

CANDIDATE FEEDBACK

If you only require a brief one-page analysis that you intend to provide to a franchise candidate, this is an ideal cost effective choice. Very often in recruitment or during a review process, persons ask you if they can see their results. Due to costs and other factors this is not always possible. For this reason, we have created a summary report specifically for people to have should you wish to provide this to them. The report describes the work strengths and key motivators of the individual.

CANDIDATE FEEDBACK

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DESCRIPTIVE WORDS

Deliberate, amiable, dependable, persistent, good listener, kind, inquisitive, assertive, competitive, persuasive, communicative, verbal, firm, persistent, stubborn, strong-willed and independent.

GENERAL CHARACTERISTICS

- Verbally communicates facts and information.
- A good listener who will give advice.
- Can use persuasion and facts to win people over.
- Likes to organize and plan his work and will conscientiously see a job through to conclusion.
- Reluctant to cut corners or take short cut methods.
- Self-motivated, wants to achieve results.
- Stubbornly independent.
- Makes decisions within his specialist area of competence and expertise.

Motivators

Mr. Thomas is motivated by security of situation, sincere recognition of his achievements and challenging objectives which are fully understood. Ideally he wants explanations, not restrictions, with opportunities for advancement within his area of expertise.

Should Mr. Thomas have a boss, then ideally that person will be a diplomatic but direct leader, who takes time to clearly define parameters and objectives and then allows him to get on with the job. Consultation with Mr. Thomas should be on a regular basis.

Values Mr. Thomas brings to the Organization

The predominant strength of Mr. Thomas is his combination of steadiness with assertiveness and an ability to motivate others. He shows commendable patience in listening to queries and opinions. This congenial approach encourages others to seek advice from him. His deliberate, persistent attitude hides a stubborn determination to achieve results and reduce costs. He is capable of persuading others to follow his lead.

Graphs & Scores

02/18/03

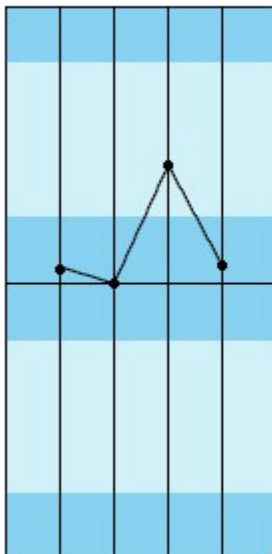
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Mr. Thomas

| | I | II | III |
|---|---|----|-----|
| D | 7 | 5 | 2 |
| I | 4 | 3 | 1 |
| S | 8 | 6 | 2 |
| C | 4 | 8 | -4 |

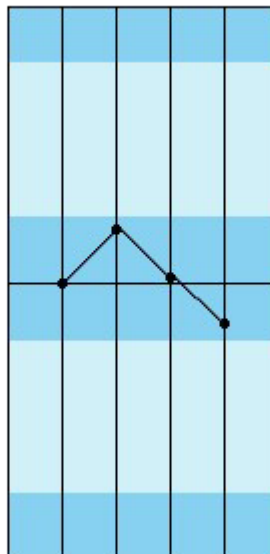
I
Work Mask

D I S C



II
Behaviour under pressure

D I S C



III
Self Image

D I S C

