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Apollo Profile

Version 4

Sample Jon Citizen Executive Management Level – Exception and Development Report

Independence **Secondary**

Amber



Values independence highly, will want to do things their way. May have difficulty fitting into organisation life unless the role provides autonomy.

Recognition **Secondary**

Amber



Very high need for recognition will ensure standards and quality maintained, but perfectionism may cause staff problems.

Altruism **Secondary**

Amber



Tends to focus on professional issues, displaying a limited concern for others welfare.

Compromising **Secondary**

Amber



Too willing to compromise.

Sensitivity **Secondary**

Amber



Not easily upset, can sometimes seem insensitive to others.

Goalsetting **Secondary**

Red



Does not always set goals, may have difficulty prioritising.

Power **Primary**

Red



Strong desire for leadership, power and influence can alienate others, and fail to get their best contribution.

Exception And Development Report

Analysing

Red



Primary

Little interest in problem solving and analysing may lead to difficulties comprehending complex situations.

Directive

Red



Primary

Strong directive leadership may be too dominating.

Competitive

Red



Secondary

Strongly verbally competitive, likely to use inappropriately at executive level.

Coaching

Red



Secondary

Could coach and develop the skills of others more, and explain more when needed.

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