



Discover



Group Trend Report

**This Group Trend Report is a product of
Nephenthus Knowledge Solutions LLP.**

*Nephenthus is the leading provider of applied behavioural assessments
for the recruitment, retention, motivation and development of talent.*

 **Group Trend Scores**

First Name	Last Name	Dominance	Influence	Steadiness	Compliance
John	Doe	50	27	43	86
Jane	Dolittle	62	52	43	39


Dominance Axis

Low (1-41)	Situational (42-56)	High (57-99)
Trends	Trends	Trends
<ul style="list-style-type: none"> ● Careful ● Cautious ● Modest ● Reserved ● Low risk-taker ● Kind ● Peaceful 	<ul style="list-style-type: none"> ● Situational judgement to choose between high and low trend 	<ul style="list-style-type: none"> ● Straightforward ● Competitive ● Demanding ● Risk-taker ● Production/results-oriented ● Decisive
Motivators	Motivators	Motivators
<ul style="list-style-type: none"> ● Balanced situations, without pressure and confrontation. ● Feeling comfortable and at ease. ● Managing within a structure that offers direction and security. ● Avoiding risky situations as far as possible. ● Consistency and a firm tread. 	<ul style="list-style-type: none"> ● Situational judgement to choose between high and low motivators 	<ul style="list-style-type: none"> ● Challenging situations and commitments. ● Competing and winning, situations that offer the possibility of power and status. ● Having a degree of risk. ● Taking charge in important situations, with a high degree of responsibility.


Influence Axis

Low (1-41)	Situational (42-56)	High (57-99)
Trends	Trends	Trends
<ul style="list-style-type: none"> ● Formal ● Serious ● Professional relations ● Introspective ● Analytical& data driven ● Sceptical 	<ul style="list-style-type: none"> ● Situational judgement to choose between high and low trend 	<ul style="list-style-type: none"> ● Friendly ● Persuasive ● Social relations ● Extroverted ● Friendly& people driven ● Trusts people
Motivators	Motivators	Motivators
<ul style="list-style-type: none"> ● Working in small groups, with well-known people. ● Prefers to interact and relate with people who are known and trusted. ● Applying analysis to work on problem-solving. ● Work in privacy, without being forced or pressurized. 	<ul style="list-style-type: none"> ● Situational judgement to choose between high and low motivators 	<ul style="list-style-type: none"> ● Demonstrating skills and talents. ● Interacting and relating with new and different people. ● Being up-to-date in terms of fashion, new trends, the latest. ● Social recognition, congratulations. ● Being liked, project an image of appeal and charm.


Steadiness Axis

Low (1-41)	Situational (42-56)	High (57-99)
Trends	Trends	Trends
<ul style="list-style-type: none"> ● Dynamic ● Multi-tasker ● Spontaneous ● Anxious ● Restless ● Impatient 	<ul style="list-style-type: none"> ● Situational judgement to choose between high and low trend 	<ul style="list-style-type: none"> ● Methodical ● Consistent ● Patient ● Calm ● Quiet ● Tolerant
Motivators	Motivators	Motivators
<ul style="list-style-type: none"> ● Diversity, change and variety of situations and people. ● Constant travel. ● Opening simultaneous fronts. ● Covering several projects at the same time. ● Fast pace and manages ambiguity. 	<ul style="list-style-type: none"> ● Situational judgement to choose between high and low motivators 	<ul style="list-style-type: none"> ● Routine, repetitive and stable tasks. ● Deep conversations and giving useful advice. ● Needs consistency and security. ● Have time to do things well. ● Being with family, loved ones and having close relationships.


Compliance Axis

Low (1-41)	Situational (42-56)	High (57-99)
Trends	Trends	Trends
<ul style="list-style-type: none"> ● Independent ● Goal oriented ● Sees the larger picture ● Focuses on objectives 	<ul style="list-style-type: none"> ● Situational judgement to choose between high and low trend 	<ul style="list-style-type: none"> ● Disciplined ● Perfectionist ● Detail-oriented ● Cooperative ● Obedient
Motivators	Motivators	Motivators
<ul style="list-style-type: none"> ● Freedom to act on ideas and proposals. ● Focusing on objectives and goals. ● Offering opinions and acting without inhibitions, barriers or structures. ● Being free and independent. 	<ul style="list-style-type: none"> ● Situational judgement to choose between high and low motivators 	<ul style="list-style-type: none"> ● Receiving instructions with clear and consistent parameters and procedures. ● Doing things perfectly, in detail, avoiding mistakes. ● Managing within a structure, an organization that provides security. ● Relying on detailed and accurate information to decide and proceed. ● Constant positive reinforcement and reassurances that things are being done well.