

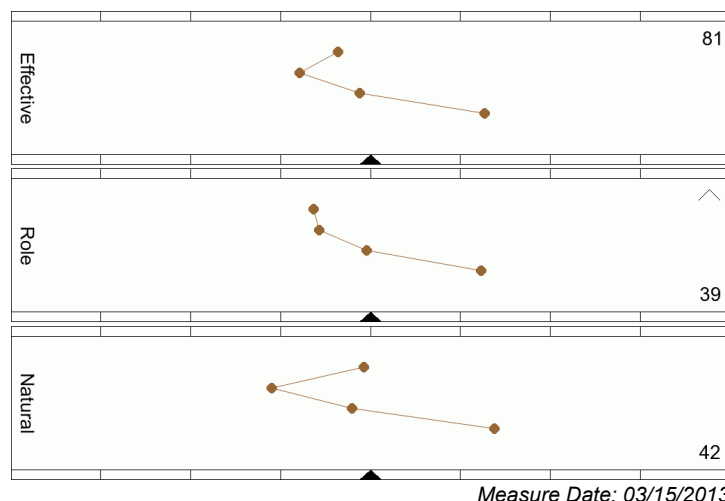


Automated Report for Ken Miller

Connection to the GRI Platform

Growth Resources Indicators (GRI) is an innovative talent management platform that helps to hire and motivate people more effectively by using behavioral science.

Go to <http://www.growthresourcesinc.com> and login with your email to learn more about your GRI profile and team.



Natural Behavior Snapshot

Ken is exacting in thought and communications. Tending to be serious, and restrained in groups he delivers careful, factual information. Ken delegates very cautiously and sparingly with strong oversight to ensure quality and attention to the process. He is very attuned to criticism.

Ken is attentive to process, details, and exacting precision with great care and concern. Cautious about risks and mistakes, he reluctantly and sparingly delegates with strong oversight, and quality control. Ken wants things on time and correct. Ken is compliant, agreeable, and considerate for the team. Paying attention to details and processes he avoids mistakes and criticism. Reserved and careful, Ken naturally does things right and develops expertise. He is comfortable with the knowns and givens.

Communication Style

Genuine and candid in communications, Ken puts attention on the tangible, specific parts of work and what needs doing. He is straightforward and precise in communications expressing substantiated, fact-based opinions that have been gathered and thought-through. With very detail orientation, he takes a step by step organized, factual approach to drawing conclusions and addressing the tasks at hand. Wanting to hear proofs, Ken needs to know the impact on his work. He uses established guidelines, rules and appropriate manners to communicate.

The communication style of Ken is efficient and to the point. With a sense of anxious urgency, Ken focuses on the rationale for and method of any activity: why and how. Expediting quickly and competently with a defined plan, Ken urges fast action with factual justifications to support his assertions and views.

Driven by the details of how, why, and what, Ken communicates about specifics, rules, plans, and standards. Delivering information in a very plainful, structured style, he is highly organized about processing and presenting information in a step by step linear fashion. Ken requires a high knowledge and competency level on any topic to speak with error-free, ease and confidence. He conversely will question unsupported allegations, assertions and intangible assumptions.

Strengths

Taking calculated risks by the application of processes, standards, rules, and conventions, Ken is thorough and careful with



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follow-through. He takes no chances that could endanger outcomes. Preferring to monitor for quality Ken is dependable with the minutiae of details and structure. With fidelity and resolve he applies discerning and exacting sense to his area of expertise.

Preferring to deal with data, information and tangibles, Ken addresses the task at hand. He is naturally inclined to reflect, analyze, and delve logically into his area of expertise and knowledge. Ken reflects upon what he chooses to communicate to new people. Adept at organizing and structuring his thoughts and ideas, he takes time to evaluate and consider things with a critical judgment.

With drive and zeal, Ken prefers change and variety with a nimble ability to multi-task with people, projects and ideas. He seeks fast, ready answers, decisions, and solutions while easily accommodating and responding. A fine-tuned sense of urgency to take action.

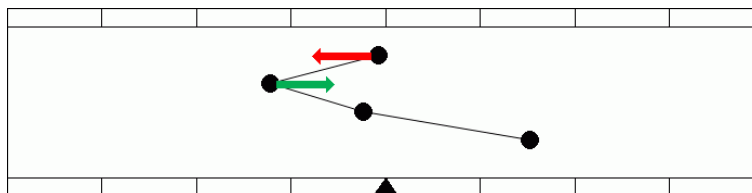
Drive & Motivation

Ken needs the opportunity to learn, train, know and understand the precise knowledge, rules and parameters of the job. He looks for recognition of his expertise and quality of work delivered by following "the book". Ken needs to be relieved from uncertain and unstructured tasks.

Seeking and needing time for solitary reflection and introspection, Ken needs opportunities for technical and intellectual accomplishments. Averse to office politics, he needs personal acknowledgment versus showy public display.

Driven by variation of pace, Ken seeks for change in his objectives, priorities, environments, contacts or tasks. He needs recognition for his capacity to take action or react quickly to unexpected events. Ken will want to be relieved from too much repetition and monotonous tasks.

Adaptation



As of 03/15/2013 Ken perceives the necessity to be (or to behave):

- less autonomous. To be more cooperative, collaborative and less dominant. Ken perceives the need to be more careful, prudent and less enterprising.
- more social, and influential. Ken perceives to involve and motivate people without needing to have authority while communicating more openly at individual and team level.