



Values 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.

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 you.

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.

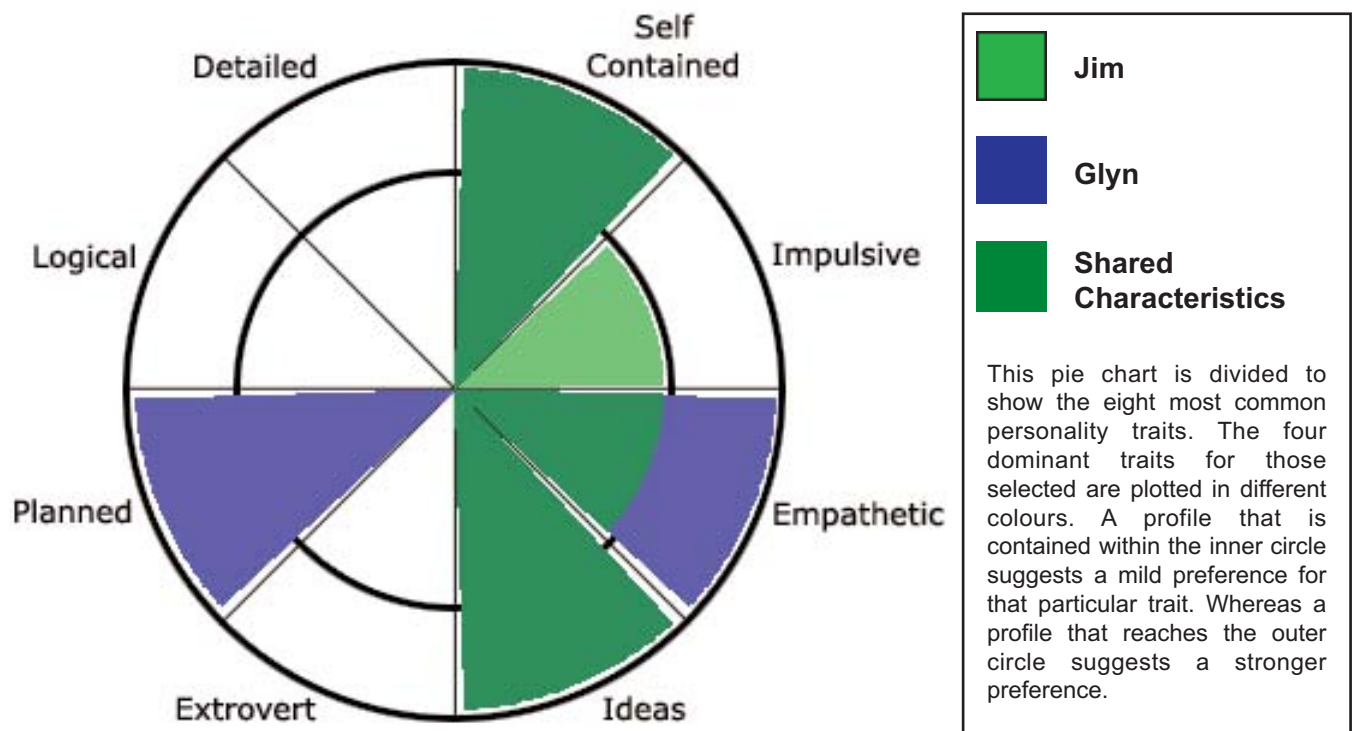
Comparative analysis of Jim and Glyn's personality profiles.

The following observations are based on an evaluation of the similarities and differences between the values chosen as part of the personality 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">● Personal Growth● Development● Status● Reward	<p>What's least important to Jim is:</p> <ul style="list-style-type: none">● Security● Stability● Connecting with others● Teamwork
<p>What's important to Glyn is:</p> <ul style="list-style-type: none">● Personal Growth● Status● Development● Reward	<p>What's least important to Glyn is:</p> <ul style="list-style-type: none">● Variety● Challenges● Security● Stability



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



<p>Jim is:</p> <ul style="list-style-type: none">● Ideas● Empathetic● Impulsive● Self contained	<p>Glyn is:</p> <ul style="list-style-type: none">● Ideas● Empathetic● Planned● Self contained
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Further information and insights

The interrelationships between different personality profiles and how they impact on relationships, work and teamwork are fully explored in many of the other contextually based reports available via *Your Company Name*. So if you have found this report useful, you may wish to consider requesting the Vales and Personaliteye Comparison Report, which provides more details and provides additional insights.

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