



Habits of Thinking and Action

Indications for...

Test Data

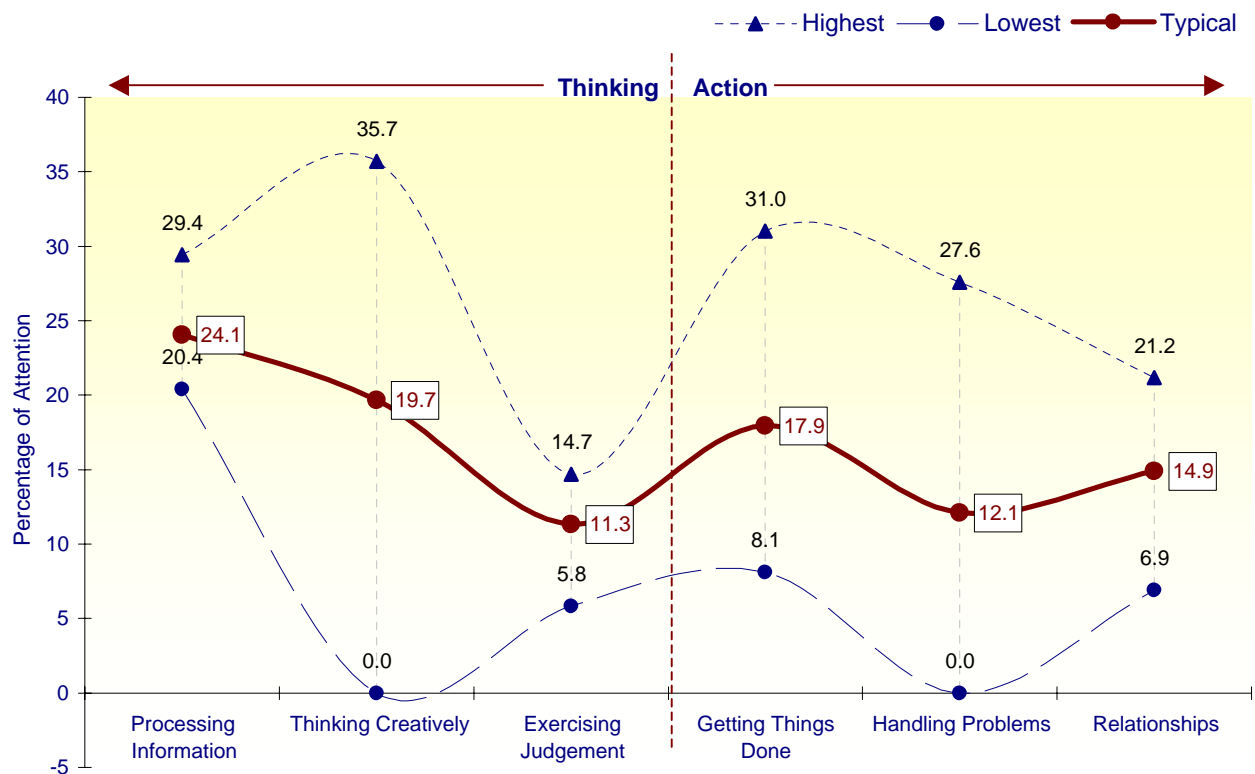
President

Test Organization

Completed on...

March 5, 2001

Attention Envelope: Thinking and Action



Explanation

Processing Information	<i>Working with logic, theories, facts and data</i>
Thinking Creatively	<i>Thinking freely and finding new ideas and options</i>
Exercising Judgment	<i>Setting clear priorities and exercising personal judgment</i>
Getting Things Done	<i>Showing energy, enthusiasm and determination</i>
Handling Problems	<i>Coping with crises and overcoming setbacks</i>
Relationships	<i>Handling people issues and the human angle on events</i>

Continued...



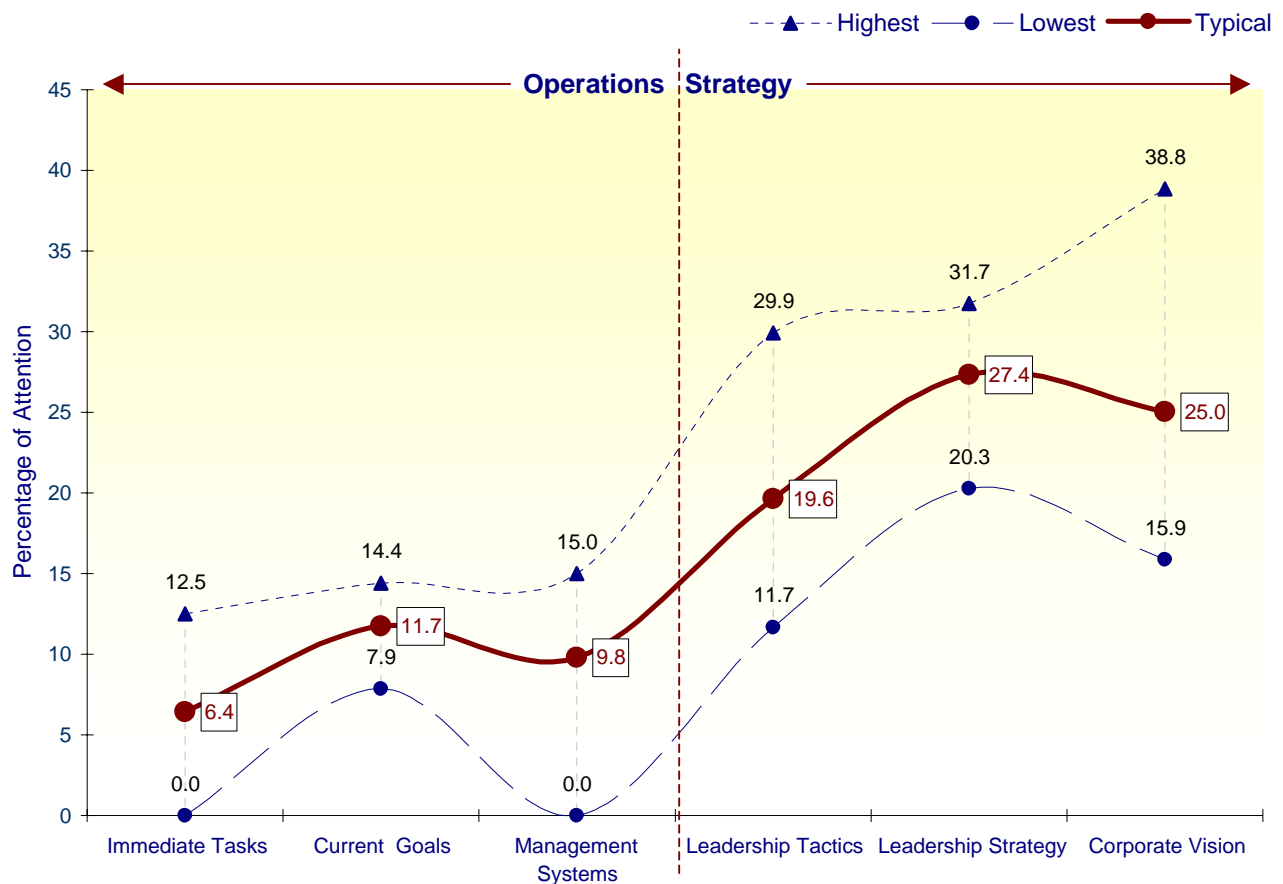
NETTPS™

Habits of Thinking and Action

Test Data

Test Organization

Attention Envelope: Scale



Explanation

Immediate Tasks	<i>Dealing with focused, immediate issues using past precedents</i>
Current Goals	<i>Delivering short-term, operational goals using practical experience</i>
Management Systems	<i>Managing complex systems to deal with ongoing operations</i>
Leadership Tactics	<i>Using trends and patterns to translate strategies into action</i>
Leadership Strategy	<i>Operating and making decisions in a broad, strategic context</i>
Corporate Vision	<i>Looking far, far ahead into visionary possibilities</i>

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Individual Focus Map

Where you will need to concentrate development to match your aspirations and achieve success in the type and scale of work you want.

Focus of Activity	Scale of Leadership					
	Tasks & Projects	On-going Operations	Functional Grouping	Business Unit	Group of Business Units	Total Enterprise
Rational Analysis	x	x	x	x	✓✓✓✓	x
Business Possibilities	x	x	x	x	✓✓✓✓	✓✓
Resource Allocation	x	x	x	✓	✓✓✓✓	✓
Driving Results	x	✓	x	x	✓✓✓	✓
Trouble-shooting	x	x	x	x	✓✓✓	x
Managing People	x	✓✓	✓✓	✓✓✓	✓✓✓✓	✓✓✓

Scale of Leadership

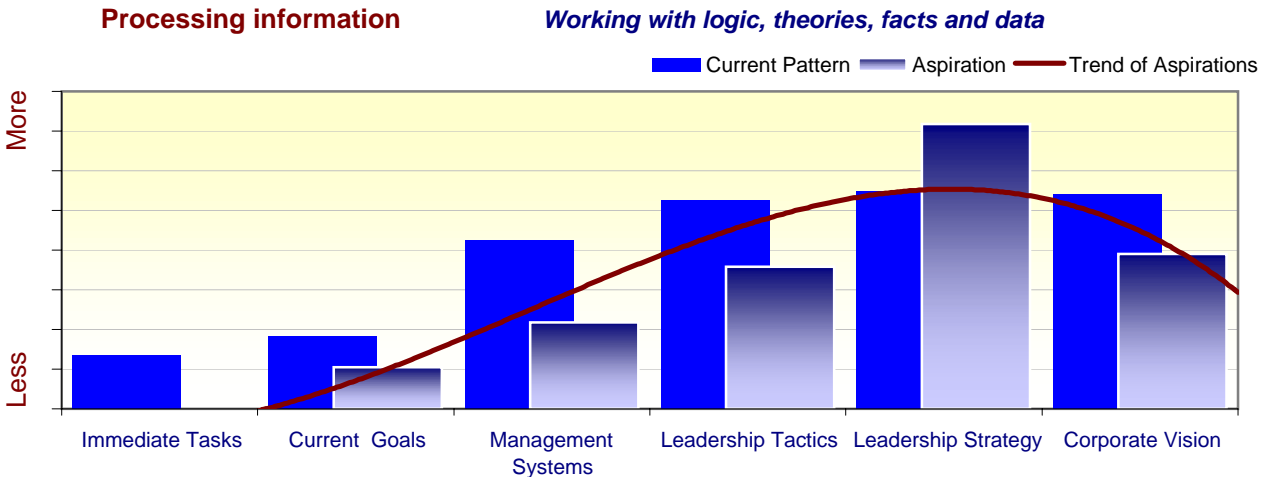
Tasks & Projects	<i>Specific activities, with a clear beginning, direction and desired outcome</i>
On-going Operations	<i>One or more current operations of a business, handled on a daily basis</i>
Functional Grouping	<i>A large grouping of linked operations, handled by a distinct section or department</i>
Business Unit	<i>A complete business unit, containing all the operations needed to function</i>
Group of Business Units	<i>Several discrete business units, usually linked by common ownership</i>
Total Enterprise	<i>A complex enterprise, made up of many different business units needing co-ordination</i>

Focus of Activity

Rational Analysis	<i>Logical, objective analysis of information with most decisions based on that analysis</i>
Business Possibilities	<i>Finding and exploring many organizational options, possibilities and alternatives</i>
Resource Allocation	<i>Taking balanced decisions on priorities and the best use of available resources</i>
Driving Results	<i>Getting things done by showing energy, determination and personal dynamism</i>
Trouble-shooting	<i>Handling tough and risky issues and bringing resolution to crisis situations</i>
Managing People	<i>Building relationships; handling people with sensitivity and insight</i>

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Current Patterns and Aspirations: Thinking

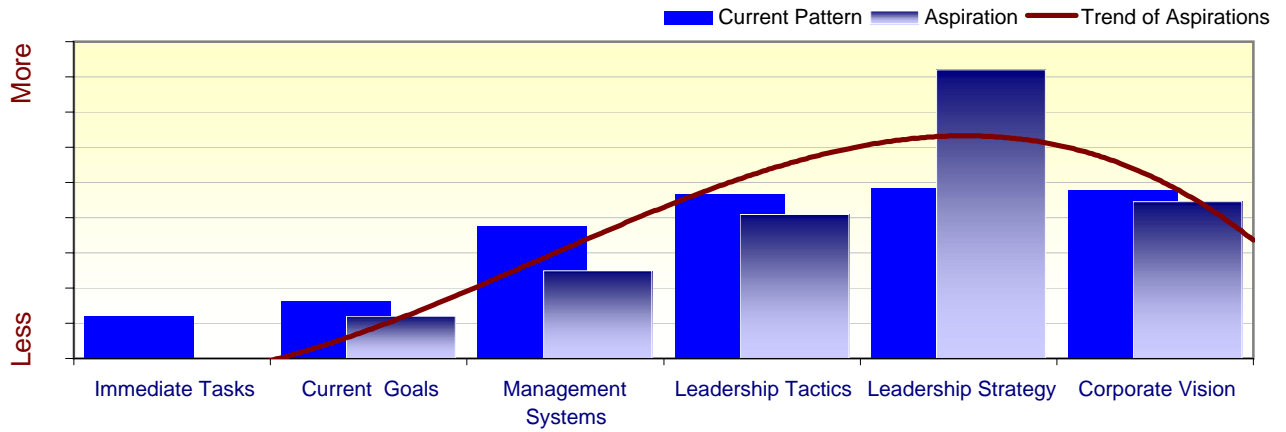


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Current Patterns and Aspirations: Action

Getting things done

Showing energy, enthusiasm and determination



Overcoming Obstacles

Coping with crises and overcoming setbacks



Relationships

Handling people issues and the human angle on events

