



AVA Individual Fit Report for [Bob S Hughes](#)

Bob's fit for VP Sales is: [Compatible](#)

Change Job Fit Assignment ▼

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

Descriptors of Bob's Natural Behavior:

Your response to the AVA identified the following words that most likely describe you. Review these words. Think about situations where these behaviors are effective and other situations where they are less effective. Which behaviors are likely to help you or hinder you in the attainment of your goals?

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

Bob's Natural Tendencies:

Your response to the AVA identified a number of natural tendencies. Review these descriptions. Think about situations where these behaviors are effective and other situations where they are less effective. Which behaviors are likely to help you or hinder you in the attainment of your goals?

- Thrives on work requiring setting plans into motion to attain results.
- Enjoys the responsibility and social initiative of a leadership role.
- Prefers practical, realistic work demands with considerable freedom to accomplish goals.
- Being forceful and firm, this person takes naturally to goal-setting, planning, and organizing.
- Enjoys making presentations to key management groups, and leads conferences and meetings effectively.
- Gets things moving promptly and works to accomplish fast results.
- Facilitates teamwork, using a positive, persuasive and charismatic approach.
- Skillful at persuading and convincing others to get approval for plans and projects.
- Direct and to-the-point in dealing with others.
- Is competitive and does not like being second best.



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Bob's Operating Style:

When leading or directing the activities of others, you will use a distinctive operating style. Review the description of your operating style. Think about situations where these operating behaviors are effective and other situations where they are less effective. Which operating behaviors are likely to help you or hinder you in the attainment of your goals?

- Enthusiastic, initiating, positive, and persuasive.
- Takes immediate command of situations and takes actions to achieve objectives or attack problems.
- Prefers to direct activities involving practical work demands and the need to meet stringent time deadlines to accomplish realistic goals.
- Makes decisions spontaneously and confidently, based on the readily available information.
- Exhibits skill and self-confidence in persuading and convincing others up and down the chain of command.
- Is a good team leader, using a take-charge, self confident attitude to rally a group in the pursuit of goals.
- Encourages subordinates through the delegation of work and authority.
- Effectively reviews progress toward objectives.
- Is direct, to-the-point and expressive.
- Pushes hard to get projects completed.
- Has high expectations for subordinates.

Bob's Ideal Environment:

This section describes the ideal environment to motivate you; and which is likely to lead to increased effectiveness and job satisfaction on your part. Review these ideal conditions. Highlight those of greatest importance to you and add any other conditions that you find motivating. Review your current environment and identify which conditions are present and which are missing. Which conditions are likely to help you or hinder you in the attainment of your goals?

- Allows the opportunity to express natural leadership skills, particularly among "key" people, to influence, persuade, and convince others in a direct and decisive manner.
- Recognizes the need to take part in a wide range of activities requiring effective organization and planning skills to accomplish goals.
- Encourages strong interaction with people, where the discussions are practical and meaningful in nature.
- Acknowledges drive to assume responsibility, authority, and the social initiative required of a leadership position.
- Allows for open expression of ideas and feelings.
- Provides clear and challenging tasks and assignments.
- Has a high degree of freedom to act.
- Recognizes his efforts and achievements.