

JCM Consulting

Group Match:

Group Match

June 02, 2007



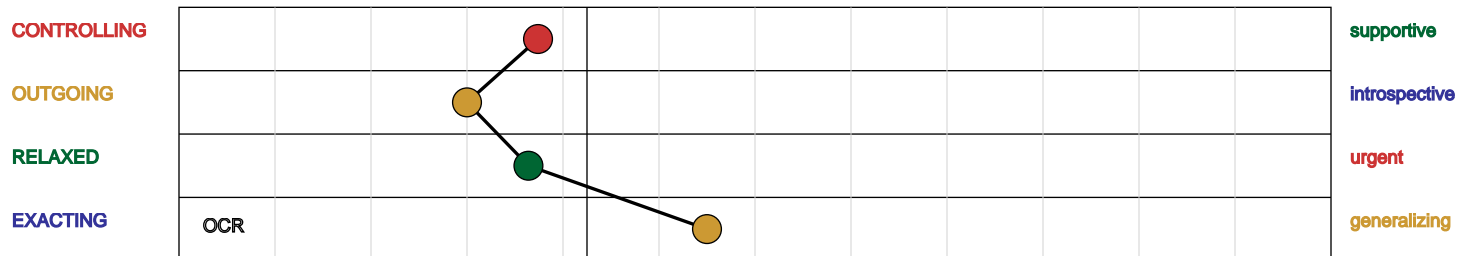
JCM

175 W 200 South, Suite 3006, Salt Lake City, UT 36041

Phone: 801.322.3700

Upline Report for Jess McClelland

Jess McClelland Natural Style Profile



Clyde Johnson Natural Style Profile



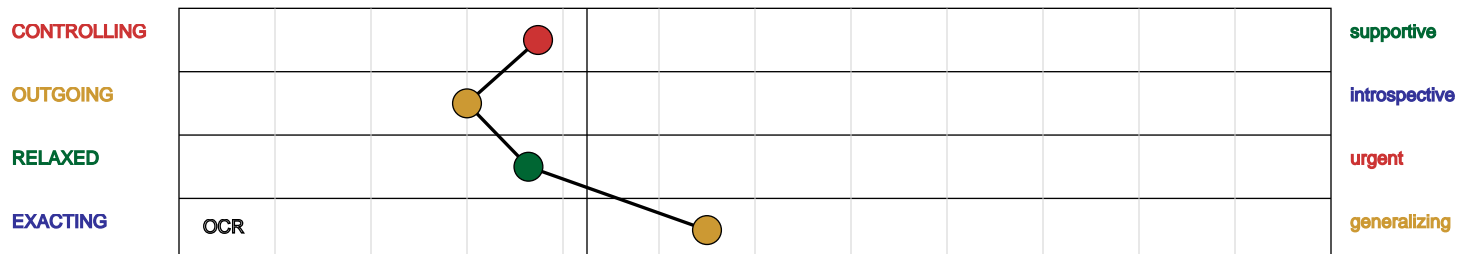
Predicted Interactions

- Clyde probably recognizes Jess to be a reliable and quality-oriented individual, and he can trust Jess to complete or start important projects, knowing they will be followed through. When Jess asks Clyde in a straightforward "executive summary" checklist for the missing information Jess needs to either get started or complete a task, this extra effort will probably help communications and won't annoy Clyde.
- Clyde's leadership style may be actually welcomed as long as Jess is involved in the decisions and plans. Jess may want to let Clyde know about special or specific skills or talents that would help Clyde or the team accomplish goals. The more Jess emphasizes tangible accomplishments and successes the easier it will be for Clyde to appreciate and respect Jess.
- It appears both have sufficient change readiness to listen to each others' perspectives and ideas and productively discuss any differences that may arise. Paying attention to schedules and timing needs, will enhance receptivity to each other's plans.

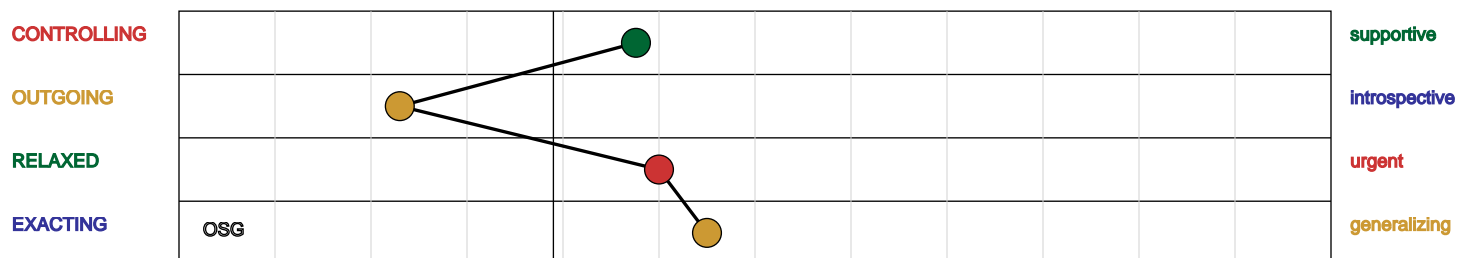
- Jess may want more time to himself for introspection and analysis than Clyde may think is necessary and Clyde may unintentionally push Jess into more intense social situations than Jess is comfortable in or desires. There may be times when Clyde feels he is not getting sufficient feedback or communication. *Jess should be attentive to express himself and not withhold information from Clyde, even offer more information, especially of a personal connection nature to accounts, than Jess might typically think is necessary. Clyde may misunderstand when Jess retreats into his quiet personal space; things may work best if Jess can express that he appreciates that Clyde cares and wants to know what is going on. Jess should proactively arrange to give Clyde brief, yet frequent updates. Asking Clyde if there is anything else he needs to know at the end of each "update" may be a good way to bring closure and communication satisfaction to Clyde's strong people curiosity.
- Clyde's leadership style may be actually welcomed as long as Jess is involved in the decisions and plans. Jess may want to let Clyde know about special or specific skills or talents that would help Clyde or the team accomplish goals. The more Jess emphasizes tangible accomplishments and successes the easier it will be for Clyde to appreciate and respect Jess.

Peer Report for Jess McClelland

Jess McClelland Natural Style Profile



Mike Johnson Natural Style Profile

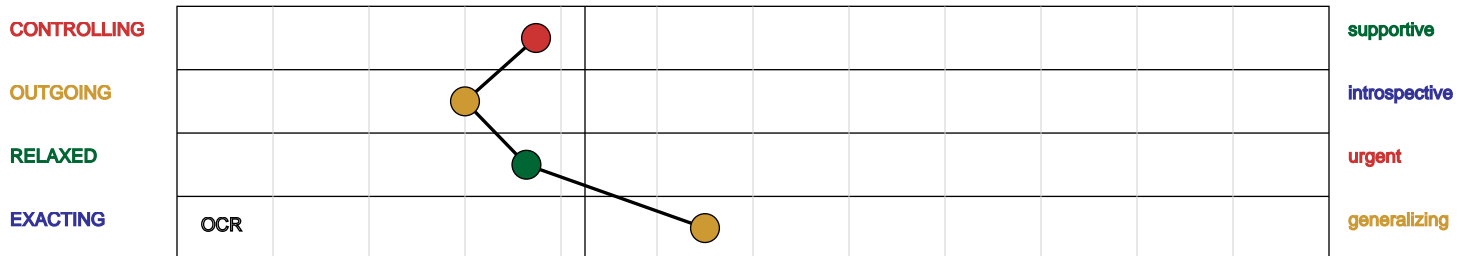


Predicted Interactions

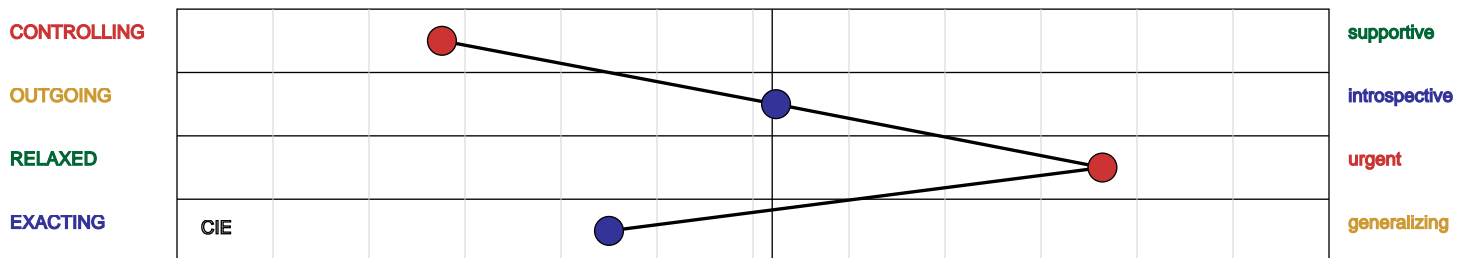
- Both will be expressive communicators and will probably share feedback openly. They will both be coordinators of people and probably enjoy being involved in socially related activities.
- Both will be big-picture oriented, brainstorm well, and want to delegate routine details. As long as there is someone to delegate to, they will be great activity initiators and colleagues

Peer Report for Jess McClelland

Jess McClelland Natural Style Profile



Danny Johnson Natural Style Profile



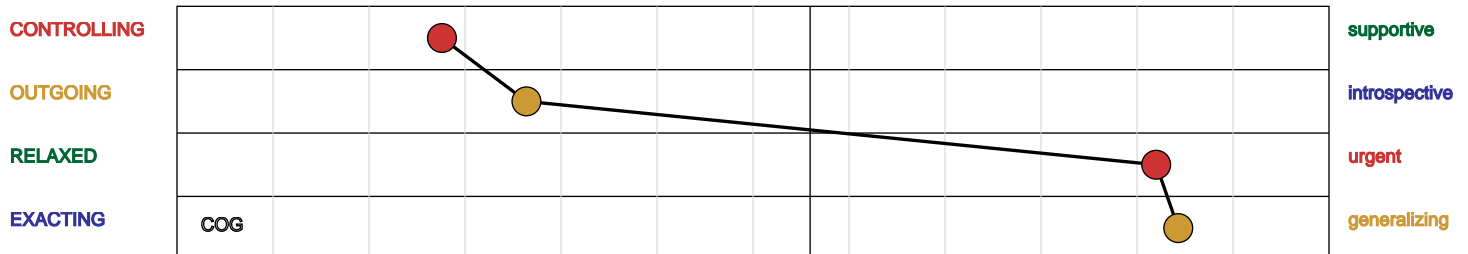
Predicted Interactions

- It appears both have sufficient change readiness to listen to each others' perspectives and ideas and productively discuss any differences that may arise. Paying attention to schedules and timing needs, will enhance receptivity to each other's plans.
- Danny may not communicate as much as Jess would like. Until Jess gets to know Danny on a one-on-one basis, information won't be shared as readily and unproven trust may hamper team work. Jess may find Danny's style impersonal at first. *While Jess may talk too much or is more socially involved than Danny may find comfortable, making an effort to communicate the human-side of activities and group members may be helpful in developing a strong, trusting relationship with Jess. There is the possibility that Jess might criticize Danny for incomplete communications, which could hurt Danny's feelings. The less personally Danny can take Jess's expressions a little less literally and more from a bigger picture or even slightly exaggerated standpoint, the better.

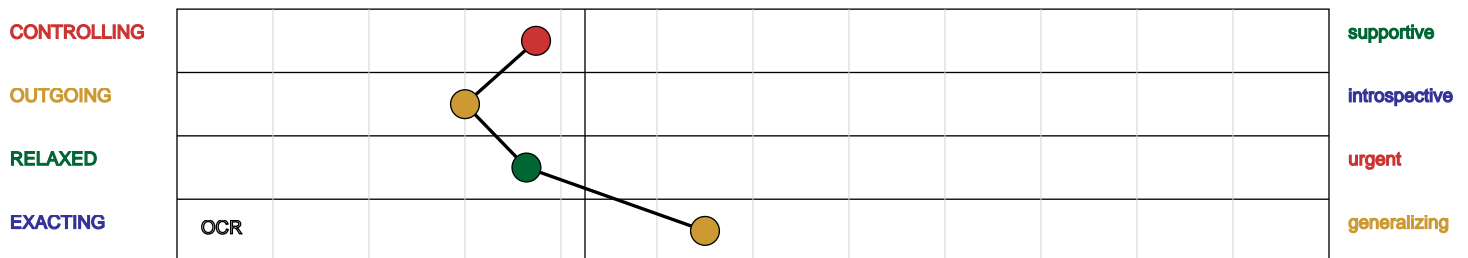
- Danny probably has a stronger sense of detail and specifics than Jess. At times, Danny may wish that Jess would be more cautious and pay attention to details to avoid making careless mistakes that Danny may feel are unnecessary. *If Jess feels their relationship or discussion is becoming too restrictive or that he is judged excessively, he might bring Danny closer to the "same page" by outlining the big picture and asking for feedback on priorities and necessary steps to accomplish the goals/activities. Jess may come across to Danny as being flippant or irresponsible if Jess doesn't acknowledge the importance of the details to accomplish the overall outcomes. Jess may feel Danny can become overly involved in Jess's activities. Asking Danny to step back to give Jess the freedom to explore, even make mistakes, trust may develop more easily. Defining and agreeing to which activities their particular focuses would best allow for complementary teamwork.
- Danny may feel Jess is not sufficiently action-oriented and quick-thinking to keep up. Jess may feel unnecessarily pressured by Danny and could slow down to make a point, from time to time. *The clearer they both are in establishing timeframes and understanding they operate at different paces, the less friction they will experience in working together. When Danny delineates that he is more sensitive to short term requirements and appreciates that Jess has a longer term perspective, they can probably work in a positive, supportive and productive manner.

Manager Report for Clyde Johnson

Clyde Johnson Natural Style Profile



Jess McClelland Natural Style Profile



Predicted Interactions

- Clyde will find Jess to be a reliable quality-oriented employee he can delegate important projects to and know they will be followed through. Clyde may provide Jess with the big picture background. Clyde may not provide details or specifics that Jess may desire, so if Clyde will delegate the task of setting up a check list of the items Clyde needs to properly coach Jess, they can work naturally and in a positive arrangement.
- Clyde will be a natural leader for Jess and will give directions easily. Clyde's authority will probably be readily accepted as long as "turf" has been delineated, agreed upon and Jess respects Clyde's authority, communication with others and expertise.
- It appears both have sufficient change readiness to listen to each others' perspectives and ideas, as well as productively discuss any differences that may arise. Paying attention to schedules and timing needs, will enhance receptivity to each other's plans.
- There may be times when Clyde feels he is not getting sufficient feedback or communication to properly supervise Jess and may feel suspicious in time that Jess is not managing his area appropriately. Jess may feel that he does not have enough leeway to do the job in his own style, which may include more introspection and analysis than Clyde may think is necessary. *If Clyde sets regular one-on-one coaching meetings with an agenda of topics Jess should address for Clyde's overall sense of feedback and competence on Jess's area, Jess might feel more supported.

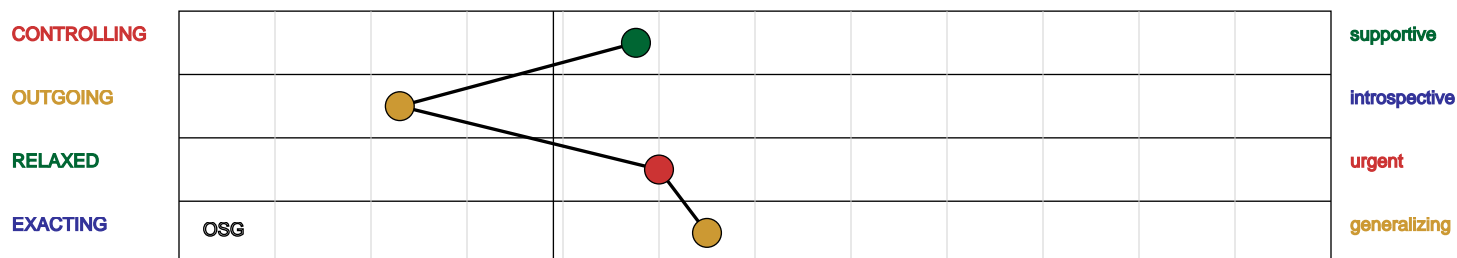
- Clyde will be a natural leader for Jess and will give directions easily. Clyde's authority will probably be readily accepted as long as "turf" has been delineated, agreed upon and Jess respects Clyde's authority, communication with others and expertise.

Manager Report for Clyde Johnson

Clyde Johnson Natural Style Profile



Mike Johnson Natural Style Profile

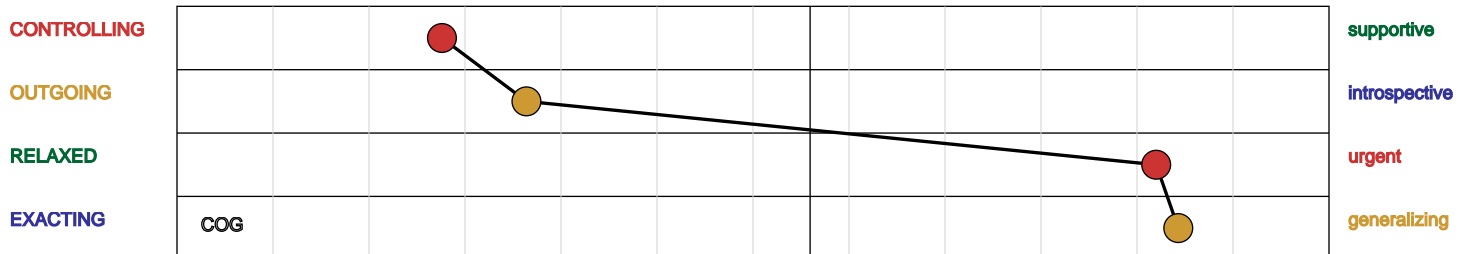


Predicted Interactions

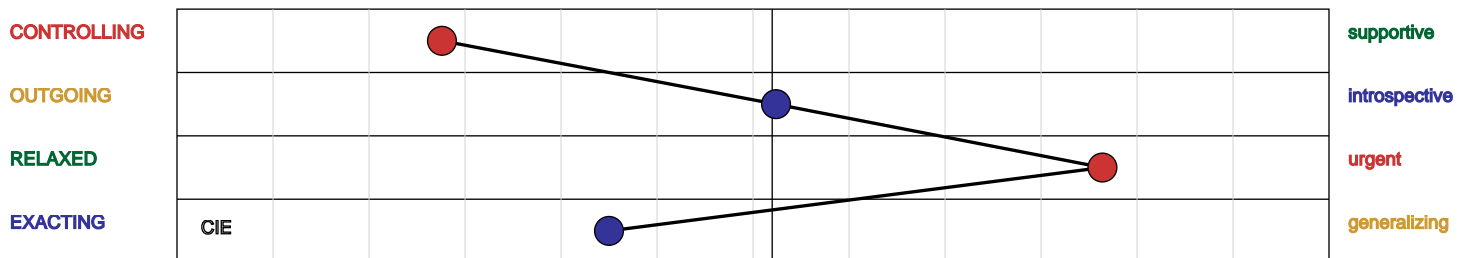
- Clyde will find Mike to be a reliable quality-oriented employee he can delegate important projects to and know they will be followed through. Clyde may provide Mike with the big picture background. Clyde may not provide details or specifics that Mike may desire, so if Clyde will delegate the task of setting up a check list of the items Clyde needs to properly coach Mike, they can work naturally and in a positive arrangement.
- Clyde will be a natural leader for Mike and will give directions easily. Clyde's authority will probably be readily accepted as long as "turf" has been delineated, agreed upon and Mike respects Clyde's authority, communication with others and expertise.
- There may be times when Clyde feels he is not getting sufficient feedback or communication to properly supervise Mike and may feel suspicious in time that Mike is not managing his area appropriately. Mike may feel that he does not have enough leeway to do the job in his own style, which may include more introspection and analysis than Clyde may think is necessary. *If Clyde sets regular one-on-one coaching meetings with an agenda of topics Mike should address for Clyde's overall sense of feedback and competence on Mike's area, Mike might feel more supported.
- Clyde will be a natural leader for Mike and will give directions easily. Clyde's authority will probably be readily accepted as long as "turf" has been delineated, agreed upon and Mike respects Clyde's authority, communication with others and expertise.

Manager Report for Clyde Johnson

Clyde Johnson Natural Style Profile



Danny Johnson Natural Style Profile

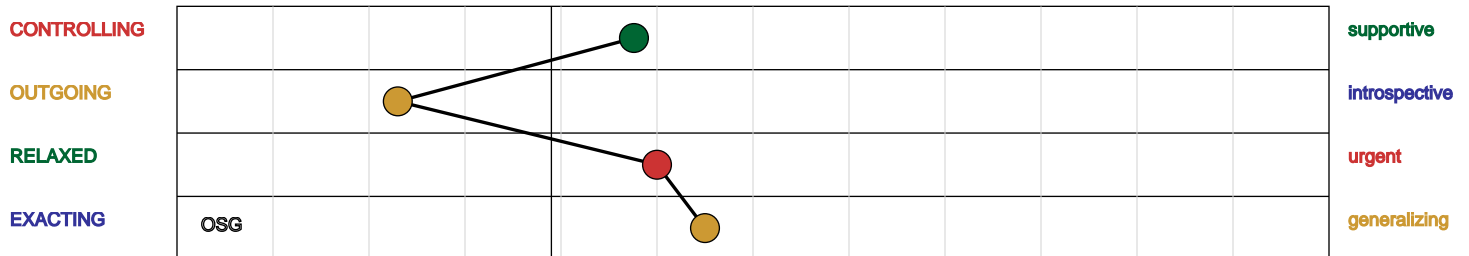


Predicted Interactions

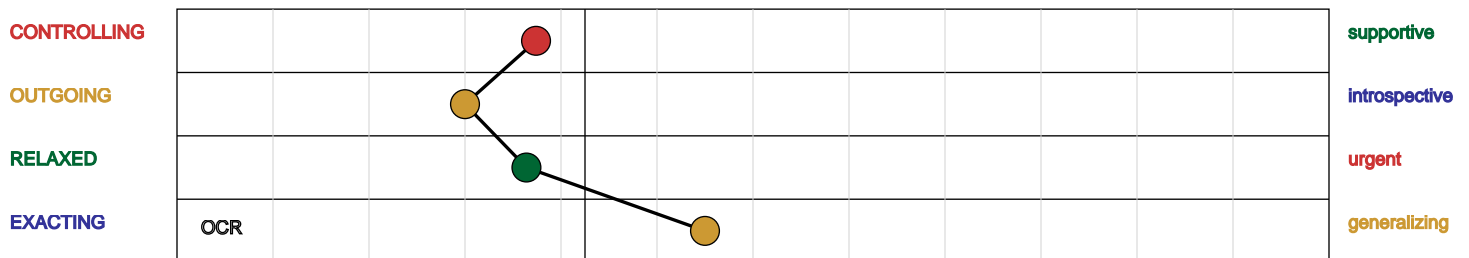
- Both are strong decision makers. Danny will work well autonomously and Clyde will probably appreciate low maintenance supervision with accomplishment-based check-ins. Limits to Danny's authority would best be explicitly stated at the outset of the relationship to avoid a power struggle or having Clyde discover that far reaching decisions have been made by Danny that might overstep job expectations.
- Both move at the same fast, action-oriented pace and probably use the same no-nonsense approach to meeting deadlines.
- Clyde will find Danny to be a reliable quality-oriented employee he can delegate important projects to and know they will be followed through. Clyde may provide Danny with the big picture background. Clyde may not provide details or specifics that Danny may desire, so if Clyde will delegate the task of setting up a check list of the items Clyde needs to properly coach Danny, they can work naturally and in a positive arrangement.
- It appears both have sufficient change readiness to listen to each others' perspectives and ideas, as well as productively discuss any differences that may arise. Paying attention to schedules and timing needs, will enhance receptivity to each other's plans.

Peer Report for Mike Johnson

Mike Johnson Natural Style Profile



Jess McClelland Natural Style Profile

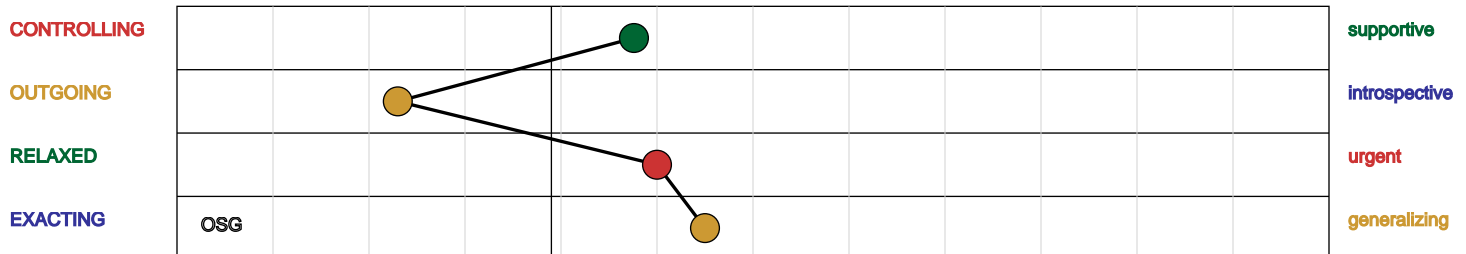


Predicted Interactions

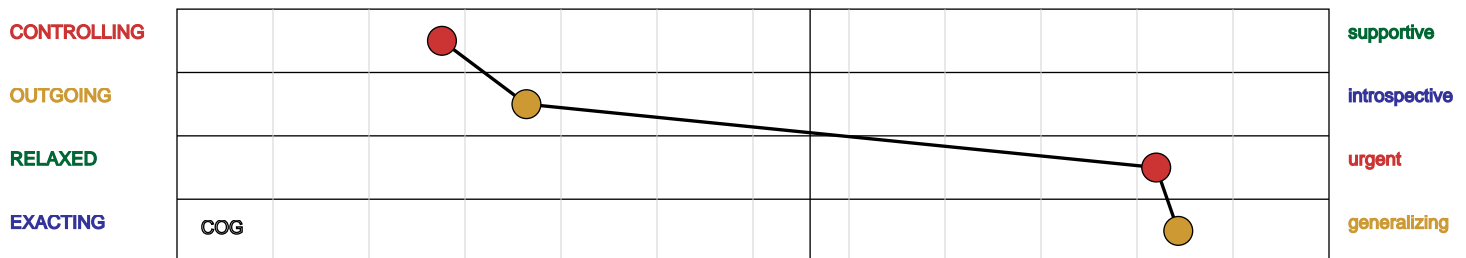
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Upline Report for Mike Johnson

Mike Johnson Natural Style Profile



Clyde Johnson Natural Style Profile



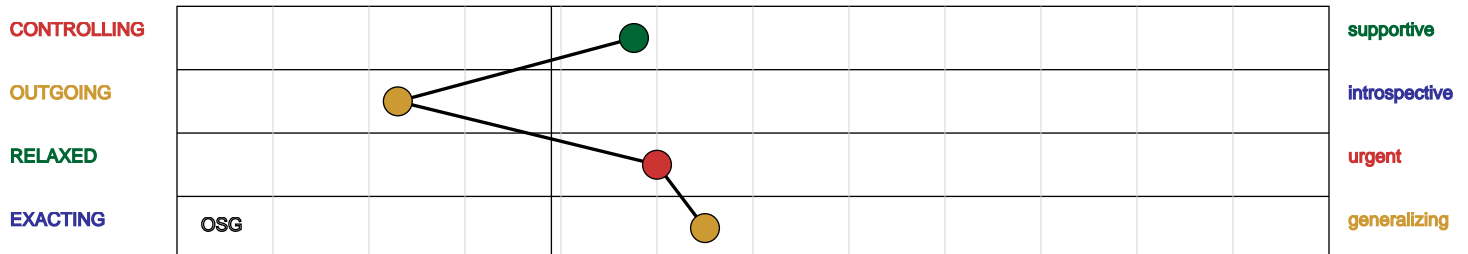
Predicted Interactions

- Clyde probably recognizes Mike to be a reliable and quality-oriented individual, and he can trust Mike to complete or start important projects, knowing they will be followed through. When Mike asks Clyde in a straightforward "executive summary" checklist for the missing information Mike needs to either get started or complete a task, this extra effort will probably help communications and won't annoy Clyde.
- Clyde's leadership style may be actually welcomed as long as Mike is involved in the decisions and plans. Mike may want to let Clyde know about special or specific skills or talents that would help Clyde or the team accomplish goals. The more Mike emphasizes tangible accomplishments and successes the easier it will be for Clyde to appreciate and respect Mike.

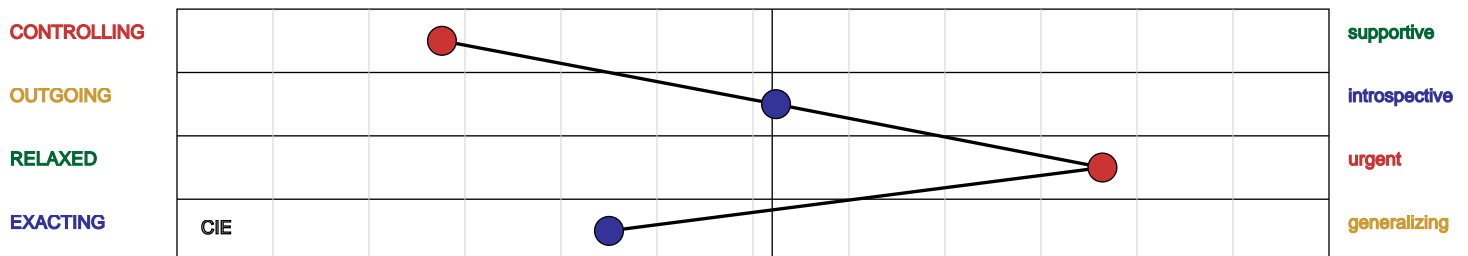
- Mike may want more time to himself for introspection and analysis than Clyde may think is necessary and Clyde may unintentionally push Mike into more intense social situations than Mike is comfortable in or desires. There may be times when Clyde feels he is not getting sufficient feedback or communication. *Mike should be attentive to express himself and not withhold information from Clyde, even offer more information, especially of a personal connection nature to accounts, than Mike might typically think is necessary Clyde may misunderstand when Mike retreats into his quiet personal space; things may work best if Mike can express that he appreciates that Clyde cares and wants to know what is going on. Mike should proactively arrange to give Clyde brief, yet frequent updates. Asking Clyde if there is anything else he needs to know at the end of each "update" may be a good way to bring closure and communication satisfaction to Clyde's strong people curiosity.
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Peer Report for Mike Johnson

Mike Johnson Natural Style Profile



Danny Johnson Natural Style Profile



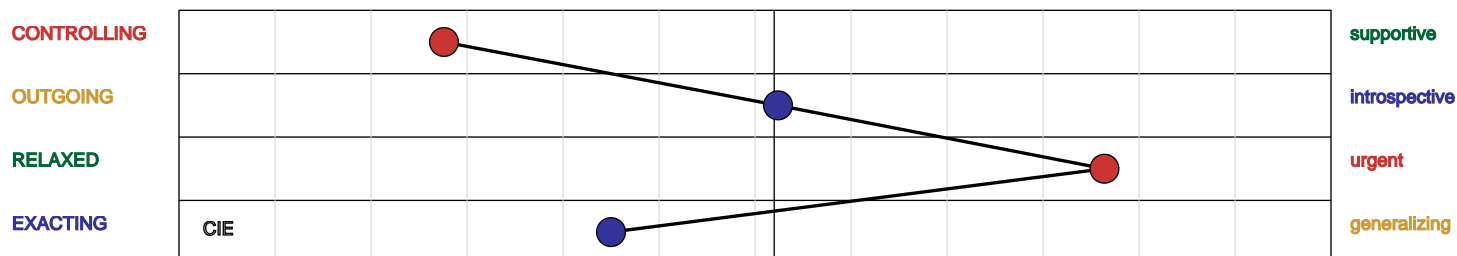
Predicted Interactions

- Danny may not communicate as much as Mike would like. Until Mike gets to know Danny on a one-on-one basis, information won't be shared as readily and unproven trust may hamper team work. Mike may find Danny's style impersonal at first. *While Mike may talk too much or is more socially involved than Danny may find comfortable, making an effort to communicate the human-side of activities and group members may be helpful in developing a strong, trusting relationship with Mike. There is the possibility that Mike might criticize Danny for incomplete communications, which could hurt Danny's feelings. The less personally Danny can take Mike's expressions a little less literally and more from a bigger picture or even slightly exaggerated standpoint, the better.

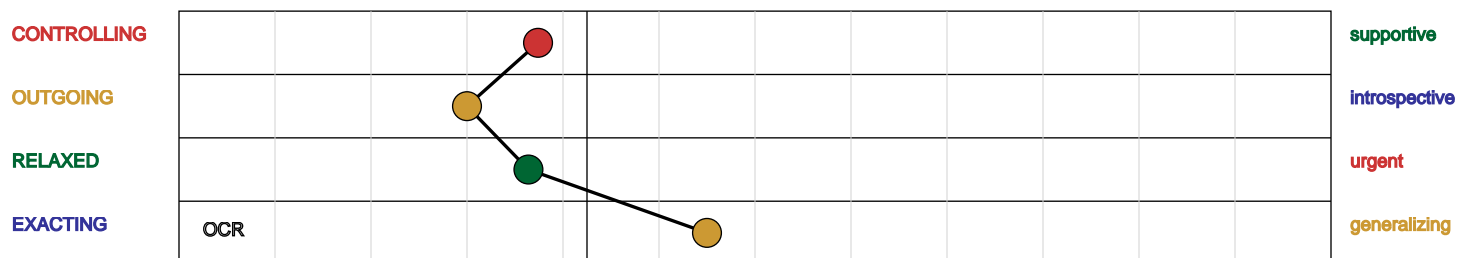
- Danny probably has a stronger sense of detail and specifics than Mike. At times, Danny may wish that Mike would be more cautious and pay attention to details to avoid making careless mistakes that Danny may feel are unnecessary. *If Mike feels their relationship or discussion is becoming too restrictive or that he is judged excessively, he might bring Danny closer to the "same page" by outlining the big picture and asking for feedback on priorities and necessary steps to accomplish the goals/activities. Mike may come across to Danny as being flippant or irresponsible if Mike doesn't acknowledge the importance of the details to accomplish the overall outcomes. Mike may feel Danny can become overly involved in Mike's activities. Asking Danny to step back to give Mike the freedom to explore, even make mistakes, trust may develop more easily. Defining and agreeing to which activities their particular focuses would best allow for complementary teamwork.
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Peer Report for Danny Johnson

Danny Johnson Natural Style Profile



Jess McClelland Natural Style Profile



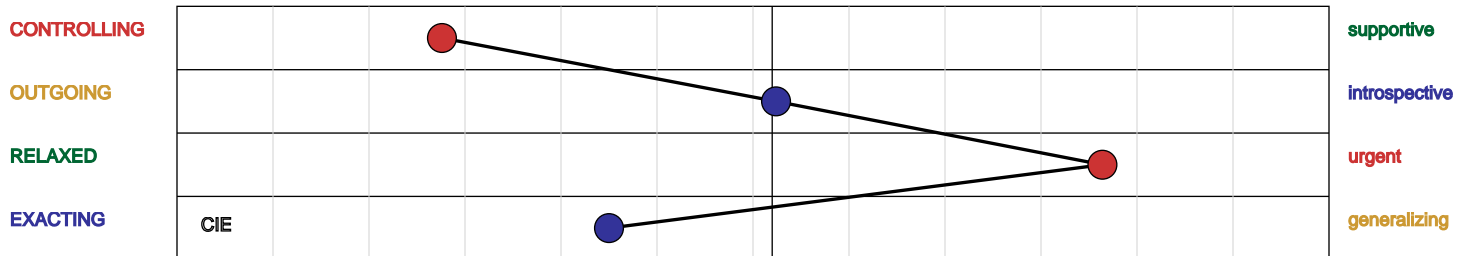
Predicted Interactions

- It appears both have sufficient change readiness to listen to each others' perspectives and ideas and productively discuss any differences that may arise. Paying attention to schedules and timing needs, will enhance receptivity to each other's plans.
- Jess may not offer sufficient clarity for Danny to understand what Jess intends. Danny may think that Jess is not being proactive enough to accomplish what Danny thinks is possible. Likewise, Jess may feel unnecessarily pressured for decisions and action by Danny. *The more they can establish timeframes they each need to respond productively and without being defensive, the better their communications will probably become. It will be important for Jess to speak up when he feels pushed into something that does not align with Jess's sense of himself.
- Jess probably plans and ponders the situation before taking action. Danny may at times desire a stronger urgency from Jess. *They can cover both the long term and short term activities effectively when they look at their differences as complementary to reinforce their complementary natures. Danny could initiate developing a communication system for Jess to express when he feels pushed by Danny, so they can avoid conflicts that could arise. Acknowledging Danny's on-the-ground action and "busy doing" pace and Jess's hilltop vantage for observing more on-the-ground movement may build greater trust as well.

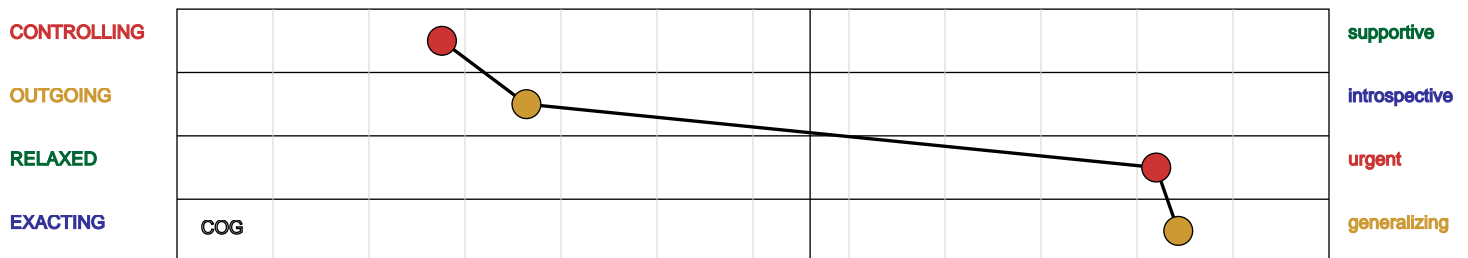
- Danny may at times feel he does most of the tedious work in their relationship and has to be responsible for Jess. Jess is probably a more spontaneous risk taker and Danny is a stronger, more consistent doer. *If they can outline activities and tasks they have and divide according to their strengths and interests, they may reinforce their natural complementary team style, instead of their differences.

Upline Report for Danny Johnson

Danny Johnson Natural Style Profile



Clyde Johnson Natural Style Profile



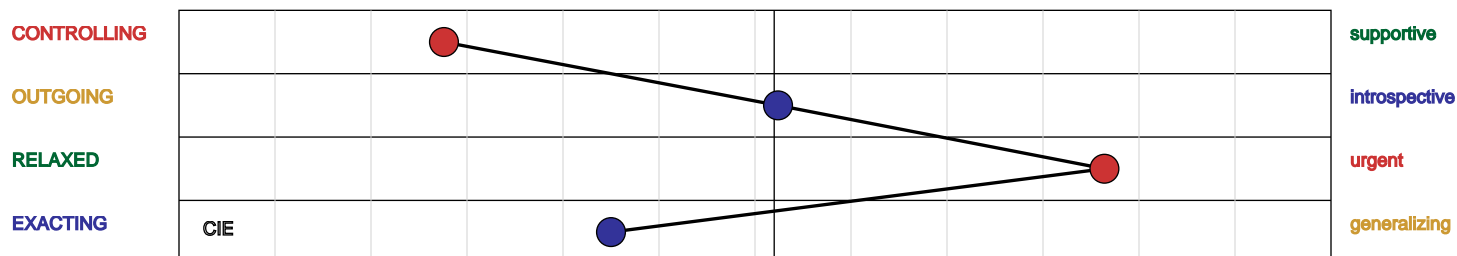
Predicted Interactions

- Both move at the same, fast, action-oriented pace. If the pressure or urgency excessively increases either for Danny or other team members, Danny could be the person with the best chance of approaching Clyde to establish a more "reasonable" pace for balancing Clyde's naturally urgent intensity that Danny and Clyde will generate together.
- Clyde probably recognizes Danny to be a reliable and quality-oriented individual, and he can trust Danny to complete or start important projects, knowing they will be followed through. When Danny asks Clyde in a straightforward "executive summary" checklist for the missing information Danny needs to either get started or complete a task, this extra effort will probably help communications and won't annoy Clyde.
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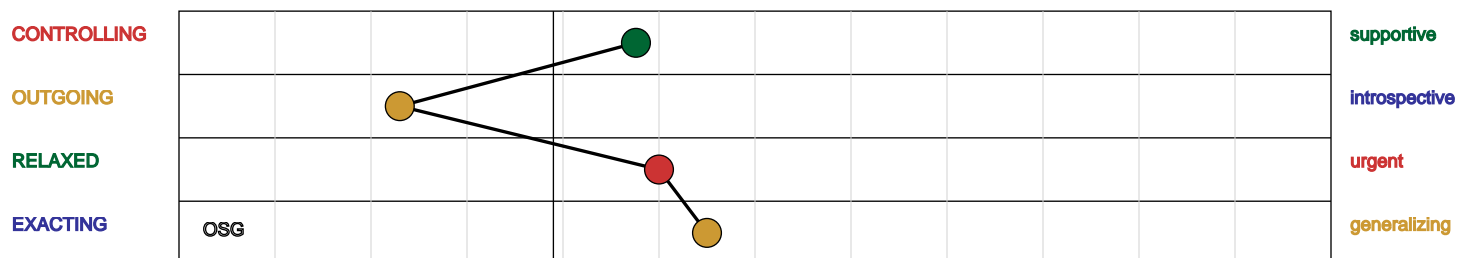
- Both Danny and Clyde are strong leaders and like to be in charge. If Danny will communicate to Clyde in goals-based management, Clyde will probably be open to Danny's suggestions. *If Danny will clearly ask for "outside" boundaries and be clear that he is a person who wants to explore what is possible to achieve, then subtle or confrontational power struggles will probably be avoided. Clyde will not want to discover that far reaching decisions have been made by Danny that may overstep Clyde's expectations of what the rules are or should be. Surprises to Clyde are probably not good things and Danny should take care to communicate "boundary-breaking" activities and updates on a regular basis.

Peer Report for Danny Johnson

Danny Johnson Natural Style Profile



Mike Johnson Natural Style Profile



Predicted Interactions

- Mike may not offer sufficient clarity for Danny to understand what Mike intends. Danny may think that Mike is not being proactive enough to accomplish what Danny thinks is possible. Likewise, Mike may feel unnecessarily pressured for decisions and action by Danny. *The more they can establish timeframes they each need to respond productively and without being defensive, the better their communications will probably become. It will be important for Mike to speak up when he feels pushed into something that does not align with Mike's sense of himself.
- Mike probably plans and ponders the situation before taking action. Danny may at times desire a stronger urgency from Mike. *They can cover both the long term and short term activities effectively when they look at their differences as complementary to reinforce their complementary natures. Danny could initiate developing a communication system for Mike to express when he feels pushed by Danny, so they can avoid conflicts that could arise. Acknowledging Danny's on-the-ground action and "busy doing" pace and Mike's hilltop vantage for observing more on-the-ground movement may build greater trust as well.
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