

PPA PROFILE

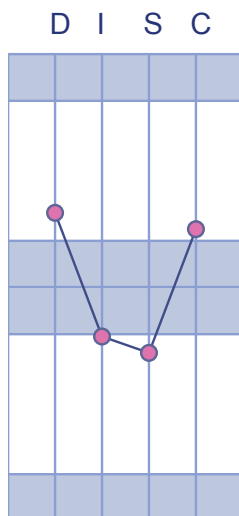


Jagadheeswaran Krishnan

02/02/2011

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SELF IMAGE - GRAPH III



Jagadheeswaran Krishnan is a driving, results oriented person, creative and with a desire to achieve high standards of quality and accuracy. He can absorb detailed information on a variety of topics, and will waste no time in acting upon it.

Not being particularly people oriented, he is able to put forward ideas without necessarily obtaining the approval of others.

Jagadheeswaran Krishnan's natural desire for detail should not be confused with routine, as repetitive work of a detailed nature could be boring to this rather creative individual.

Being aggressive in manner at times, and able to act without referral to others, he can be stubborn. Couple this with his striving for accuracy, and Jagadheeswaran Krishnan can be considered a perfectionist. Not a sociable person by nature, he may prefer to work alone or on the periphery of a team, giving independent input.

Jagadheeswaran Krishnan dislikes being wrong and will go to great lengths to prove he is right or to defend the action he may have taken.

Jagadheeswaran Krishnan needs a working environment which will allow him time to investigate and create with minimal restrictions.

He requires time to make decisions. Any proposal will be thoroughly investigated before a decision is taken. Jagadheeswaran Krishnan requires respect for his ability to produce or achieve an accurate, practical or profitable result.

Jagadheeswaran Krishnan, being relatively reserved, should avoid areas which tend to emphasise the use of persuasion, charm and a gregarious approach.

SELF MOTIVATION

Jagadheeswaran Krishnan prefers to work either by himself or in an autonomous capacity, i.e. providing an independent input. He needs time to research and analyse available data. He requires variety of task to ensure enthusiasm, and prefers work of an analytical nature.

JOB EMPHASIS

Creating and Implementing New Ideas

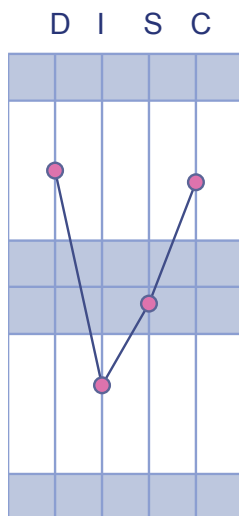
The job should, if possible, involve both a variety of tasks and a certain amount of travel. There should be freedom to explore all possible avenues and solutions and authority to reassess findings. Ideally, the job should allow for independent action without constant referral to superiors.

Shared responsibility and team ventures should be avoided where possible, as should jobs which require day-to-day supervision, manipulation and motivation of colleagues.

DESCRIBING WORDS

Direct, independent, blunt, accurate, logical, precise, versatile, active, energetic, reserved, self-starter, inquisitive, probing, asks "what" and "how".

WORK MASK - GRAPH I



In the work situation Jagadheeswaran Krishnan's characteristics modify to the extent that the dominance and compliance level out and become equal.

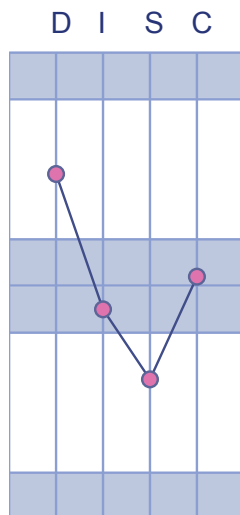
The indicators are that one or more of the following may apply:

- He could be adopting a cautious approach rather than moving forward and taking decisions.
- He may become ambivalent and indecisive when important decisions have to be made.
- He may not have the authority to make decisions which could leave him feeling suppressed within the role.

Whichever the case, the effect of indecision on both the job and the person should be assessed. It should be noted that if Jagadheeswaran Krishnan is naturally indecisive then consideration should be given as to whether this could adversely affect his performance in the job.

We also note that this naturally reserved and serious individual is standing back even further from people in the current job. He may be seen by others as even more withdrawn, probing and critical than the self-image suggests.

BEHAVIOUR UNDER PRESSURE - GRAPH II



Whilst the self image indicates that Jagadheeswaran Krishnan is exceedingly logical and systematic in approach to solving a problem, the behaviour under pressure shows that he may become slightly less compliant and not as highly disciplined as the self image suggests. This is not likely to lead to major inaccuracy.

GENERAL COMMENTS

There are indicators within Jagadheeswaran Krishnan's profile that he currently has some minor work related frustrations/problems.

At this stage job performance should not be affected but it is recommended that the situation is monitored carefully. If these frustrations are allowed to develop problems could certainly arise.

Motivators

Jagadheeswaran Krishnan is motivated by power, authority, prestige and position. Challenging assignments and achieving a profitable result are also extremely important. There should be standard operating procedures, and preferably no sudden or abrupt changes in the work direction.

Should Jagadheeswaran Krishnan have a boss, then ideally that person will be a direct but democratic leader, who sets clear objectives and timescales in a logical and systematic manner. He prefers an exact job description, preferably given in writing. It may at times be necessary to give some reassurance and assistance in the decision taking process.

Please note

The above report is a guide. The Personal Profile Analysis is a work orientated inventory. This report is designed to assist in the selection, appraisal, development or coaching and mentoring process.

The report should never be used in isolation but always in conjunction with both an interview and a process whereby a person's experience, education, qualifications, competence and trainability can be assessed.

Other reports are available on the Thomas program which will provide additional useful information about Jagadheeswaran Krishnan. Thomas recommend that consideration be given to using these further reports when appropriate.

INTERVIEWER'S GUIDE



Jagadheeswaran Krishnan

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INTERVIEWER'S GUIDE - PERSONAL PROFILE ANALYSIS

Jagadheeswaran Krishnan

We recommend that the following questions be considered by the interviewer when meeting with Jagadheeswaran Krishnan. These probing questions have been designed to assist the interviewer in gaining a more in-depth understanding of Jagadheeswaran Krishnan, his strengths, limitations and behavioural style. This exploratory approach has been prompted by the contents of the PPA report.

Points To Review

If you have not seen any reference to 'Points to Review' in other Thomas reports, additional information will be contained in the PPA Profile and Executive Summary reports. These may be obtained through the 'Reports' screen.

D=C - Graph I

- Give me examples of when you have had to take difficult decisions.
- Are you ever caught in the dilemma of accepting the need to take an early decision, but also very aware of the downside of making the wrong decision? What, typically, do you do about this?
- Describe the thought processes you go through when faced with an important decision?
- What was one of the most important decisions you have had to make? What was the nature of the decision and its outcome?
- Assertive and quick action or careful deliberation and caution. These are polarised demands in many decision taking scenarios. How do you balance these two important yet often conflicting requirements?
- Has your decision making process changed over the years? In what ways? Why is this?

The following series of questions can be used to verify the profile and the extent to which Jagadheeswaran Krishnan is aware of his impact on others within the working environment. They are also designed to identify whether he is adaptable in terms of modifying his behaviour to meet the needs of colleagues.

- Have you ever declined to take firm corrective measures with subordinates who have consistently neglected their planning and team responsibilities? Relate some instances to me.
- How comfortable are you and how competently do you manage situations where you may be challenged, assertively, by peers and colleagues?
- I imagine diplomacy plays an important role in how you cope with, or manage, conflict and the maintenance of harmony within the organisation. What instances of this phenomenon can you recall?
- Meeting tight and demanding time deadlines is often an important role requirement. What experiences have you had of working under similar conditions?
- How do you react when suddenly faced with the need to take decisive action which was not expected or planned for?
- How comfortable are you when your plans and priorities have to be adapted in order to complete a set of tasks and achieve your objectives?
- In what situations, if any, would you be persuaded to sacrifice your passion for precision and attention to detail?
- Are there any downside effects of your perfectionism? What might these be?

And finally, is there anything else you would like to tell me that I have not asked about?

CANDIDATE FEEDBACK



Jagadheeswaran Krishnan

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DESCRIPTIVE WORDS

Self-starter, direct, assertive, logical, systematic, accurate, precise, reserved, reflective, serious, active, mobile, alert, restless for results and competitive.

GENERAL CHARACTERISTICS

- Results orientated.
- Maintains quality and standards.
- A self-starter once he is confident he has researched, and is in possession of all the facts and information.
- Competitive in his area of expertise.
- Can absorb detail.
- Likes variety and change.
- Logical and systematic in the thought process.
- Assumes responsibility and authority in his area of competence and expertise.

Motivators

Jagadheeswaran Krishnan is motivated by power, authority, prestige and position. Challenging assignments and achieving a profitable result are also extremely important. There should be standard operating procedures, and preferably no sudden or abrupt changes in the work direction.

Should Jagadheeswaran Krishnan have a boss, then ideally that person will be a direct but democratic leader, who sets clear objectives and timescales in a logical and systematic manner. He prefers an exact job description, preferably given in writing.

Values Jagadheeswaran Krishnan brings to the Organisation

The values that This Person is most capable of contributing to the organisation are in his ability to push for a practical and profitable result. He also has the ability to think strategically and solve problems creatively. Jagadheeswaran Krishnan is logical and analytical and coupled with his natural powerful personality, will add value by using these behavioural characteristics to ensure a meaningful end result for the organisation.

GRAPHS & SCORES

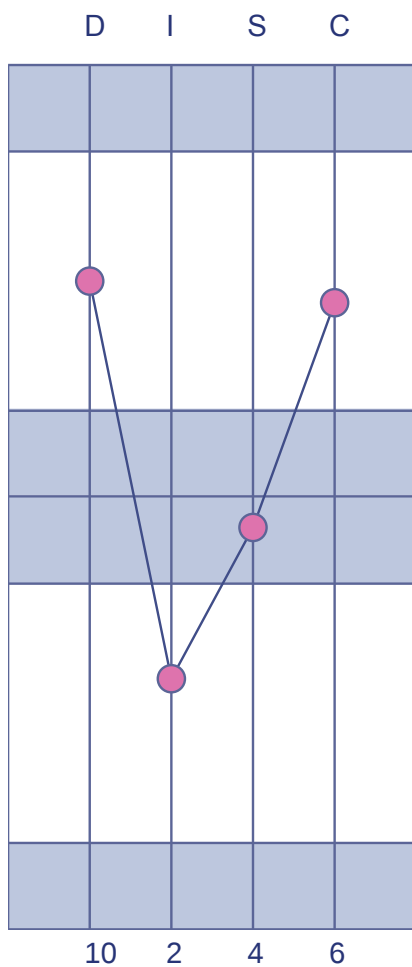


Jagadheeswaran Krishnan

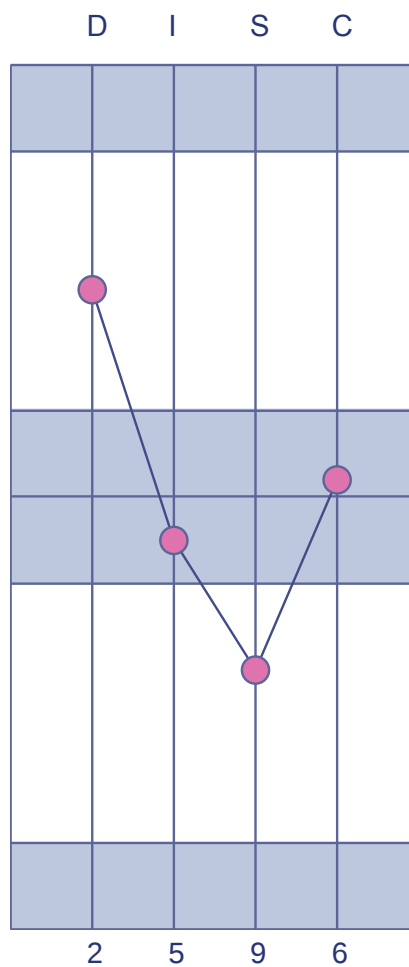
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I
Work Mask



II
Behaviour under pressure



III
Self Image

