

Pario: *The Profile Report on Individual Style & Motivation is strengths focused and highlights personal preferences in terms of high, mid-range and low scores.*

The following notes provide a brief description of *higher scores* on each dimension. Different score patterns will apply to management, technical, sales and other professional roles. Pario guidance notes (for users) show the typical range of scores on each dimension, enabling the interviewer or coach to explore issues arising when scores are outside the usual range. Contact support@pario-innovations.com for more information on profile interpretation notes.



Dimension	Pario Professional - Descriptions
<p><u>Interviewer Guidance Notes:</u> Scores for specific Groups (e.g. Managers) are shown on the facilitator's notes.</p>	<p><i>Note: Both high and low scores, outside the usual range, tend to indicate distinctive aspects of the person's work style and motivation. It is useful to explore these elements during the feedback discussion. The individual may not be aware of the strength of their preferences, or how these affect their behaviour.</i></p>
<p><u>Approach to Problems</u></p> <p>Broad-Based Thinking:</p> <p>Innovative Response:</p> <p>Accuracy of Working:</p> <p>Personal Organisation:</p> <p>Creative Focus:</p> <p>Developing Opportunities:</p> <p>Organisational Awareness:</p> <p>Pressure Index:</p>	<p><u>Description of behaviour linked to higher scores</u></p> <p>Considers the consequences of action and reflects on the wider issues / possibilities relating to a problem.</p> <p>Adopts an independent and forward-looking approach and is strongly orientated towards change.</p> <p>Is personally involved in precise, accurate working, with close attention to detail (to avoid the risk of mistakes).</p> <p>Maintains a more structured & systematic (methodical) approach to work.</p> <p>Focuses on develop ideas, consulting with others, and finding new solutions to problems.</p> <p>Seeks to get new ideas and initiatives off the ground (through personal energy, drive and enthusiasm).</p> <p>Anticipates how others will react, or seeks to calculate how best to handle work-based issues / tasks.</p> <p>Emphasises accuracy; follows established methods, and maintains set "standards" (or ways of working).</p>

<u>Approach to People</u>	<u>Description of behaviour linked to <i>higher scores</i></u>
Leadership Focus:	Sets priorities and defines requirements, adopting a confident, positive leadership style.
Establishing Direction:	Takes control of situations, asserts his/her own views, and adopts a <i>self-directed</i> approach to tasks.
Personal Reserve:	Maintains high emotional control and deals with people in a calm, controlled manner (6+ are more "detached").
Personal Contact:	Seeks close friendships, personal rapport, and social support - needs interaction with others at work.
Gaining Attention:	Makes a personal impact and obtains acknowledgement or recognition from others. (6+ seek attention /acclaim)
Gaining Approval:	Is responsive to the standards, goals or expectations of his/her manager, colleagues, or other team members.
Team Involvement:	Emphasises interaction with others, usually linked to discussion / consultation with colleagues.
Team Influence:	Makes a direct contribution in meetings or actively influences the team's overall thinking and direction.
<u>Approach to Tasks</u>	<u>Description of behaviour linked to <i>higher scores</i></u>
Speed of Response:	Demonstrates <i>time urgency</i> and concern for making a speedy response, moving quickly towards action.
Seeking Direction:	Obtains guidance or direction, with a preference for structure and feedback from others.
Decision Confidence:	Shows personal conviction making decisions and resolving problems, with a belief that outcomes will be achieved.
Striving for Success:	Establishes his/her own high performance and achievement standards, and sets an example to others
Task Commitment:	Achieves results through personal effort, commitment (and the perseverance to overcome problems).
Task Completion:	Is personally involved in completing one task before moving on to the next, reflecting a more 'step by step' approach.
Confronting Issues:	Deals directly with issues, surfaces problems, and takes an independent stand on questions of principle,
Personal Values:	Expects others to share the same attitudes or principles, and approach things in the same way. <i>Lower scores indicate greater professional objectivity / detachment.</i>