



Prepared Reports

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About this report:**BESTWORK DATA presents
YOUR CONSULTING STRENGTHS**

In today's competitive world of consulting, there is a tendency to try to master broad areas of consulting and offer any needed service to clients. If there is an area in which you are not knowledgeable, you may want to learn more.

Consider this: You are a unique and wonderful human being. You have unlimited potential for learning and growth, and while improving weaknesses might be a good thing, wouldn't it make sense to start with your strengths. What if you really understood what you do best as a consultant. What if you focused on your own particular strengths. Would it make sense to build on those strengths as you seek a direction for your consulting career. No one has ever succeeded on a grand scale by having the largest variety of skills and knowledge.

Your Consulting Strengths report will explain the hard-wired strengths and abilities that you have. These are with you regardless of what kind of consulting you are doing now or what kind you hope to do. It is up to you to consider how to apply these strengths to your goals in the most effective manner. It may be that you will have to address some weaknesses to achieve the success that you desire. It may be that you will need to acquire additional knowledge and skills. Never let that allow you lose sight of the strengths that make you a unique and valuable resource for your clients.

CONSULTANT'S FOCUS OF ATTENTION - IMPORTANT FACTORS

Best focus is on strategic decisions and long term opportunities

ACTIONS & VISION - IMPORTANT FACTORS

You can help clients clarify the strategic vision for themselves or their company.

You are generally able to sort through complex issues and problems to see solutions.

You can sometimes see opportunities and future possibilities that may not be as clear to others.

It is important that clients see and hear the steps and reasoning that lead up to your conclusions.

GIVING FEEDBACK TO CLIENTS - IMPORTANT FACTORS

You are not comfortable giving direct feedback to clients unless it is positive.

You tend to hesitate or be less direct when the situation is difficult or confrontational.

You can have problems persuading clients to make changes.

You are better suited for coaching or consulting practices that depend more on training elements and self-discovery exercises.

INTERACTION METHOD - IMPORTANT FACTORS

You tend to stick with the existing plan and priorities.

When unexpected events happen and problems arise, it can sometimes be difficult for you to adjust.

It is important for you to build some "free time" into your schedule to help you adjust to such events.

You usually work well with extended engagements because of your strong planning and follow up.

ADVISOR'S LEVEL OF DETAIL - IMPORTANT FACTORS

You are extremely detail-oriented.

You can sometimes lose sight of the bigger picture that the client has.

It is important for you to have check points to confirm the client's satisfaction with progress in your program.

Your organization and follow up is usually thorough and prompt.

You expect a level of detailed planning from others that is difficult for most people to deliver. The value of planning is unquestioned, but they may lack your gift for it.

It is important for you to teach those clients how to use sound time management tools and planning aids to accomplish the necessary level of planning.

ADVISOR'S COMMUNICATION SPEED - IMPORTANT FACTORS

You communicate too quickly for some clients.

You often recognize the issues faster and more clearly than your client. It is important for you to slow down and explain the steps in your reasoning

When you are communicating critical information, it is helpful to use visual aids to support your explanation.

PROGRAM STYLE - IMPORTANT FACTORS

You work best with a free form program that allows for creativity and adapting to the special needs of your clients.

You have considerable difficulty following the rules and procedures of structured programs

CHANGES & STRUCTURE - IMPORTANT FACTORS

You seek change and see each situation on its own merit.

You work best with clients who are stuck with the way they have always done things and need to change.

You believe that the way to improvement is through change.

You expect a high degree of flexibility from others. There are many people who cannot adapt to new situations or unexpected problems as well as you can.

It is important for you to give such people time to adjust to changes.

TIME FRAME FOR RESULTS - IMPORTANT FACTORS

You are extremely patient with the process.

You see it as requiring a long time to work through a client's issues.

It is important for you to be sure that the client is satisfied with that timetable.

EMOTIONAL ELEMENTS - IMPORTANT FACTORS

You do not empathize with the emotions of others. Even though you understand their feelings, you do not feel them the same way as they do.

You can sometimes be seen as impersonal or uncaring. **It is important for you to recognize other signals that can alert you to emotional problems in the people you are advising. These may be visual clues, spoken words, changes in habits, or body language.**

COACHING MANNER - IMPORTANT FACTORS

You listen well to clients, drawing out their issues with questions and sharp attention to what they say.

INDIVIDUAL & TEAM ENCOURAGEMENT - IMPORTANT FACTORS

You encourage your clients from an individual performance perspective.

You may use competition or winning as a motivational tool when working with them.

It is important for you to remember that individual competition can be demotivating to some people.

RECOGNITION & SERVICE - IMPORTANT FACTORS

Has a high need for individual recognition and rewards for good performance as a coach or consultant

May be helpful to participate in a group that offers such things

About this report:**BESTWORK DATA presents
BUSINESS CONSULTANT**

The BestWork Assessment measures personality traits and cognitive abilities that tend to remain stable over time. This report applies those measurements to specific job-related behaviors or capabilities and explains how this candidate is most likely to perform those tasks. Areas of particular note are in **BOLD** type.

SELLING CONSULTING SERVICES - CRITICAL FACTORS**Cannot persuade prospects to buy consulting services****SCOPE OF OBSERVATION - CRITICAL FACTORS**

Sees beyond standard problems and concerns
Recognizes more complex issues within the operation and outside of it

CHALLENGING EXISTING ISSUES - CRITICAL FACTORS**Not comfortable challenging existing issues directly****GIVING RECOMMENDATIONS - CRITICAL FACTORS****Not comfortable giving direct recommendations
Tends to generalize or soften feedback to avoid debate or defensiveness****GENERAL FOCUS OF ATTENTION - CRITICAL FACTORS**

Focuses more on the future or long term issues

UNDERSTANDING ISSUES - CRITICAL FACTORS

Understands most issues and the consequences of immediate decisions
Can project the longer term outcomes and possible issues

SOLVING PROBLEMS - CRITICAL FACTORS

Can solve most problems easily

OPENNESS TO NEW IDEAS - CRITICAL FACTORS

Is always looking for new ideas and ways of doing things

COMMUNICATION SPEED - CRITICAL FACTORS**Can sometimes communicate ideas and information too quickly for others to fully understand
Information can also seem incomplete to others
Important to slow down and verify understanding of others****SPEED OF ACQUIRING INFORMATION - IMPORTANT FACTORS**

Learns information quickly

FRIENDLINESS - IMPORTANT FACTORS**Can be seen as cool or impersonal by others****MOTIVATION STYLE - IMPORTANT FACTORS**

Tends to promote individual competition, challenging each person to be the best
This may demotivate more team-oriented people

PLANNING & PRIORITIZING - IMPORTANT FACTORS

Detailed planning before acting

Usually prioritizes well

FOLLOW UP - IMPORTANT FACTORS

Follow up is usually timely and complete

SENSE OF URGENCY - IMPORTANT FACTORS

Extremely patient

Others may view them as slow to act

Extremely relaxed sense of urgency

May not communicate urgency to others

TIME MANAGEMENT - IMPORTANT FACTORS

Has good time management

Prioritizes well

Is punctual

ORGANIZATION - IMPORTANT FACTORS

Well organized

Neat work area

OPENNESS TO COACHING - OTHER FACTORS

Open to coaching

COACHING KEYS - OTHER FACTORS

Does not want to be wrong or appear to be unsuccessful

Can be defensive at times when that happens

Important to coach or correct in private

Strong desire to succeed can be used as a motivation for coaching

Important to praise their successes and reinforce the desired behaviors positively

Motivate them to succeed because of their importance to team as a star or leader

FAKING GOOD - OTHER FACTORS

Answered frankly and honestly

About this report:

BestWork DATA presents

MANAGEMENT CONSULTANT STRENGTHS CHART

This chart represents the normal distribution of the population or what is referred to as a bell curve. LOWEST and HIGHEST each include 10% of the population. LOW and HIGH each include 15% of the population. LOW MID and HIGH MID each include 25% of the population. This enables you to see how this individual compares to others on the same scale. The end of each scale represents one extreme of a spectrum describing a characteristic of an BUSINESS CONSULTANT position. The relative position of the individual's score allows their strengths to be compared to the needs of the company.

Capability				Capability			
CANNOT PERSUADE PROSPECTS TO BUY CONSULTING SERVICES			O				CAN PERSUADE PROSPECTS TO BUY CONSULTING SERVICES
SEES STANDARD ISSUES						O	RECOGNIZES COMPLEX ISSUES
DOES NOT CHALLENGE EXISTING ISSUES			O				CAN CHALLENGE EXISTING ISSUES
DOES NOT GIVE CLEAR RECOMMENDATIONS			O				GIVES CLEAR AND DIRECT RECOMMENDATIONS
ADAPTS PROGRAM & MAKES EXCEPTIONS		O					CONSISTENT WITH PROGRAM
LESS PERSONAL RELATIONSHIP		O					WARM & FRIENDLY RELATIONSHIP
RELAXED SENSE OF URGENCY		O					INTENSE SENSE OF URGENCY
ENCOURAGES INDIVIDUAL EXCELLENCE		O					ENCOURAGES TEAMWORK
REACTS TO CURRENT ISSUES & SITUATION						O	BASES ACTIONS ON A PLANNED PROGRAM
OPEN TO NEW IDEAS		O					RESISTS IMPLEMENTING NEW IDEAS

Statements made in this report are based upon the assumption that the participant in this assessment has had the appropriate training and adequate experience necessary to perform these specific job elements. If you are a job applicant, this assessment provides only one part of the information that may be used for making hiring or placement decisions. This assessment is one of many tools that help employers match people with jobs that offer the best opportunity for their success and that help them to manage them more effectively to achieve their full potential. The proper use of the BestWork Assessment will help to ensure that you are treated fairly, without regard to race, religion, sex, age, or national origin. The BestWork Assessment was designed and developed to conform to the human rights legislation and best practices concerning the use of psychometric assessments. These include the EEOC Guidelines, the Americans with Disabilities Act and the standards for test development and administration, published by the American Psychological Association.