

PSYCHOLOGICAL APPRAISAL REPORT

FOR

PAINTRIGHT AUSTRALIA

OF

MARK ANDREW SYMONS

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MENTAL ABILITIES:

VERBAL REASONING - His score fell in the very superior range of the 93rd percent of the general adult population.

NUMERICAL REASONING - His score fell in the very superior range being at the 94th percent of the general adult population.

ABSTRACT REASONING - His score fell in the very superior range being at the 93rd percent of the general adult population.

The above score makes it clear that he is an intellectually capable individual. He is in the top 5% of the general population. It is worth noting that, in addition to the three tests mentioned above, he also completed a short non-timed test of the general intelligence that was incorporated within the personality questionnaire and on that test too, he achieved a particularly high score. For the record, both his verbal and abstract reasoning abilities exceed the average for engineering graduates from prestigious universities or the senior management group. From the point of view his intellect therefore, he is more than capable of quickly adapting to the challenges and complexities of this role and indeed of coping with the type of problems with which he would be confronted in a much more senior managerial position. Obviously therefore he has scope for development.

OCCUPATIONAL INTERESTS AND WORK ASPECT REFERENCES

Mark Symons completed two short questionnaires both aimed at gaining insight into the type of work that holds his interest and offers job satisfaction and the elements of the job that are important to him. The following is an interpretation of the findings of both tests.

Whilst his high level of intelligence would have enabled him to complete tertiary studies in intellectually rigorous disciplines, his interests are more in line with the career that he has pursued to date. For instance, he likes being outdoors, he enjoys customer service, and he welcomes the opportunity to show creativity and imagination. He does not enjoy being deskbound handling administrative work or generally "number crunching", but he will relish the opportunity to show some originality and imagination in the way in which he pursues his professional life.

It is important to him to keep growing and developing his skills, to be in a position that gives him the independence to make and implement his own creative decisions and to be in a secure, well paid, prestigious, and managerial role. Finally, he made it clear that he prefers to be busy and challenged as opposed to occupying a position that makes few demands upon him.

PERSONALITY AND INTERPERSONAL STYLE

He is an independent, thoughtful, imaginative, and creative individual who, thinks for himself and looks beyond the obvious.

It is noted that he presented himself during the interview both competently and professionally and, it should be emphasized that the personality profile makes it clear that he can usually be expected to show restraint, maturity, and basic common sense.

The previous section of this report noted that he is obviously ambitious to achieve positions that are well paid, which carries out status and which give him authority and independence. All these ambitions are also reflected in the personality profile. The profile also suggests that part of this ambition reflects an underlying lack of confidence. Thus, the more he is successful and, seem to be so, the more this serves to counteract some of his underlying personal doubts and misgivings.

His preference for positions that require imagination and creativity as opposed to intellectual rigour is also reflected in his personality profile. This is not meant to imply that he is impractical or unprepared to apply his intelligence because that is not the case. However, he does appear to possess some seemingly paradoxically or conflicting personality traits.

For instance, he is not only particularly intelligent but, attracted to positions which require him to be successful and recognized for his talents not his intellect. He is therefore likely to appear to some people to "have a chip on his shoulder". Once again, it must be emphasized that this is a trait that will occasionally emerge rather than a serious shortcoming. Further, whilst these doubts can prove to be problematical on occasion, they are also useful because they ensure that he is careful and that he takes pain to avoid making wrong decisions or exposing himself to criticism through having acted foolishly or precipitously.

He has the social poise and assurance necessary to conduct himself appropriately within a business context. He may not have the open aggression of some of the top sales executives but, he is able to show basic warmth and good humour combined with perception, insight and a real capacity for shrewdness and business acumen. Whilst he is not a particularly dominant supervisor, he will be very firm, and he will certainly check closely on the performance of his subordinates. He does not like leaving things to chance and this could lead to some of his team feeling irritated that he seems reluctant to fully delegate. It is worth noting that his maturity and intelligence prevail in most instances.

SUMMARY

Mark Symons' background of training and experience is noted and taken into consideration in the preparation of this psychological appraisal along with the objective data and subjective impressions that emerge from the interview. From the point of view of his reasoning and problem-solving skills, he is more than capable of filling the role as General Manager, and advancing to a more senior and challenging positions.

While he enjoys senior management, he may not wish to move away from a position that enable him to spend time outdoors, working closely with customers or utilizing his capacity for creativity.

The personality profile suggests that he is stable and mature, and mindful, guided and leaves little to chance. He likes to be creative and independent; he tends to be fearful of failure. He possesses not only the strength and intelligence, but is resourceful, imaginative, he is shrewd, he is careful, he is stable, and a highly effective negotiator.