

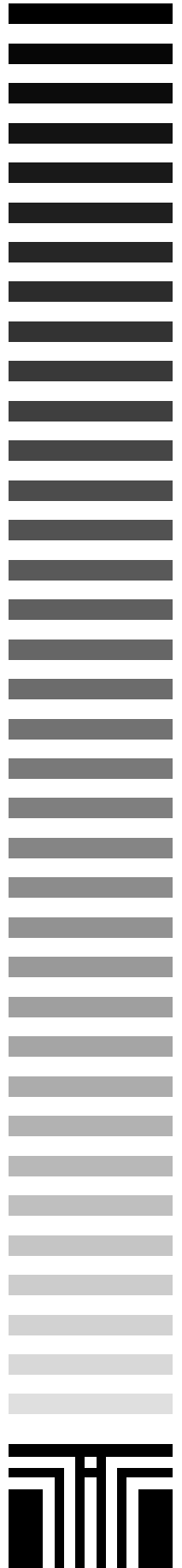
MANAGING FOR SUCCESS®

Work Environment Version

President
D.K. Neely and Associates
Dave Neely's perception

Getting People to Invest Emotionally in the Organization

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INTRODUCTION

Every job that requires human effort has a work environment. That work environment can be best described in terms of behavior. Simply put, "If the job could talk, what Behavioural characteristics would it ask for?" When you match the Behavioural style of the person to the job, the person will be better able to perform the job requirements. If the behavior of the person does not match the job, there will be tension between the job and the person's natural behavior, which may affect longevity and work performance.

This report identifies how a person perceives a job. Most people tend to perform a job based on their perception of how the job should be done. By reading this report, you can identify and correct any erroneous perceptions of the job.

WORK ENVIRONMENT

Our changing work environments require the need to clearly focus on the Behavioural job roles. Conflict, misunderstanding, and poor performance can be the price paid for lack of job clarity. Use the report to clarify the Behavioural demands of the job.

Dave's perception overview:

- Ability to move quickly from one activity to another.
- Results through people-persuasion rather than directing.
- Verbal skills to influence or motivate people.
- Dissatisfaction with status-quo.
- Generating enthusiasm in others.
- Reacting quickly to change.
- Vision for the future.
- Achieving results and meeting deadlines.
- Authority and responsibility to meet challenges.
- Working on several projects simultaneously.
- Many people contacts.
- Actively seeking communications and relationships with a variety of people.
- Selling rather than telling.
- Negotiating people conflicts or solving people problems.
- Optimistic outlook toward all activities, including many social interactions.
- Persuasive verbal skills.
- Self-confidence.

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DOMINANCE - CHALLENGE

This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power, decisiveness may be key areas. Analyze carefully.

Dave's perception:

1. Calculating the use of power and authority.
2. Responding to problems and challenges.
3. A drive to succeed.
4. Clarification of authority and parameters.
5. Challenging assignments.
6. Independent thinking.
7. Freedom from much detail work.
8. Flexibility.
9. Ability to solve problems and meet challenges.
10. Taking an idea and moving with it, but not beyond the scope of authority.
11. Supporting change.
12. Participating in decision making.

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INFLUENCE - CONTACTS

This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.

Dave's perception:

1. Many social interactions.
2. Very high trust level.
3. Optimistic outlook towards all activities.
4. Skillful use of vocabulary to generate enthusiasm.
5. Highly persuasive communication.
6. High contact with people.
7. Enthusiastic acceptance of new ideas.
8. Ability to move from one activity to another quickly.
9. Selling the sizzle as well as the steak.
10. A flexible use of time.
11. Outgoing personality.
12. New and innovative ways of solving problems.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team environment.
16. Ability to project self-confidence.
17. Getting things done through people.
18. Freedom from detail and control.

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STEADINESS - CONSISTENCY

This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.

Dave's perception:

1. Juggling several balls at the same time.
2. Openness in communication.
3. Alertness and sensitivity to problems.
4. Ability to work on more than one project.
5. Flexibility.
6. Adaptability to change.
7. Support system to help with detail.
8. Questioning procedures.

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COMPLIANCE - CONSTRAINTS

This page of the report lists how the job requires a person to respond to rules set by others and quality. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.

Dave's perception:

1. Few rules and procedures to follow.
2. Individualistic approach.
3. Persistent approach to winning.
4. Bottom line analysis of results.
5. Challenging work.
6. Power and authority.
7. Very little routine work.
8. Pioneering risk taker.
9. Decisiveness.
10. Criticizing the status quo.
11. Original thinking.
12. Try the impossible.

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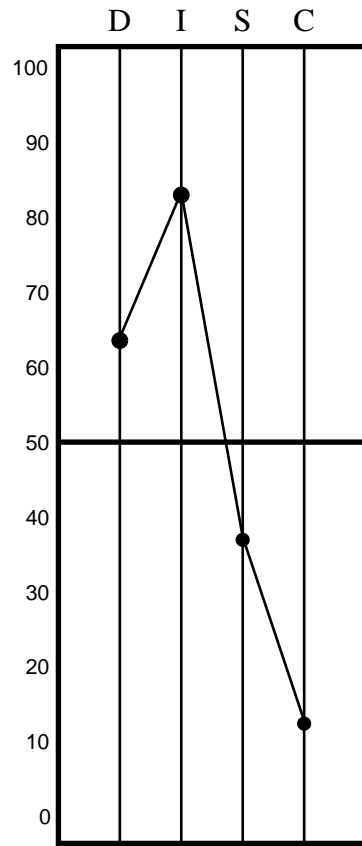
WORK ENVIRONMENT

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President

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8-9-2000



Score
%

29	21	40	50
64	83	38	14

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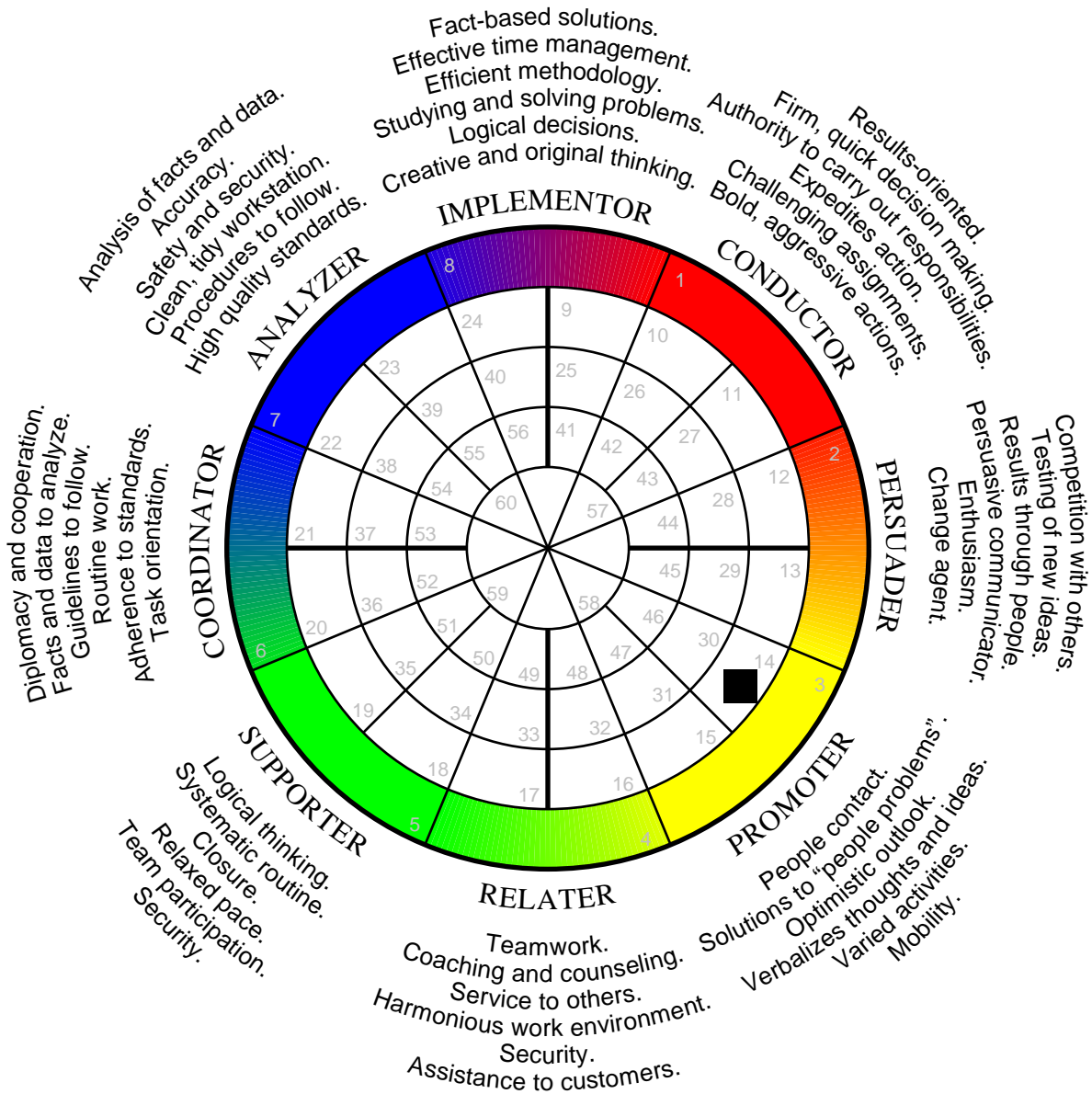
THE SUCCESS INSIGHTS WHEEL™

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Work Environment: ■ (14) PERSUADING PROMOTER

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