

INSIGHTFUL PROFILER™ (IP121)

# iP MANAGER REPORT

Manager Guidelines

**For: John Example**

## REPORT SCOPE

- > The best way to utilize this person in the team
- > What enhances their effectiveness and what reduces it
- > Preferred style of work, cooperation, and decision-making

ORGANISATION

Advisio iP121

COMPLETION DATE

05.04.2026

REPORT GENERATED

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REPORT VERSION

1.0.0

**PREFERRED WORKING CONDITIONS**

**STYLE OF TAKING INITIATIVE**

DYNAMISM

Leading others

Carrying out assigned tasks



**STYLE OF INFLUENCE AND COOPERATION**

MACHIAVELLIANISM + COMPETITIVENESS

Cooperation and support

Competition and/or persuasion



**LEVEL OF SOCIAL EXPOSURE**

BOLDNESS

Working with people

Working alone



**DECISION-MAKING STYLE**

PRUDENCE

Analytical decision-making

Intuitive decision-making



**HORIZON OF ACTION**

CLOSURE + CONCENTRATION

Strategic orientation

Tactical orientation



**WORK ORGANIZATION STYLE**

CONSISTENCY

Organising

Improvising



**TOLERANCE OF PRESSURE AND CHALLENGES**

SELF-CONFIDENCE

Major challenges

Low stress level



## KEY WORK MOTIVATORS

### AFFILIATION

Strong need for team affiliation, relationship building, and maintaining direct interpersonal contacts in the work environment.

#### HOW TO MANAGE AND WHAT TO ASSIGN

Assign tasks that require cooperation, information exchange, and support. Involve in onboarding new members and team building.

#### MAIN RISK FACTORS

Isolation, work requiring deep focus, environments dominated by competition or constant monitoring of hard KPI results.

### VARIETY

Lack of aversion to context switching; need for dynamics and frequent changes of stimulants during work.

#### HOW TO MANAGE AND WHAT TO ASSIGN

Rotate tasks, send to variable roles. Allow multitasking and do not require hermetic focus in one point of long-term isolation.

#### MAIN RISK FACTORS

Long-term routine, dealing with a single task beyond mental acceptance, disconnection from the pulsating core of the company.

### ENJOYMENT

Seeking stimulation in interesting, unconventional, and creative stages of work that provide satisfaction.

#### HOW TO MANAGE AND WHAT TO ASSIGN

Involve in brainstorming and creative phases of projects. Maintain a high energy level in communication and a relaxed atmosphere.

#### MAIN RISK FACTORS

Highly formalized environment, rigorous adherence to official schemes with no room for enthusiasm.

## TEAM VALUE

### MAIN ROLE **Good Caretaker**

An integrating person striving for internal peace and collision-free cooperation among members.

#### WHEN TO ENGAGE (SUPPORT)

Delegate to defuse internal friction, facilitate communication between sub-teams, and nurture morale alongside tougher managers.

#### RISKS IN THE TEAM

Reduced operational efficiency in a highly competitive and rigorous environment, and in situations requiring drastic confrontations and sharp cuts.

### MAIN ROLE **Efficient Executor**

A practical executor who does not waste time, focused on bringing tasks to a definitive end.

#### WHEN TO ENGAGE (SUPPORT)

Delegate the coordination of final phases and closing the production funnel. They are an operational engine that perfectly disciplines others to engage in hard physical work.

#### RISKS IN THE TEAM

Possible difficulty in demonstrating high flexibility when the plan is abruptly disrupted due to external reasons - the executor needs continuity.

## MANAGER GUIDELINES

The following summary contains the most important, selected operational guidelines for the manager. They are based on the employee's extreme motivation indicators, key roles, and most distinctive axial traits.

- ✓ Involve the employee in team initiatives; limit task isolation, which reduces their efficiency.
- ✓ Include in processes requiring the facilitation of team relations; the employee supports cohesion and eases tensions.
- ✓ Divide new responsibilities based on precise expectation standards; avoid delegating projects without clear initial guidelines.
- ✓ Strengthen the role in tasks requiring deep integration and ongoing support for weaker team members.