as well as Jim.

**Jim and Glyn will prefer to work on the bigger issues or ideas.**

To motivate them, remember that strategy and big solutions will be the most exciting and engaging. Because they both have the same tendency towards ideas you'll need someone else in the team who can organise the detail and facts.

**Don't expect either of them to keep their workspace tidy and timekeeping might not be their forte.**

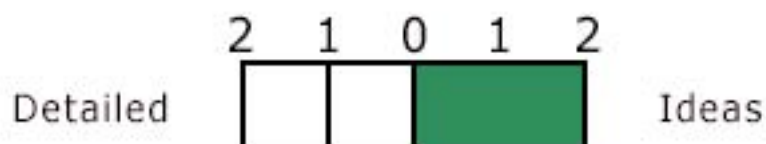
It's probable that they may be thought of by other colleagues as rather too easily distracted or in extreme cases even absentminded. But, in reality they will just be wrapped up in what they are doing. It wouldn't take long for Jim or Glyn's eyes to glaze over if confronted by too much 'boring' detail. As long as you are not expecting them to handle too much detailed planning, execution and project management they will excel at those tasks that need some future planning, speculation or involve an element of prediction.

**Jim and Glyn belong to the 17.3% of men who are naturally insightful.**

So they are likely to prefer to spend so much time on strategy, speculation and long term planning that they'll rarely find time for the 'nitty-gritty' practicalities – even if it is something they really want to do.

**Be prepared for both Jim and Glyn to be curious and ask lots of questions, especially about things that many people might normally take at face value.**

This might on occasion frustrate some people, but like this is how they make sense of situations. And they are more than likely to come up with a new, different or radical solution to a problem. When working on a task they would prefer to take the initiative and will require only general direction and guidance if they are to perform at their best.



The bar charts focus on two specific personality traits and plots the preferences of those selected. A score of zero to one indicates a mild preference. A score of one to two suggests a stronger preference.



## Interpersonal Skills

**Jim's profile suggests that he will often consider things very carefully before making them public and would appreciate why others would prefer to do the same.**

Glyn feels the same way. He is comfortable in his own company. Like Jim, Glyn would prefer to state his thoughts or feelings with few interruptions because it helps him to develop a viewpoint or argument. Though he will occasionally jump in with a thought, idea or different perspective especially if it's about a subject that he feels passionately about.

Remember that communication with either Jim or Glyn is likely to be punctuated with silence, while they both think things through.

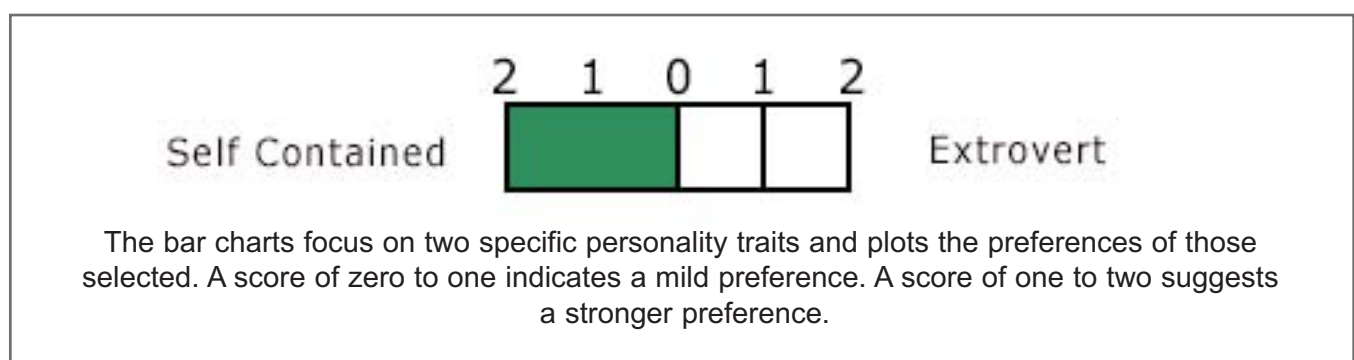
**Glyn will have a tendency toward independence and self-reliance.**

He will be happy to keep himself to himself and value his private time. Jim will understand his need to do this because he appreciates that more work can be done when left undisturbed to get on with it.

Although, Jim may not always enjoy being part of a group or at the centre of any social activity Glyn will find it just as taxing. Don't expect either to spend too much time getting involved in office social activities.

Jim might not always enjoy spending time with people in meetings, on the phone or networking and Glyn would also find these activities difficult. Neither are people who would naturally interact with staff or customers.

**Based on information from the Personaliteye database, Jim and Glyn share their independent qualities with 26.4% of men in the workplace.**





## Logical or emotional?

**Jim will feel that a good decision takes into consideration the feelings of all involved and make logical, rational sense. He has an empathy with people and are aware of their feelings.**

Jim is confident of his own feelings and opinions. If he disagrees with someone he might not always tell them. That's because he'll understand the need to balance staff welfare and the desire for results. He will appreciate that conflict doesn't make for an efficient workplace. Jim's natural instinct is to put aside any differences and shake hands. Because of these diplomatic instincts he is good at mediation and conflict resolution. It's not unknown for him to be 'there' for people in times of stress.

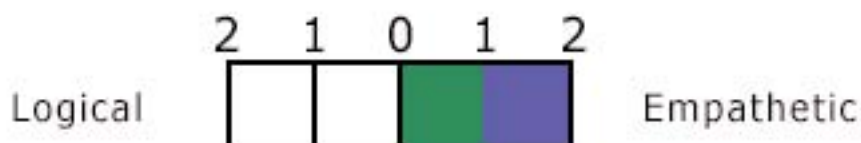
**Glyn has similar feelings.**

He is much more likely to feel that a good decision should be based on the feelings of those involved. He will have a natural empathy with people and is likely to be acutely sensitive to the feelings of colleagues. Ideally Glyn's preference will be to try to accommodate them, even if sometimes that might be at the expense of his own interests. He would prefer harmony in the workplace rather than cold logic and clarity and is much more likely to put aside any differences and shake hands.

During a debate or discussion both Jim and Glyn are more likely to put themselves in the other person's position to see how it feels. This helps them to appreciate how the decisions made will affect all those involved. Because of their diplomatic styles they will have a strong talent for mediation and conflict resolution. Like 14.2% of men on the personaliteye database Jim and Glyn can be very empathetic.

**To help them perform at their best use positive language as much as possible and remember that a direct style, will seem distant and less engaging. A friendly soft approach, with a light touch will reap rewards.**

Glyn will often 'be there' for people, whether it's a shoulder to cry on a sounding board or just for moral support, when support is needed. He is likely to feel that some things in a company can't be rationalised down to numbers and figures.



The bar charts focus on two specific personality traits and plots the preferences of those selected. A score of zero to one indicates a mild preference. A score of one to two suggests a stronger preference.



## Managing workload and decision making skills

### **Jim likes to take life as it comes, keeping his options open.**

He won't like to be tied down. When working on something, he'll often rely on last-minute bursts of energy to meet deadlines. Confident he'll meet the deadline he'll often put off decision making until the last minute. Whilst he will usually make the deadline, leaving things to the last minute sometimes drives those around him to distraction.

### **Jim will not tend not to plan a task, preferring to be flexible and go with the flow.**

Leaving things open enables him to see if a better solution can be found. Occasionally time can be a bit of a blur, especially when he is engrossed in something interesting. He will thrive in an environment that is flexible and reactive and believe that if everyone had more fun then the workplace would be a better place.

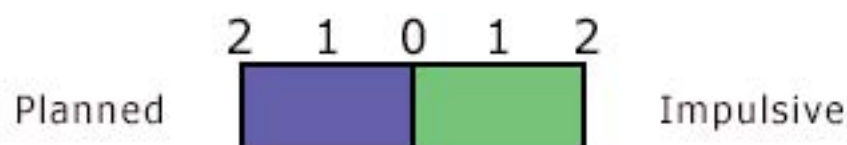
### **Glyn prefers his working environment structured in a very different way, being planned and organised he will start the day with a good idea of how it should map out.**

Expect him to need a schedule and want to follow it. He'll pride himself on his ability to keep to the schedules and deadlines. It's not uncommon for Glyn to have tasks completed in advance or ahead of schedule. Expect Glyn to be dependable which is a trait common to 42.7% of men.

### **Jim should be aware that Glyn is not a fan of surprises, spur of the moment decisions or sudden changes in direction.**

Glyn likes to keep lists and use them; if he does something that isn't on his list he may add it anyway just so that he can cross it off. He has a high need for closure and will not like leaving something half finished or incomplete preferring to work things through to completion. Time's important to him so expect him to always be prompt for meetings and likely to be frustrated should others drift in late.

Glyn will thrive in a working environment that is orderly, and will probably have his own system for keeping things organised. He will have a place for everything and like everything to be in its place. If you need someone to be methodical and organised then Glyn could just be the person you are looking for.



The bar charts focus on two specific personality traits and plots the preferences of those selected. A score of zero to one indicates a mild preference. A score of one to two suggests a stronger preference.

## Further information and insights

The interrelationships between different personality profiles and how they impact on relationships, work and teamwork are explored in other contextually based reports available via *Your Company Name*. So if you have found this report useful, you may wish to consider requesting a Classic Personality Profile Report, which provides additional insights.

The name Personaliteye and the Personaliteye Logo are trademarks of Personaliteye Limited. All graphic images used in the visual psychometric test are the copyright of Personaliteye Limited and may not be reproduced without permission.

© 2006 [www.personaliteye.com](http://www.personaliteye.com)

