

Jess McClelland

Supervisor Match for Specialist with Clyde Johnson

JCM

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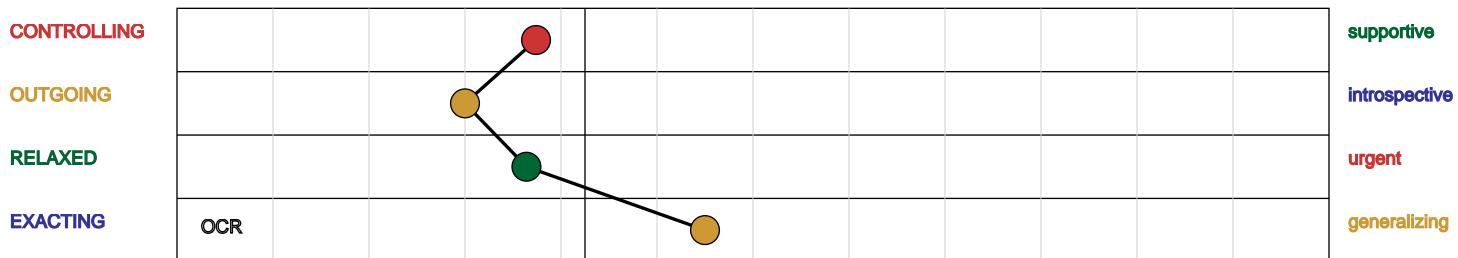
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## Table of Contents

NATURAL STYLE PROFILE COMPARISON	2
AREAS OF NATURAL MATCH	2
AREAS OF POTENTIAL FRICTION	3

## Natural Style Profile Comparison

Jess McClelland Natural Style Profile Chart



( Specialist ) Clyde Johnson Natural Style Profile Chart



## Areas of Natural Match

The following indicates predicted relationship strengths or natural match areas of working easily together:

- Clyde will be a natural leader for Jess and will give directions easily. Clyde's authority will probably be readily accepted as long as Jess is given clear outcomes to achieve.
- Clyde will probably naturally provide Jess with personal connections and be a motivational force for Jess. There may be times when Clyde feels he would like more feedback or communication from Jess. Clyde's social nature should allow Clyde to manage and champion Jess effectively. Clyde will probably delegate easily to Jess, so he can focus on specific tasks he was hired to do.
- Clyde will find Jess to be a reliable quality-oriented person he can delegate important projects to and know they will be followed through. Jess may, at times, feel he does not receive as much specific training as would be desirable.
- Both will be innovative, big-picture problem solvers who like to delegate routine details. They will solve problems on the same intuitive wavelength.
- Clyde will naturally lay out expectations, specific tasks and goals for Jess.

- Clyde will probably offer the proactive guidance Jess would naturally expect from a supervisor.

### Areas of Potential Friction

Potential friction may arise or result in more challenging relationships in the following:

- Clyde may feel Jess is not sufficiently action-oriented and quick-thinking. Jess may feel Clyde unnecessarily pressures for action.
- Clyde may not realize how directly he comes across and may inadvertently step on Jess's toes when communicating directives or feedback.
- Jess probably has more energy than Clyde. Jess may become bored or de-motivated if there is not sufficient challenge and stimulation in the environment. Clyde may not fully recognize Jess's full potential, which could frustrate Jess.
- It appears that both may presently be experiencing significant stress. This could leave both with less patience for the training process than desirable. Clyde may have higher unstated expectations of Jess than might be reasonable, given Jess's current reserve and Clyde's patience level.