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## AVA Management Tips 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

Because people are different, we need to personalize the dialogue and motivation strategies in order to be successful.

Based on Bob's natural AVA behavioral style and fit to the job some of these management tips will be more relevant than others.

Highlight one to three strategies with the greatest potential for positively impacting performance, and incorporate them into an action plan.

### ***How to Manage Bob:***

- Help to modify independent style by suggesting alternatives and by encouraging flexibility.
- Help "tone down" enthusiastic style when dealing with reserved people.
- Challenge with tough but attainable goals.
- Clearly define goals and boundaries, but allow autonomy in the execution of the job.
- Acknowledge this person's desire for power and authority by recognizing the unique, innovative nature of ideas, contributions and results.
- Recognize the person's desire to work with and through people; and his ability to influence and persuade others.
- Recognize his efforts and achievements.
- Recognize the need to have a great deal of variety in his work.
- He will enjoy being in the "spotlight".
- Recognize person's need to move quickly and to operate as a "change agent".