



Date: 10/12/2014

AVA Counselor [Bob S Hughes](#)

Bob's fit for VP Sales is: Compatible

Change Job Fit Assignment ▼

Use Jar Profile for... Importance or Frequency or Composite

Bob Values:

- Recognition of personal accomplishments
- Proactive persuasion
- Decisiveness
- Variety of challenges at one time
- A sense of urgency
- Goal setting
- Accountability
- Confidence
- Personal innovation and initiative
- The opportunity to think and move quickly
- The "big picture"
- An opportunity to lead

Bob Could Be Described As:

- Confident
- Lively
- Dynamic
- Interesting
- Dominant
- Charismatic
- Forward
- Initiating
- Vocal
- Spontaneous
- Persuasive
- Independent



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Bob Moves Toward:

- Goal setting, planning, and organizing so business objectives move forward promptly.
- Assuming positions of responsibility and authority.
- Practical, realistic challenges with considerable freedom to establish and achieve goals.
- Opportunities that create a leadership role where the individual can influence, control, and organize the work of others. (social initiative of leadership)
- Freedom to identify and resolve issues that directly effect their ability to meet business goals and objectives.
- Daily contact with others.
- Interaction with key individuals.
- Decisions that involve the new and unfamiliar.
- Operating in a fast paced, diverse, and ever changing environment.

Bob Demonstrates Leadership Through:

- Being very definite, frank, demanding and straight-forward. Decisions will be made swiftly and affirmatively, based on readily available information.
- Charisma and self-confidence.
- Goal orientation, breaking major objectives into component parts, establishing order, making assignments, and establishing accountabilities.
- Exceptional interpersonal skills that enables them to create unity within a diverse group of people. Excellent "Team Skills".
- Timely and meaningful delegation of responsibilities (not just tasks).



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***Bob's Natural Limitations Could Be:
(Job requirements could make these strengths)***

- The lack of need for detail, follow through, and critical review.
- Forceful and dominate. Bob may not collaborate or integrate his thinking with others before decisions are made and plans are implemented.
- Judging and evaluating others in relation to his “way of doing things” rather than being aware of and understanding the unique capabilities and talents that others have to offer.
- The inability to appropriately perceive and meet the closure requirements of others.
- Seeking business objectives and goals with determination, vigor, and enthusiasm that could be viewed as individualistic rather than organizational in nature.

***When Approaching Or Working With Bob,
It Is Important To:***

- Be concise, direct, and to the point within a strategic goal orientation.
- Emphasize the outcomes that will be achieved. Do not dwell on details or the process.
- Have well thought ideas that create multiple scenarios, which will enable expeditious implementation.
- Think and communicate in bullets.



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Bob Feels Stress When:

- Not moving goals and objectives forward as quickly as Bob feels is necessary to successfully meet performance expectations.
- There is an isolation from people and people related activities.
- Bob does not have enough freedom and independence to implement and utilize his ideas, concepts, and strategies.
- Bob is micro managed and must comply to rules and regulations that Bob perceives as having no purpose or value in meeting performance expectation.
- Not having the authority , responsibility, and leadership opportunities that will permit the use of pname exceptional interpersonal and communication skills.
- There is a “perceived” loss of control and/or authority.
- There is a loss of or lack of recognition.
- Bob is dependent on others.

Bob Deals With Stress By:

- Taking charge in a decisive, intense, fast paced, and impatient manner.
- Demanding and expecting personal initiative from others in creating solutions.
- Quickly responding to problems and objections using exceptional verbal fluency.
- Relying heavily on personal expertise, knowledge, and skill.



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Bob Is Motivated By:

- An environment that is incentive-based (personal and financial), challenging, diverse, competitive, and strategic.
- An environment that will permit the use of their exceptional skills at persuading and aligning others behind goals and objectives.
- Having personal ownership in the creation and attainment of goals and objectives.
- Challenge that creates the opportunity for personal achievement and advancement.
- Acceptance by leadership peers as a leader.
- Being judged by results not process or how.
- Individual performance incentives.
- Recognition for personal achievement and accomplishment.