

Self Awareness Profile



for **Colin Granger**

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Introduction

This feedback report is intended to support the review of working and learning style data gathered by the online Footprint® questionnaire. The Footprint is designed to accurately capture your behavioural working preferences and approach to new tasks and acquiring new skills. It does not measure IQ.

Most of the information contained in this report is based on the natural behavioural preferences and style that you use to achieve your goals during the working day. We will try to fairly state what you have said about yourself in the Footprint. There will be some reference to natural working strengths, style and instinctive responses.

Sometimes, however, we need to adapt our style to achieve our goals. The Footprint questionnaire measures these changes too and this report includes a section on how it is indicated you are adapting. We are often aware of these changes and they are usually helpful. Of course there are also people who feel no need to change their style and we can recognise and report on this feature too.

Your qualities

communicative, articulate, enthusiastic, trusting, convincing, sunny, people mixer, chatty, has empathy, inspiring, methodical, constant, predictable, unshakable, staunch, consistent, circumspect, meticulous, open minded, watchful

Your foundations

- Strives to maintain harmony in the group
- Will work within the rules
- Uses influence and persuasion to gain commitment
- Rule orientated, respectful
- Enjoys having realistic deadlines

Your preferred working style

Your responses suggest that you are a steady, thorough and fairly relaxed person, who is dependable and predictable in manner. You like to know the reason behind things and how they work. You are painstaking at work and have a desire to get things right. You are comfortable explaining complicated concepts to a group. You are normally loyal, agreeable and open minded. You have good follow through but may find it difficult to start new projects. You have the ability to stick at and cope with routine tasks (not necessarily low level). When confronted, your natural style is to use facts, procedures and rules as the structure for any argument.



Motivations & values you might bring to an organisation

A wise organisation will realise that you would shine in an authoritative position in a technical and/or administrative situation, for which you have the specialised skills or expertise. A stable working environment is important to you. As a group member you adapt really well. By nature you could be quite possessive and protective. You have indicated that you are motivated to give of your best when sincerely appreciated for your efforts and you are a group-oriented person who may become uncomfortable if asked to work alone for long periods of time. You tend to remember things and may forgive, but not necessarily forget. You are normally well disciplined with considerable self-control and determination.

Your core values

Tenacity, empathy, self-control, generosity and accurate high standards.

Adaptations Colin is making at work

You usually have a relaxed and amiable working style. There are, however, signs that you are becoming demonstrative and impatient. You may be needing to get things done quickly.

Report based on Colin Granger's responses on 28/08/2012

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Naturally open minded and careful at work, you may be taking an independent stance currently. It may be that you are defending a point of view.

The result of all the factors measured here means that your current way of working is causing some (temporary) indecision.

In summary

The notes above are designed to reflect how you prefer to work as well as how you are coping in your current situation. You may recognise and understand the causes for any conscious modifications of behaviour that have been identified.

Occasionally, changes to natural patterns are stressful. Where these have occurred, and after reviewing the entire report, you might consider taking the opportunity to reflect on its content in meaningful conversation with someone you trust.