



# ENTERPRIZE QUESTIONNAIRE

Strictly Confidential Individual Assessment Report

The purpose of the assessment has been to provide further information to assist with the career development of :

## Mr. Sam Sample

On: Friday, 13 July 2012

Prepared by



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## Confidentiality

This document is confidential. As the candidates name is on the cover sheet, the need for confidentiality must be recognised, accepted and maintained.

This report must be used appropriately and stored securely. This report must be only accessible to authorised personnel involved in the selection, promotion or development activities relating to the individual on the cover sheet.

Should a report be required at a later date, it can be obtained without further cost, from Psych Press archives.

# About the Report

## Purpose

This report has been generated to objectively identify an individual's level of creativity and innovation within the workplace. The information presented report will assist managers to make appropriate personnel decisions and recommendations.

## Overview

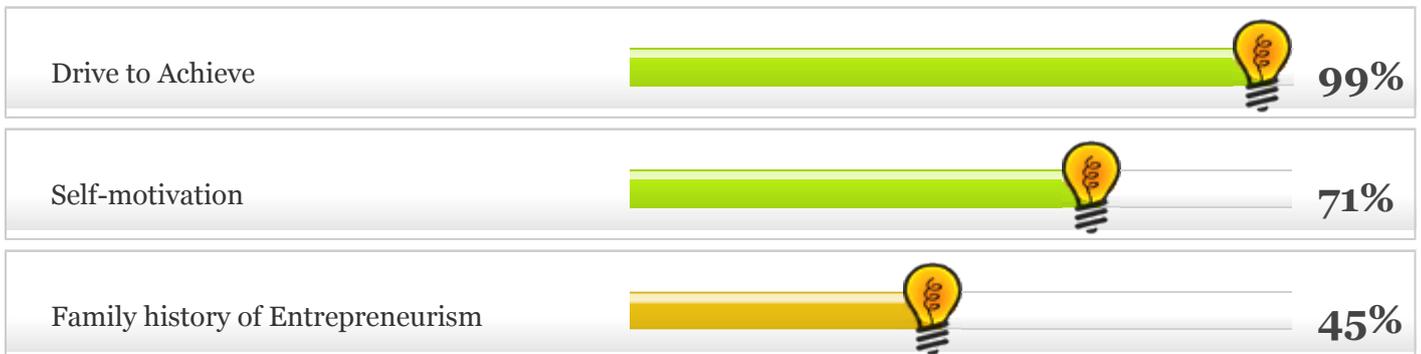
This report contains Mr. Sam Sample's results from the Enterprize™ Questionnaire. The Enterprize™ questionnaire identifies to what extent an individual possesses 9 research-based attributes of an innovative individual. The three scales measured are motivation, business vision and personality, creativity and working style.

## Cross validation

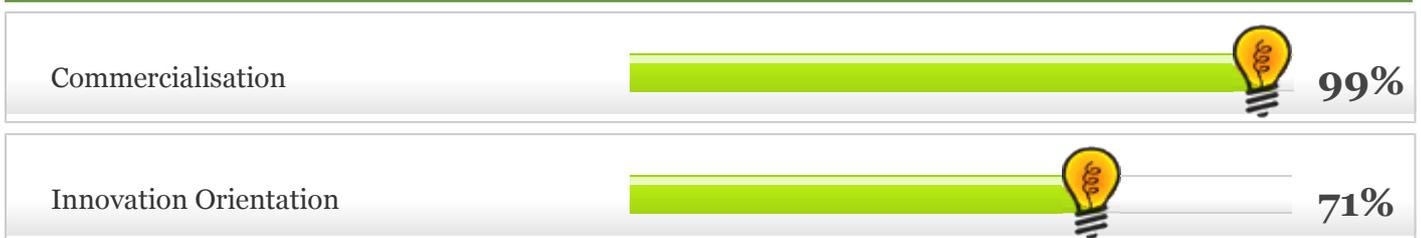
In order to assist in making informed business decisions, we recommend supplementing the Enterprize™ Questionnaire with screening tools such as behaviourally based interviews and structured reference checking.

## Enterprize Profile

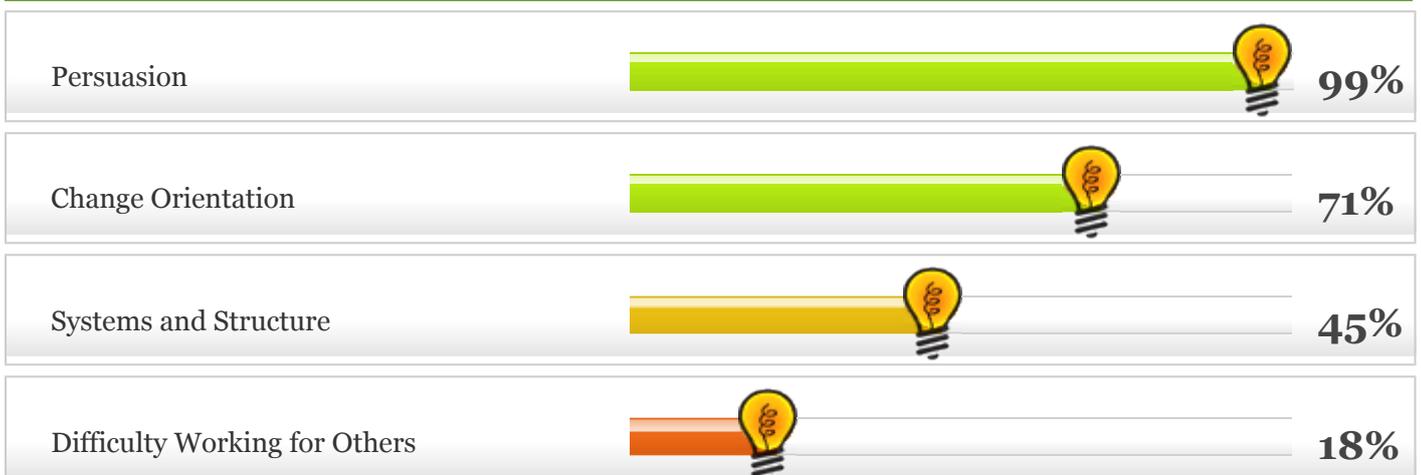
### Motivation



### Business Vision



### Personality, Creativity & Working Style



## Motivation Scales

The motivation scale identifies three factors that would motivate an individual to pursue a career in an innovative role. Individuals who are innovative and entrepreneurial tend to be drawn to innovative roles to pursue personal needs, desires, and drives. Consequently, innovative individuals tend to seek out environments that provide them the opportunity to achieve those ambitions. Additionally, individuals with a family background in business tend to be drawn to innovative roles.

### Drive to Achieve

Not motivated by the need to achieve, nor drawn to innovative business environments

99%

Motivated by the desire to achieve. Tend to be high performers who are persistent and determined.

LOW  HIGH

### Self-motivation

Motivated by personal enjoyment rather than notations of success established by society.

71%

Motivated toward achievement by the desire and enjoyment of proving others wrong.

LOW  HIGH

### Family history of Entrepreneurism

No family experience in business

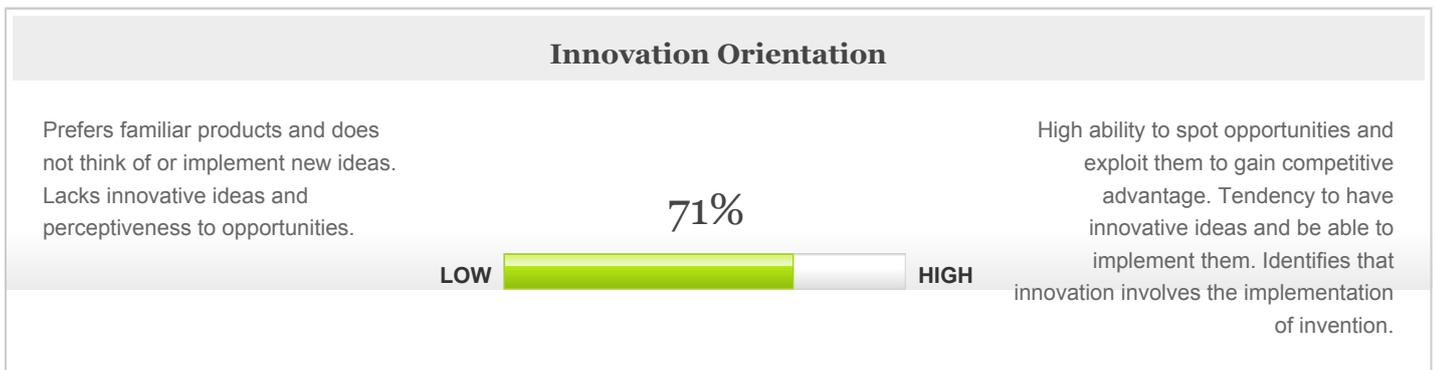
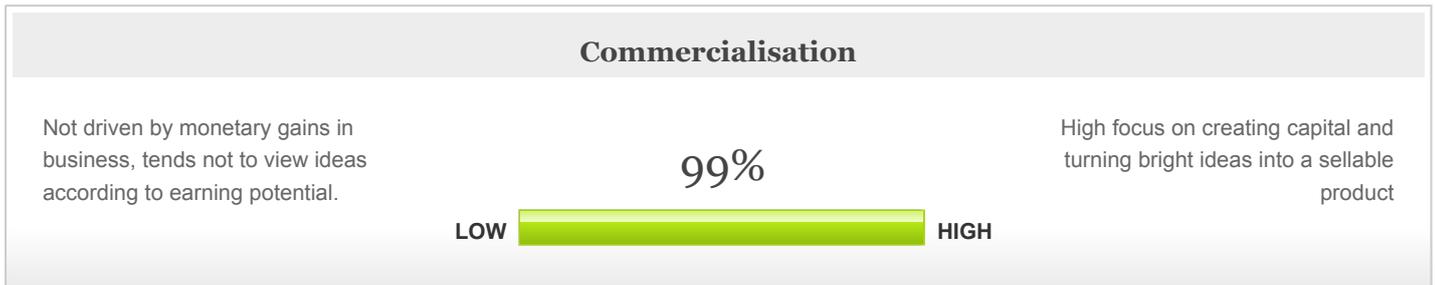
45%

Extensive family involvement in successful business ventures

LOW  HIGH

# Business Vision Scales

The following scale assesses the candidate's understanding of the business environment in terms of the role of product development and marketing in business, and his views toward innovation and the implementation of new ideas in a company.



## Personality, Creativity & Working Style Scales

This category identifies the candidate's individual level of leadership, individuality, creativity and flexibility. Four different aspects are measured, which reflect his thinking and behavioural styles in the innovative commercial realm. Additionally, the candidate's working preferences and his level of comfort working within a structured environment are measured.

### Persuasion

Less likely to influence others and prefers to keep opinions to themselves. Finds it difficult to persuade others to implement ideas.

LOW

99%

HIGH

Ability to 'infect' people with a vision and influence people to get on board with new ideas. Prepared to voice strong opinions

### Change Orientation

Preference for familiarity and sticking with the same business strategy they are used to.

LOW

71%

HIGH

Preference for dynamic environments and embraces change as a business strategy

### Systems and Structure

Preference for predictable, structured environments and happy to abide by rules.

LOW

45%

HIGH

Likely to feel restricted by, and therefore deviate from conventional rules and regulations

### Difficulty Working for Others

Preference for working in a structured environment for someone else.

LOW

18%

HIGH

Resistant to following others' ideas

## Summary

The results show Mr. Sample has a very strong propensity toward innovation in business. It appears he has a strong managerial interest in pursuing and implementing new and innovative business ideas. He also reports a higher aptitude for identifying and exploiting commercial opportunities which others may neglect.

Based on his responses, it seems Mr. Sample values creativity and believes that encouraging and following through with new ideas is essential for the success of any business. His profile suggests he possesses a strong focus and will persist with ventures until something of meaning or value is achieved.

Mr. Sample may experience difficulty working for others and may not consider making friends at work a priority. He values influence, control over his environment, new ideas, and products; while requiring freedom to artistically express his ideas.

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## Recommendations

In order to take full advantage of Mr Sam Sample's skills and harness his innovative potential he needs to be in an environment which allows him the creative independence he thrives on

- He would be suited to a position which allows the freedom to take risks in order to pursue and implement new and innovative business ideas independently
- He has a high need for organisational flexibility, and will be best placed in an unstructured role which provides opportunities to identify and capitalise on commercial opportunities
- He will be most efficient in a leadership role, although he will need encouragement to work as part of a leadership or management team.

Please click on the following link to view your interactive report in HTML:

<https://www.careeringahead.com.au/results/Enterprize/report.asp>