



13.10.2021

# Group Trends Report

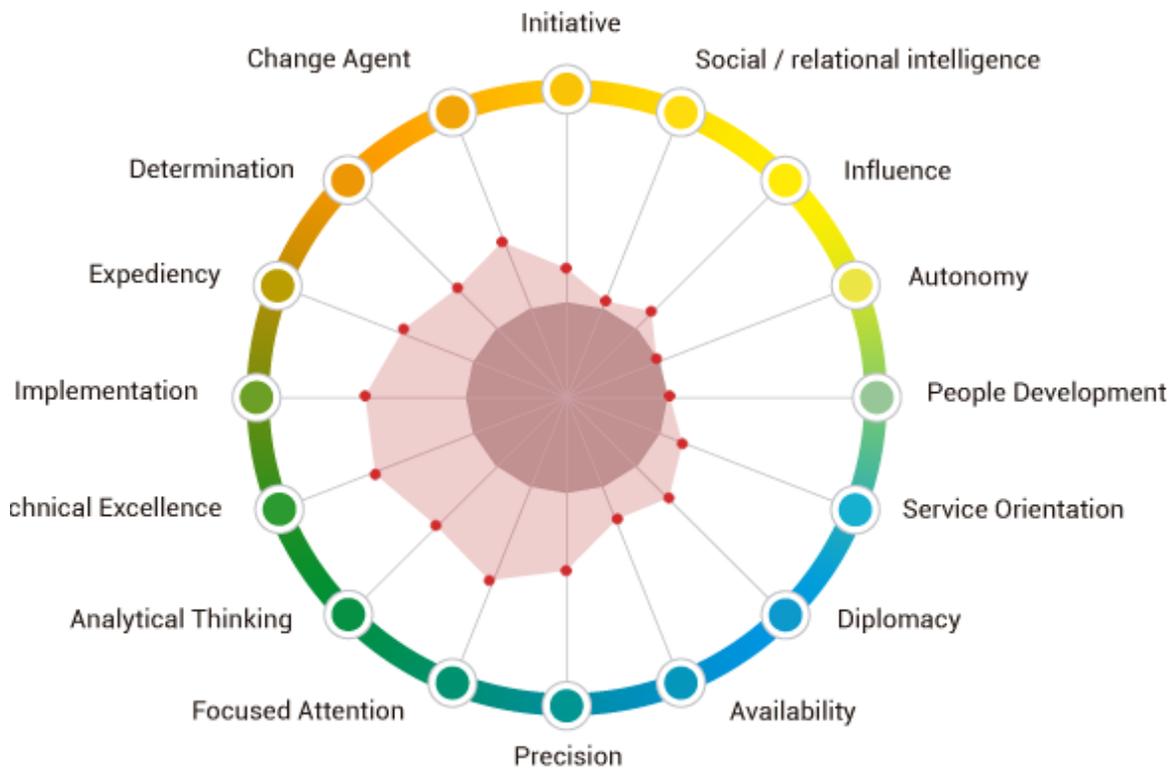
## Natural Behavior

This Report is a product of PDA International. PDA International is the leading provider of applied behavioral assessments for the selection, management and development of talent.

## List of Individuals included in the analysis

Number	Initials	First and Last Name	PS
1	EN	Eve Nairn Nairn	27 0 93 80 0
2	HR	Honor Rahman	32 26 42 100 0
3	MR	Maheen Reyna	88 71 0 41 34
4	SB	Seren Brown	65 0 58 77 90
5	UG	Ubaid GRANT	34 73 0 93 60

# Group Average Radar Graph

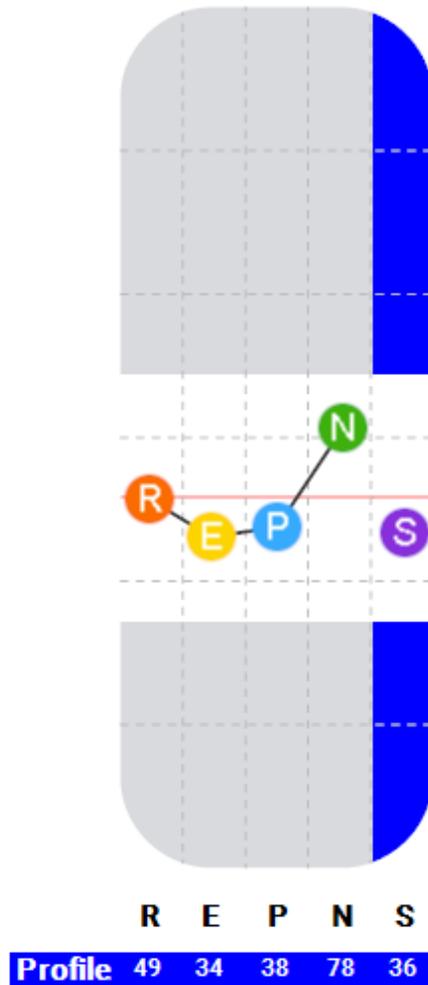


This radar graph shows the compatibility level of the average profile of the individuals included in the analysis with the different competencies. If, at the time of generating this report, you selected Natural Profile, the Group Average Radar Graph will allow observation of the compatibility level with the competencies in relation to the average profile of the Natural Profile. If, at the time of generating this report, you selected Role Profile, the Group Average Radar Graph will allow observation of the compatibility level with the competencies in relation to the average profile of the Role Profile.

- **Initiative**  
Natural tendency to anticipate and propose novel actions. It is the permanent attitude of acting when the occasion arises, without waiting for orders or instructions, seeking and creating opportunities, solving situations and problems. It is the tendency to anticipate and act by activating ties and relationships, earning the respect and trust of various types of people whom are impacted and influenced to achieve results.
- **Social / relational intelligence**  
Natural tendency to communicate and interact efficiently with others managing social diversity, making these relationships a channel for the achievement and strategic alignment of the organization's objectives. A natural inclination is shown to generate, establish, maintain and enhance value relationships through an adequate flow of communication between the members of the group or the organization, using the different codes and channels that are required in each case.
- **Influence**  
Natural tendency to influence and impact others by creating commitment and building consensus. Describes an optimistic outlook that is results-oriented working with and through people, appearing sociable, friendly and influential.
- **Autonomy**  
Natural tendency to focus on results safely, independently and with self-confidence, identifying opportunities in different situations. A disposition is shown to take advantage of available resources (time, people, financial resources), provide solutions and undertake challenges assuming at all times the responsibility and consequences of one's actions.
- **People Development**  
Natural tendency to help others, support people and work teams in their development and improvement on a daily basis. It is the proneness to put the focus on people, driving collaboration, motivating and challenging for continuous learning and development. An ability is shown to promote a harmonious environment, of mutual understanding, cordial and complementary, promoting inclusive solutions and cultivating shared responsibility.
- **Service Orientation**  
Natural tendency to identify, understand and manage the needs of all stakeholders: teams, clients, suppliers, etc. with the desire to offer solutions with excellence in treatment and generating positive experiences. It describes a tendency to solve different situations, guaranteeing the solution with a helpful, patient, calm and balanced style, even in situations of pressure.
- **Diplomacy**  
Natural tendency to be kind and gentle, as well as perceive, share or infer in the feelings, thoughts and emotions of others, understanding the different points of view. It is the tendency to have a diplomatic approach to others, orienting to results in a patient, friendly and cordial way, avoiding confrontation.
- **Availability**  
Natural tendency to spend time with others, to show openness and disposition to the other, with a high capacity for listening and achieving a satisfactory degree of empathy with other people. It describes someone with a patient and considerate style, demonstrating to be a generous and compassionate person, consistently focusing on results and taking time.
- **Precision**  
Natural tendency to an analytical, cautious, systematic and detailed approach to problems and decisions, with a precise and careful method. This person shows comfort and efficiency in well-defined and structured situations and environments.
- **Focused Attention**  
Natural tendency towards focused attention, regardless of the context, in order to obtain and manage relevant information efficiently. It is the preference to follow procedures in a precise and orderly manner, concentrating on details and making an effort to avoid mistakes in one's approach to the result.
- **Analytical Thinking**  
Natural tendency to advance in problem solving by applying a differential diagnosis, evaluating its possible causes and looking for different behaviors among the causes, decomposing the complex problem into simpler parts, testing and discarding hypotheses. It measures if someone is trustworthy in their approach, disciplined, precise and if they are oriented to the results analyzing, collecting information and the facts to advance in a logical, systematic and orderly way.
- **Technical Excellence**  
Natural tendency to focus on results consistently and safely, analyzing available information, following procedures and seeking harmony and excellence, in order to achieve solutions aligned with the organizational development. It is the tendency to manifest a critical and demanding approach to different situations, being interested in compliance with methods and procedures that ensure quality and avoid error.
- **Implementation**  
Natural tendency to bring preliminary thinking to fruition and to execute or implement a plan, method, idea, model, or policy to do something or solve a problem. It implies a prior strategy, a method and its execution, displaying dynamism and under a context of rules and procedures. It involves an approach to problems in a meticulous and curious way, studying, analyzing and making decisions based on logic.
- **Expediency**  
Natural tendency to respond with a sense of urgency and to make things happen. It is the tendency to be fast and flexible, responding positively to diversity and change, even when times are pressing.
- **Determination**  
Natural tendency to look forward, with a proactive and decisive style to achieve one's goals. It implies confidence and courage when making decisions. It manifests a tendency to take risks to achieve goals and an orientation towards results in a determined and firm way, confronting if necessary, taking responsibility and taking on challenges.
- **Change Agent**  
Natural tendency to be the engine of change, propose transformations, generate a context where new ideas and alternatives are debated and valued and the status quo is questioned. Ability to react flexibly to barriers and difficulties. It is the tendency to pay attention to the environment, the social and organizational context in order to propose changes and improvements that have a positive impact.

# Group Average Profile Graph

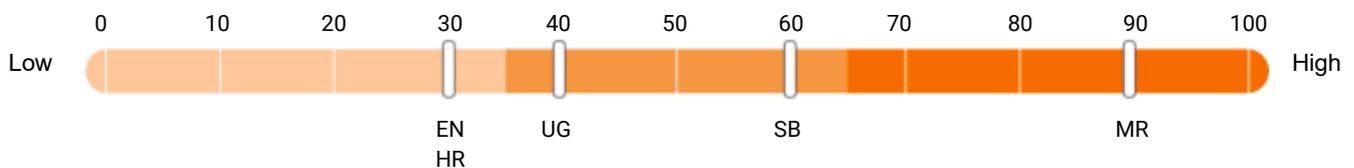
This PDA Graph shows the group average profile of the group of individuals included in the analysis. If, at the time of generating this report, you selected Natural Profile, the Group Average Profile Graph will allow observation of the average behavioural trends of the group in the Natural Profile. If, at the time of generating this report, you selected Role Profile, the Group Average Profile Graph will allow observation of the average behavioural trends of the group in the Role Profile.



# REPNS trends

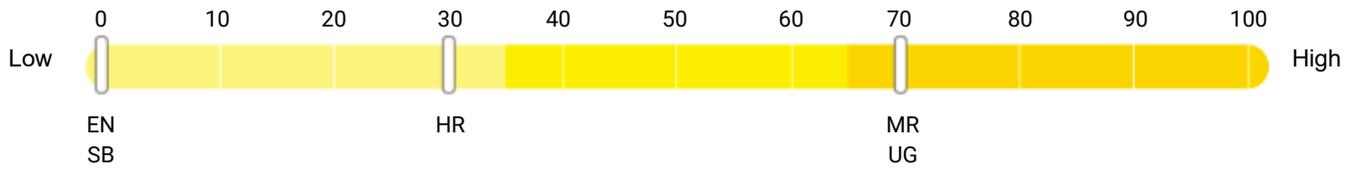
Included in this chapter, axis by axis, are the behavioral trends of the individuals included in the analysis. It is separated into five sections and allow us to observe and analyze the group trends in each of the five axis. If, at the time of generating this report, you selected Natural Profile, the current REPNS Trends will allow us to identify the natural and spontaneous way in which this group will respond to work demands and, therefore, determine the descriptive words and key motivators. If, at the time of generating this report, you selected Role Profile, the current analysis will allow us to identify the way in which the group currently perceives and understands they should respond to work demands.

## R Risk Axis



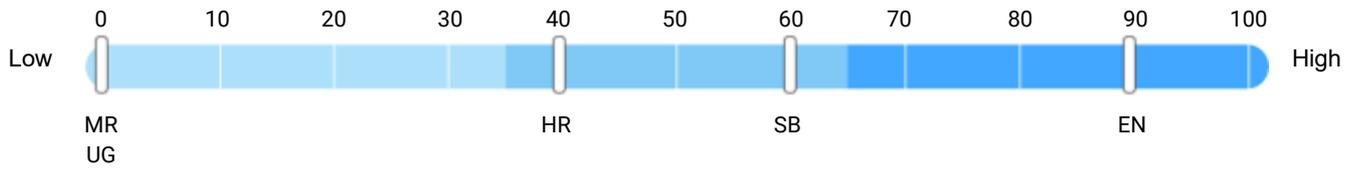
Trends		Trends	
<ul style="list-style-type: none"> <li>• Careful</li> <li>• Cautious</li> <li>• Modest</li> <li>• Reserved</li> <li>• Low risk-taker</li> <li>• Kind</li> <li>• Peaceful</li> </ul>		<ul style="list-style-type: none"> <li>• Straightforward</li> <li>• Competitive</li> <li>• Demanding</li> <li>• Risk-taker</li> <li>• Production/result-oriented</li> <li>• Decisive</li> </ul>	
Motivators		Motivators	
<ul style="list-style-type: none"> <li>• Balanced situations, without pressure and confrontation.</li> <li>• Feeling comfortable and at ease.</li> <li>• Managing within a structure that offers direction and security.</li> <li>• Avoiding risky situations as far as possible.</li> <li>• Consistency and a firm tread.</li> </ul>		<ul style="list-style-type: none"> <li>• Challenging situations and commitments.</li> <li>• Competing and winning, situations that offer the possibility of power and status.</li> <li>• Acquiring material possessions, objects of monetary value.</li> <li>• Having a degree of risk.</li> <li>• Taking charge in important situations, with a high degree of responsibility.</li> </ul>	

## E Extroversion Axis



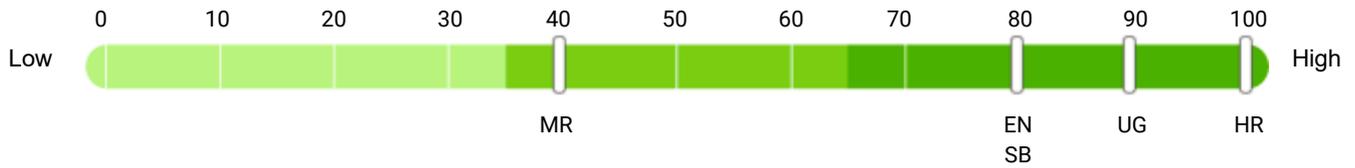
Trends		Trends	
<ul style="list-style-type: none"> <li>• Formal</li> <li>• Serious</li> <li>• Introspective</li> <li>• Distant</li> <li>• Analytical</li> <li>• Skeptical</li> </ul>		<ul style="list-style-type: none"> <li>• Perceptive</li> <li>• Persuasive</li> <li>• Extroverted</li> <li>• Sociable</li> <li>• Friendly</li> <li>• Trusting</li> </ul>	
Motivators		Motivators	
<ul style="list-style-type: none"> <li>• Working in small groups, with well-known people.</li> <li>• Prefers to interact and relate with people he knows and trusts.</li> <li>• Applying analysis to work on problem-solving.</li> <li>• Work in privacy, without being forced or pressured.</li> </ul>		<ul style="list-style-type: none"> <li>• Demonstrating skills and talents.</li> <li>• Interacting and relating with new and different people.</li> <li>• Being up-to-date in terms of fashion, new trends, the latest.</li> <li>• Social recognition, congratulations.</li> <li>• Being liked, project an image of appeal and charm.</li> </ul>	

## P Patience Axis



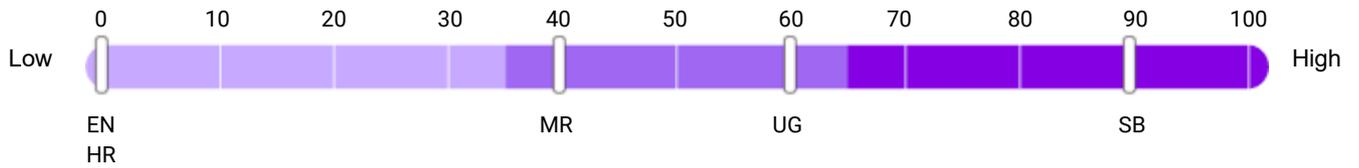
Trends		Trends	
<ul style="list-style-type: none"> <li>• Dynamic</li> <li>• Fidgety</li> <li>• Spontaneous</li> <li>• Sensitive</li> <li>• Restless</li> <li>• Impatient</li> </ul>		<ul style="list-style-type: none"> <li>• Methodical</li> <li>• Consistent</li> <li>• Patient</li> <li>• Calm</li> <li>• Quiet</li> <li>• Tolerant</li> </ul>	
Motivators		Motivators	
<ul style="list-style-type: none"> <li>• Diversity, change and variety of situations and people.</li> <li>• Constant travel.</li> <li>• Time management, freedom from ties and commitments.</li> <li>• Covering several subjects at the same time. Opening simultaneous fronts.</li> <li>• Fast pace and ambiguity.</li> </ul>		<ul style="list-style-type: none"> <li>• Enjoyable and close relationships. Pleasant situations.</li> <li>• Deep conversations and giving useful advice.</li> <li>• Knowledge. Projecting consistency and security.</li> <li>• Have enough time to do things well.</li> <li>• Being with family and loved ones. Sharing situations and having time for them.</li> </ul>	

## N Conformity to Norms Axis



Trends		Trends	
<ul style="list-style-type: none"> <li>• Independent</li> <li>• Secure</li> <li>• Sees the full picture</li> <li>• Own goals/objectives</li> </ul>		<ul style="list-style-type: none"> <li>• Disciplined</li> <li>• Helpful</li> <li>• Detail-oriented</li> <li>• Cooperative</li> <li>• Dependent</li> <li>• Obedient</li> </ul>	
Motivators		Motivators	
<ul style="list-style-type: none"> <li>• Freedom to act on his own ideas and proposals.</li> <li>• Having his own objectives and goals.</li> <li>• Offering his opinions and acting without inhibitions, barriers or structures.</li> <li>• Being free and independent.</li> </ul>		<ul style="list-style-type: none"> <li>• Clear and consistent communication.</li> <li>• Receiving an instruction with clear and consistent parameters and outlines.</li> <li>• Doing things perfectly, in detail, avoiding mistakes.</li> <li>• Managing within a structure, an organization that provides security.</li> <li>• Relying on detailed and accurate information to decide and proceed.</li> <li>• Constant positive reinforcement and reassurances that things are well done.</li> </ul>	

## S Self-Control Axis

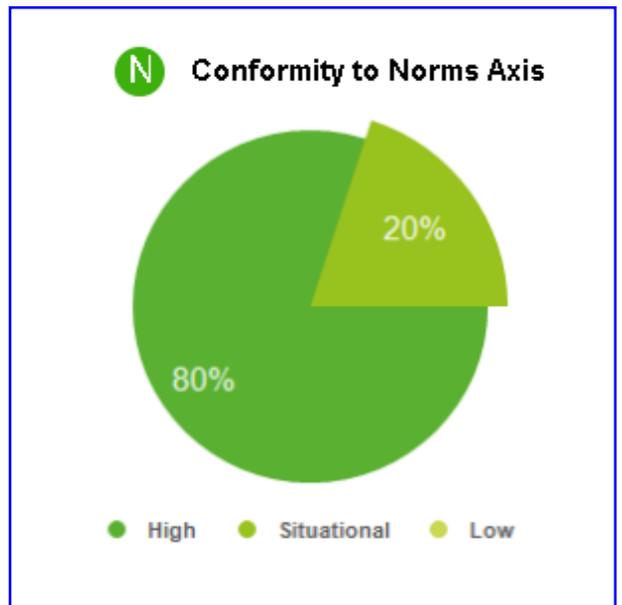
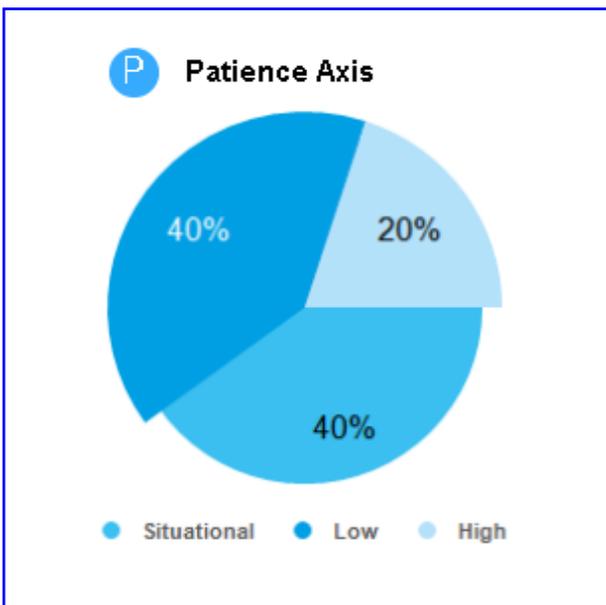
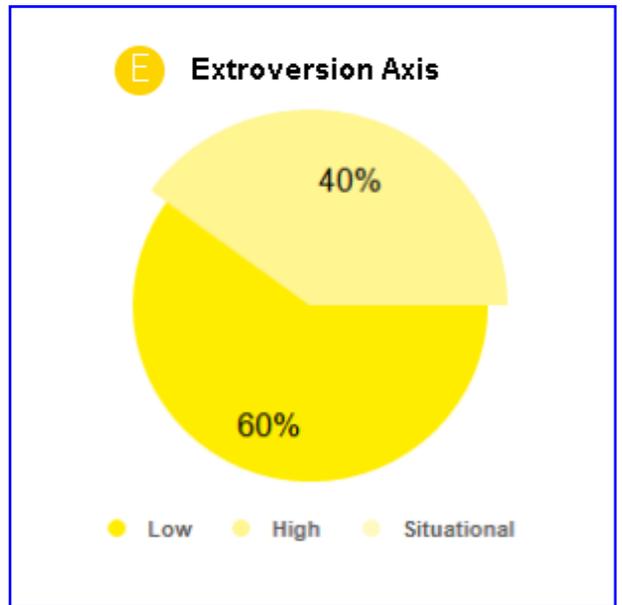
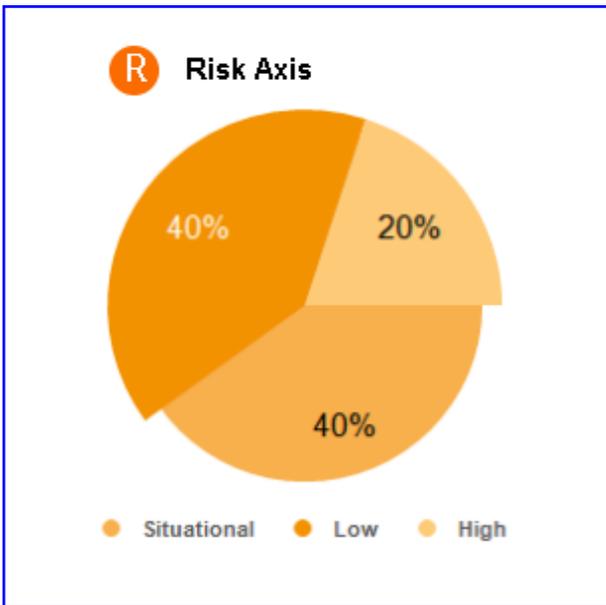


The concept of Self-control, as in Axis Nº 5, is interpreted as the individual's ability to control himself: self-discipline, anticipating, ability to plan and the social meaning of responsibility. We can therefore conclude that:

Trends	Trends
<ul style="list-style-type: none"> <li>• ...the lesser the self-control, the less the Group will tend to think before acting, will remain less in control and achieve less planning in the responses to situations that might come up. The Group will tend to be more spontaneous, natural and won't plan its responses and actions very much.</li> </ul>	<ul style="list-style-type: none"> <li>• ...the greater the self-control, the more the Group will tend to think before acting, will remain more in control and achieve greater planning in the responses to situations that might come up. The Group will tend to be more thoughtful, controlled, and rational.</li> </ul>

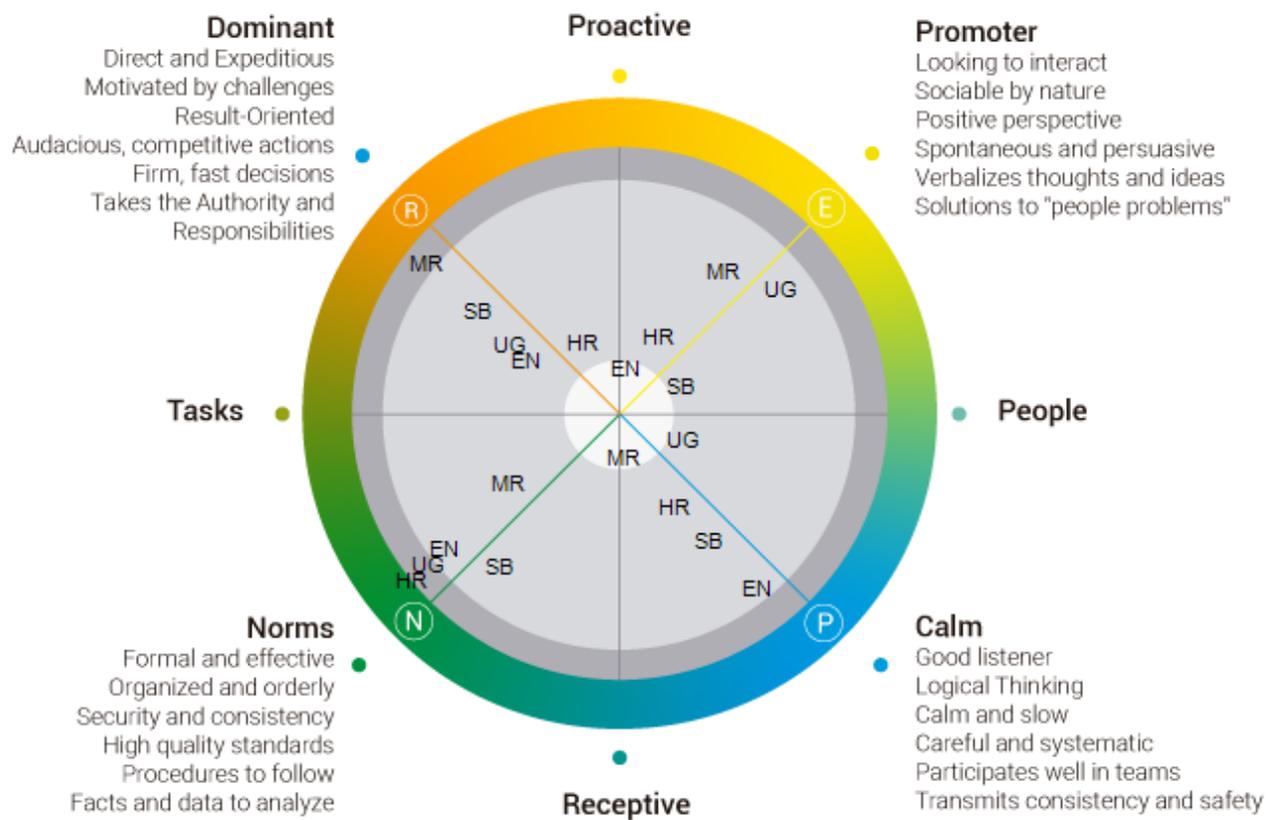
# Scattering percentages

Included in this chapter, in pie charts and percentages, are the distribution of behavioral trends of the individuals included in the analysis. This report will allow us to observe the 4 axes simultaneously and determine the scattering percentage for each trend in the group. If, at the time of generating this report, you selected Natural Profile, the current Scattering Percentages analysis will allow us to identify the natural and spontaneous way in which this group will respond to work demands. If, at the time of generating this report, you selected Role Profile, the current analysis will allow us to observe, in terms of percentages, the group's adaptation and the corresponding scattering in regards to how the group understands they should currently respond to work demands.



# Group Scattering

This chapter includes, on the Marston Matrix, the distribution of the behavioral trends of the individuals included in the analysis. If, at the time of generating this report, you selected Natural Profile, the current Group Distribution analysis will allow us to identify the scattering of the natural and spontaneous style with which this group will respond to work demands. If, at the time of generating this report, you selected Role Profile, the current analysis will allow us to observe the group's adaptation and the corresponding distribution with regards to how this group understands they should currently respond to work demands.



## Group's Energy Balance

This indicator measures the Group's Energy Balance. It expresses the perception of the reference group in the deployment of its own energy and the one it feels that the current situation requires. It will allow us to see if the group feels exploited, under-exploited or over-demanded.



Group average

The group trend reflects that the group understands that its Energy Level is close to that required by the current situation. This could indicate that the group feels it can respond properly to the current energy requirements.

## Group's Profile Modification

This indicator reflects the ability of the group to modify its own behavioral trends and adapt/adjust to the behavioral trends which are required to be successful in the current situation as it is understood.



Group average

When the indicator is in this range it means that the group can adapt, is somewhat flexible. It will not have major problems in adapting although at times can show some resistance to change its style and adapt to what the situation demands.

## Predominant Axes

This chapter includes a list of individuals ordered according to the predominant axes in their behavioral profile. By predominant axes, we understand the extreme axes in an individual's profile, that is, the high axis and the low axis in an individual's behavioral profile. If, at the time of generating this report, you selected Natural Profile, the current predominant axes analysis will list candidates according to their predominant axes in the Natural Profile chart and will allow us to identify the natural and spontaneous way in which each individual will respond to work demands. If, at the time of generating this report, you selected Role Profile, the current analysis will list the candidates by their predominant axes in the Role Profile chart and will then allow us to observe the adaptation with regards to how each individual understands they should currently respond to work demands.

High R / Low E	
High R / Low P	MR
High R / Low N	
High E / Low R	
High E / Low P	
High E / Low N	
High P / Low R	
High P / Low E	EN
High P / Low N	
High N / Low R	
High N / Low E	HR SB
High N / Low P	UG