

Thank you for completing the DrakeP3 Candidate Survey. Your responses have been successfully saved, and your session has now ended.

Please find your Survey Summary report below.

Summary **This is great content for your resume or LinkedIn Profile!**

You are very patient, dependable and steady. You possess a well-developed sense of self-reliance and the ability to see the fundamental points in an issue. When time or energy is wasted, you respond disapprovingly. Your warm and friendly nature is best served in one-on-one relationships. You use persuasion when influencing people to help you accomplish your goals.

Communication Style **Knowing how to describe your communication skills is very useful in interviews.**

Nick, you are an attentive and perceptive listener. You tend to be sensitive to other people's feelings. When speaking, you avoid conflict by choosing your words carefully. You are especially skillful at maintaining harmony. Your style of persuasion is diplomatic and tactful.

Also, Nick, you respond to people with flexibility and open-mindedness. You relay a tone that is uninhibited, creative, and, at times, quite independent.

Your style of communication is easy-going and indirect. You express yourself in a calm, caring, and consistent manner.

Nick, you feel that cooperation and teamwork are very important, and you set clear time frames to complete projects. You plan actions carefully, allow for time considerations, and maintain harmonious relations with colleagues.

You function best when reporting to a strong leader. You are good at prioritizing work, establishing routines, and getting things done on time.

Leadership Style **If you're applying for a management role, knowing your leadership style is very useful.**

You perform your leadership role by accepting whatever comes your way, by adjusting to it and then pushing ahead with persistence. You regard timing as very important and this is reflected in your expertise in planning and then in pursuing your goals. You freely delegate both authority and details. You like to find new and different methods of accomplishing projects. You require some time to be alone to think matters through.

Conscientiousness

You understand the need for personal discipline, competence and determination when it comes to accomplishing your goals. Achieving excellence is important to you. Your orientation towards achievement is supported by your positive personal motivations.


Motivational Needs **This section is great for the dreaded "What are your strengths and weaknesses?" question.**

Nick, you tend to be motivated when your personal efforts contribute to overall organizational goals. You prefer that your organization's structure be secure and steady. You desire to work in an environment distinguished by teamwork and compatibility. You are most productive in a harmonious, cooperative, and stable work environment. You respond positively when encouraged to use creativity in projects, and when there are no sudden changes in pace or workload.

You can be demotivated if excessive pressure is exerted on you at the last minute. Personality conflicts among co-workers can negatively impact your productivity. You may be less motivated in environments of rapid or sudden change. You can be frustrated by unrealistic expectations, or by frequent interruptions.

Primary Motivators

- An environment where there is harmony and cooperation.
- A minimum of conflicts and a steady, stable structure.
- A pace set for you with no sudden or abrupt changes.
- Forewarning of changes so that there is sufficient time to adjust.
- Encouragement in regard to creativity.
- Knowing how your personal efforts contribute to overall goals.
- Validation of self-worth.

 **This part of the report is very useful to help identify what sort of workplace culture would suit you best.**

Primary Demotivators

- Constantly pressured at the last minute.
- There are too many personality conflicts.
- There are too many sudden changes.
- Expectations are too high and/or not clear.