



Version 5

APOLLO REPORTS

Apollo Profile Summary Report

Management

Candidate Name: **The Candidate**

Date Report Taken: 22/03/2012

Client Name: ***Xage Consulting***

Overall Suitability: 41 - **AMBER** May be suitable.



This report is useful for both recruiting and development purposes. It shows detail of exactly where candidates score on each of 34 scales used for

the Apollo Models of Excellence, together with a brief meaning.

For additional information a candidate overview is available from the Apollo Wheel report, and more interpretive information is available for management/HR use from the Narrative Report. The Apollo Development Report may be provided to employees or job candidates if wished.



Interpreting Apollo Factors

The BLUE TRIANGULAR MARK represents the candidate's score along the scale for that factor.



PRIMARY FACTORS are considered to be more important than SECONDARY factors for successful job performance.

Understanding the Colours for the Factors

The COLOURS shown for each FACTOR on the SCALE are calibrated based upon standard deviations of scores, modified by studies of high performers to provide Models of Excellence that give a sound guideline for interpreters.

GREEN A score range normally associated with successful performance.

AMBER This Score is outside the range normally associated with successful performance, and the candidate may be somewhat capable but is likely to need some development.

RED This Score is significantly outside the range normally associated with successful performance, and the candidate is likely to need considerable development.

A red or amber score does not automatically mean that a person can not perform satisfactorily in that area, as they may have developed ways to do so. However, the further away from the desirable area a person's score is, the more confident an Interpreter can be that the candidate is likely to have difficulty in that area.



Apollo Profile Summary Report - Management Level. Candidate: The Candidate Date: 22/03/2012.

Apollo Profile Summary Report

PART 1 ORGANISATION ALIGNMENT

shows current degree of career commitment, leadership development and strategic thinking.

Career Drives 51

Achievement - Primary



Likely to strive to achieve results.

Remuneration - Secondary



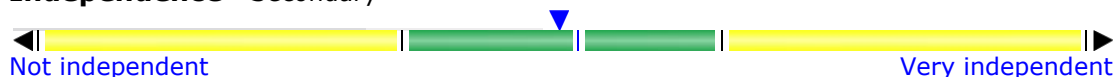
A very high concern for remuneration above many other aspects of work indicates that this matter should be explored.

Ambition - Primary



Very high ambition, likely to be dynamic, but unrealistic expectations of self and others can cause friction.

Independence - Secondary



Sensibly independent stance usually provides credibility to both subordinates and superiors, and likely to have original ideas.

Recognition - Secondary

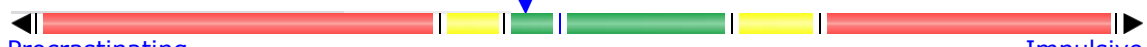

 Likely low self-esteem
 Wants to be recognised, and would endeavour to maintain quality and standards.

Leadership and Influence 43

Power - Primary


 Submissive
 Generally confident in exercising authority at work and dealing with discipline issues.

Decisive - Primary


 Procrastinating
 Usually a thoughtful and timely decision maker.

Persuasive - Primary


 Not persuasive
 Likely to be capable of persuasion as a manager.

Directive - Primary


 Reluctant to give orders
 Unlikely to be as directive as necessary in a leadership role.

Delegating - Primary


 Does not delegate
 Could improve delegating to gain more effectiveness as a leader, whilst developing staff.

Coaching - Secondary


 Does not coach or explain
 Could coach and develop the skills of others more, and explain more when needed.

Strategic Orientation 26

Goalsetting - Secondary


 Does not use goalsetting
 Does not often set goals, may have difficulty prioritising.

Innovation - Primary


 Not innovative
 Bends the rules reluctantly, may rely on established approaches, rather than demonstrating innovation or flexibility.

Proactive - Primary


 Reactive
 Would tend to be reactive, with little planning in depth.

Analysing - Primary



Similar preferences for problem solving and being analytical as for many managers.



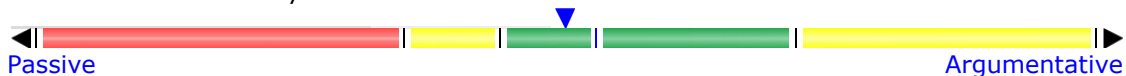
Apollo Profile Summary Report - Management Level. Candidate: The Candidate Date: 22/03/2012.

PART 2 RELATIONSHIPS

shows abilities to teamwork and get on well with others, and to resolve conflicts and some important work-related personal values.

Conflict Management Style 53

Assertive - Secondary



Sensibly assertive, likely to addresses conflict at an appropriate early stage.

Competitive - Secondary



Reasonably verbally competitive, similar to other managers.

Collaborative - Secondary



Very collaborative, appreciates the value of win/win outcomes.

Compromising - Secondary



Too willing to compromise.

People Orientation 59

Agreeable - Primary



Usually agreeable and happy to socialise at work and sensitive to the needs and concerns of others.

Teamwork - Secondary

◀ | Individualistic | ▶ | High need for teamwork | ▶
Enjoys being a member of a team, and would generally cooperate with others.

Extraversion - Secondary

◀ | Introverted | ▶ | Extraverted | ▶
Generally sociable and open, but likely to know when to close the door and concentrate.

Intimacy - Secondary

◀ | Avoids closeness at work | ▶ | Wants close relationships | ▶
Strikes a balance between friendships at work and being objective.

Values 35

Altruism - Secondary

◀ | Look after own interests | ▶ | Highly caring | ▶
Tends to focus on non-personal issues, displaying a limited concern for others welfare.

Trust - Secondary

◀ | Low need for trust | ▶ | High need for trust | ▶
In relation to others has an average need for trust and openness at work.

Loyalty - Secondary

◀ | Loyalty not an issue | ▶ | Loyalty very important | ▶
In relation to others issues of loyalty at work are of normal importance.

Conforming - Secondary

◀ | Pragmatic | ▶ | Conservative | ▶
In relation to others is likely to place being pragmatic ahead of necessarily conforming with the views of society.



PART 3 MODIFIERS

personal attributes that can either multiply or detract from workplace effectiveness.

Coping 47

Security - Secondary



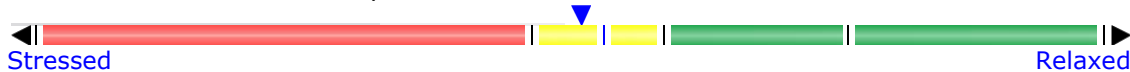
A low concern for job security enables necessary risk taking.

Responsibility - Primary



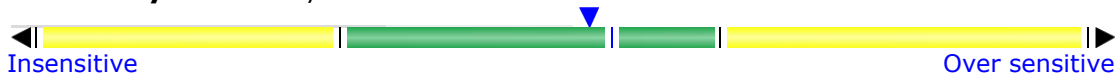
Willing to accept responsibility and should seek challenging objectives and the opportunity to develop.

Stress Resilience - Primary



Seems to be under pressure at the moment and should consider carefully additional workloads or challenges.

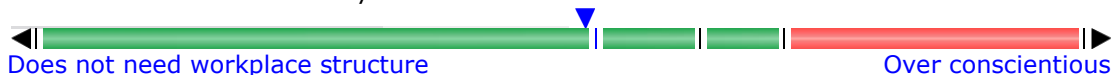
Sensitivity - Secondary



Generally sensitive and not upset easily.

Workplace Management 44

Conscientious - Secondary



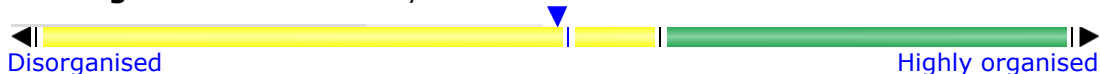
Has a low need for structure and rules at work, is more concerned with outcomes than with protocols.

Detail - Secondary



Usually accepts an amount of detail, but distinguishes between important and less important detail.

Self Organisation - Secondary



Tends to be disorganised, but may be effective.

PART 4 UNUSUAL ANSWERS

Unusually Low Answers - 'Primary'



Answers to the low scoring questions are in the normal range, and consistently agree with what most people choose.

Unusually High Answers - 'Primary'



Answers to a number of high scoring questions are in the normal range, and consistently agree with what most people choose.

[Apollo Wheel Report](#) | [Narrative Report](#) | [Areas of Concern Report](#)

Disclaimer

The Apollo Profile reports are compiled from the responses of the candidate compared with others, and is intended for use as a *guideline only* for career assessment and development purposes. Inaccuracies of description may unavoidably be present, and comments should always be verified from other sources. Users are cautioned to ensure that they comply with relevant laws and regulations. Further interpretations to those provided in the reports may only be made by an accredited interpreter in accordance with the Apollo Profile Interpreters Manual. Whilst care has been taken with the design and information contained in the Apollo Profile, the Apollonean Institute Pty. Ltd. deny any liability for incidental or consequential damages resulting from the use of the Apollo Profile.

Copyright The Apollonean Institute Pty Ltd ACN 009580929. This instrument and associated material is protected by copyright and must not be copied in whole or in part or otherwise dealt with without written permission. The Apollo Profile TM