



Welcome to Mycoach

Mycoach

for coaching and managing people


If you are a life or business coach, company manager or organisation looking to improve your effectiveness and communication, Mycoach is for you.

Mycoach generates two key reports every manager and coach must have. What style the person is, and how to manage them effectively.

Mycoach is a Myprofile product, available from website www.myprofile.com.au/mycoach


Myprofile Online Behavioural Assessments

DISCOVER TALENT IN EVERY SPECTRUM OF LIFE




| MYPROFILE | MYSALESSUCCESS | MYCHILD | MYCOACH | MYCAREERMATCH | MYNETWORKSUCCESS | BECOME A RESELLER | CONTACT

Welcome to Myprofile
a leading on-line behavioural and psychometric assessment service.



Myprofile
For Recruitment Consultants, HR Managers and Employers, MYPROFILE pre-employment assessments help you find the right person for the job.

ENTER >




Mycoach
For coaching and managing people, MYCOACH improves relationships and communication. Also used for HR and staff training.

ENTER >


Become a Reseller
Add income and value to your business. Our global Reseller Program is ideal for coaches, trainers, consultants, career guidance, and companies involved in people related services.

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My Sales Success
Designed for everyone involved in sales, MY SALES SUCCESS helps sales people improve their relationship selling skills. Excellent for sales training.

ENTER >




My Career Match
Choose a career that best matches your natural gifts and talents. This is the secret to job satisfaction and career success.

ENTER >



Mychild
For parents and their children, MYCHILD explains why children behave the way they do and how to encourage their natural gifts and talents.

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My Network Success
MY NETWORK SUCCESS reveals the secrets to sponsoring and selling your way to great success in network marketing or direct selling.

ENTER >



Mycoach for Managers & Coaches

Mycoach - a Manager's Toolkit

An employee may join your company because of generous benefits or your reputation.

But it is their relationship with their manager that determines how long they stay.

Managers play a significant role in influencing the employee's commitment level and retention.

The benefits for Managers using Mycoach

- **Create a positive workplace**
- Improve employee effectiveness
- **Align people skills with tasks and goals**
- Maximise retention
- **Create the ideal climate for success**
- Manage difficult employees
- **Manage stress and conflict**
- Improve profits by having a more effective workforce

Mycoach - a Coaches Resource

Mycoach is used to improve workplace and personal relationships, and for coaching and managing people, with great results.

Good management and relationship skills produce better performance, greater job satisfaction and higher motivation.

The benefits for Coaches and Trainers using Mycoach

- Improve performance
- **Motivate and inspire**
- Significantly improve communication
- **Develop trust and respect**
- Realise maximum potential
- **Energise and empower**
- Enhance personal effort and reward



The Benefits of using Mycoach

Mycoach Benefits

- Improve communication
- Inspire & motivate
- Reduce friction & dissatisfaction
- Maximise potential
- Encourage development & innovation
- Establish trust
- Improve performance and personal best
- Build effective teams

To improve others you must first know yourself. Then you must know how to modify your behaviour to match others so that you become truly effective.



How Mycoach works

Internet based profiling service

- Online - accessible from anywhere at any time
- **Mycoach takes less than 15 minutes to complete**
- Reports sent immediately by email in secure PDF format to the manager or coach.
- **Two reports are sent. A four page personal profile report and a 16 page Management & Coaching guide.**
- No right or wrong answers you cannot pass or fail.
- **Each style has a preferred method of communicating, learning, managing problems and handling stress.**

Mycoach is available 24 / 7 from any computer with access to the internet. In just a few minutes your personal style is analysed and a report sent to your manager or coach.



How to order Mycoach

- Mycoach reports are purchased directly from Myprofile or from an authorised Myprofile Reseller.
- Purchases are made via the internet from www.myprofile.com.au/mycoach and are paid by credit card at the time of ordering. All payments are in Australian dollars.
- Myprofile issues purchasers report coupon codes which are unique codes containing your email address for reports to be delivered.



Mycoach Assessments

Mycoach Assessment

Candidates go to www.myprofile.com.au and select Mycoach from the choice of six assessments.

The screenshot displays the Myprofile website interface. At the top, a blue banner reads "Myprofile Online Behavioural Assessments" with the tagline "DISCOVER TALENT IN EVERY SPECTRUM OF LIFE". The Myprofile logo is in the top right corner. A navigation bar below the banner lists assessment categories: MYPROFILE, MYSALESSUCCESS, MYCHILD, MYCOACH, MYCAREERMATCH, and MYNETWORKSUCCESS. On the right side of the navigation bar, there are links for "BECOME A RESELLER" and "CONTACT".

The main content area is a grid of six assessment cards, each featuring a photograph and a brief description:

- Welcome to Myprofile**: a leading on-line behavioural and psychometric assessment service. (Includes a "MORE >" link)
- Myprofile**: For Recruitment Consultants, HR Managers and Employers, MYPROFILE pre-employment assessments help you find the right person for the job. (Includes an "ENTER >" link)
- Mycoach**: For coaching and managing people, MYCOACH improves relationships and communication. Also used for HR and staff training. (Includes an "ENTER >" link)
- My Sales Success**: Designed for everyone involved in sales, MY SALES SUCCESS helps sales people improve their relationship selling skills. Excellent for sales training. (Includes an "ENTER >" link)
- My Career Match**: Choose a career that best matches your natural gifts and talents. This is the secret to job satisfaction and career success. (Includes an "ENTER >" link)
- Mychild**: For parents and their children, MYCHILD explains why children behave the way they do and how to encourage their natural gifts and talents. (Includes an "ENTER >" link)

On the left side of the grid, there is a vertical sidebar with the heading "Become a Reseller". The text describes the program as ideal for coaches, trainers, consultants, career guidance, and companies involved in people-related services. It includes a "MORE >" link at the bottom.

Two red arrows are overlaid on the image: one points from a yellow box labeled "Enter here" to the "Mycoach" card, and another points from the "Mycoach" card to the "Mycoach" text in the main content area.

Mycoach Assessment



mycoach
for coaching and managing people

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Report Features

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Contact Us

Job Profile

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Home

“Passionate about improving workplace and personal relationships”

Motivate and inspire achievement

When people are motivated they produce their best results. When they feel inspired to live up to their full potential, they excel.

Imagine an enterprise where everyone performs at their highest level. People who are motivated demonstrate positive personal qualities that make them feel good about themselves. They have meaning and purpose to their work and personal life.

Mycoach is an online behavioural assessment tool used by independent professionals and international corporations to improve relationships, communication and motivation. Mycoach reports deliver key information about a person's behavioural style, making your task of coaching or managing them much easier.

Mycoach - a Manager's Toolkit

An employee may join your company because of generous benefits or your reputation, but it is their relationship with their manager that determines how long they stay.

Managers play a significant role in influencing the employee's commitment level and retention. People are not electric clocks; you can't just set them and forget them.

Mycoach - a resource for Coaches, Mentors and Trainers

Great coaches understand why people act and behave the way they do. They know their clients personality style. This leads to effective communication and goal setting.

Coaching everyone the same way is not a

Welcome to Mycoach

"If you are a life or business coach, training manager or organisation looking to improve your effectiveness and communication, Mycoach is for you."

- Nathan Chaneman
CEO Myprofile Pty Limited



Discover
MYCOACH
[click here](#)
for a FREE trial

start
profile
here

Mycoach Assessment



mycoach

"develop potential & achieve success"

Questionnaire Preliminaries

Before you start we need to know your name. As part of our Privacy Policy, Mycoach does not retain a copy of your report but the report sent does show your name.

First Name:

Last Name:

[Proceed to Questionnaire](#)

REMEMBER

...there are no wrong answers. Relax, take your time and answer truthfully.

In less than 15 minutes you will discover your behavioural style that identifies your strengths and your weaknesses. Let's face it, we're not all good at everything so knowing what you are good at will help you

Enter name
and email
Address then
Click "Proceed"

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Mycoach Assessment



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Profile Questionnaire - Section 1/8

Here we go Nathan, this is the first of a total eight sections.
Remember there are no wrong answers so relax, take your time and answer truthfully.

(only select 2 in this group)

| | | Most | Least |
|---------|---|--------------------------|--------------------------|
| Group 1 | I always find ways and means of doing things | <input type="checkbox"/> | <input type="checkbox"/> |
| | I am always in a rush and "have no time" | <input type="checkbox"/> | <input type="checkbox"/> |
| | I can easily adapt to new situations | <input type="checkbox"/> | <input type="checkbox"/> |
| | I am not adaptable and do not like to bend and change | <input type="checkbox"/> | <input type="checkbox"/> |

(only select 2 in this group)

| | | Most | Least |
|---------|--|--------------------------|--------------------------|
| Group 2 | I like to work independently and be my own boss | <input type="checkbox"/> | <input type="checkbox"/> |
| | I enjoy change very much | <input type="checkbox"/> | <input type="checkbox"/> |
| | I always speak the truth and am honest with others | <input type="checkbox"/> | <input type="checkbox"/> |
| | I want everything to be in order and perfect | <input type="checkbox"/> | <input type="checkbox"/> |

(only select 2 in this group)

| | | Most | Least |
|---------|---|--------------------------|--------------------------|
| Group 3 | I like being busy all the time doing things | <input type="checkbox"/> | <input type="checkbox"/> |
| | I am restless and hate it when it is slow | <input type="checkbox"/> | <input type="checkbox"/> |
| | I rely on other people to help me | <input type="checkbox"/> | <input type="checkbox"/> |
| | I never make fast decisions or act fast | <input type="checkbox"/> | <input type="checkbox"/> |

(only select 2 in this group)

| | | Most | Least |
|---------|--|--------------------------|--------------------------|
| Group 4 | I always produce results | <input type="checkbox"/> | <input type="checkbox"/> |
| | I can't control my feelings | <input type="checkbox"/> | <input type="checkbox"/> |
| | I hold myself back and do not show my emotions | <input type="checkbox"/> | <input type="checkbox"/> |
| | I have a great deal of self-control | <input type="checkbox"/> | <input type="checkbox"/> |

REMEMBER
...there are no wrong answers so relax, take your time and answer truthfully.

In less than 15 minutes you will discover your behavioural style that identifies your strengths and your weaknesses. Let's face it, we're not all good at everything so knowing what you are good at will help you

Check (tick) box that's most like you and one which is least like you.

When section is complete click "next"

Next Section

Mycoach Assessment

Enter coupon code here, then click "complete".



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Final Process

Thanks Nathan,
We are preparing your personalised MYCOACH report. You must now choose one of the two options below.

Pre-Paid Coupons

If you have received a **Coupon Code** number, enter it here and click the "Complete with Coupon" button to complete the procedure. Coupon Codes look like: MC14315E297

COUPON CODE#

OR

Client Accounts

If you have been quoted an access number by one of our clients, enter it here and click the "Complete via Client" button. Client access numbers look like: ABC:123

Welcome to Mycoach

"If you are a life or business coach, training manager or organisation looking to improve your effectiveness and communication, Mycoach is for you."

- Nathan Chanesman
CEO Myprofile Pty Limited



Mycoach Personal Report

Mycoach

Personal Report contents

- Style intensity
- About your personal style
- Strengths and weaknesses
- How to improve your effectiveness
- Career Opportunities
- Words to describe your style
- Style Summary

Personal Profile Report



Mycoach

Personal Profile

for

First Name: Mark
Last Name: Cashmere
Organisation:
Report sent to:
Report code & reference: 3267:3266 - AS_Profile
Date: 27 April 2007, 10:12

Your personal profile styles are,

Driver (D) = 38%
Promoter (P) = 25%
Supporter (S) = 75%
Analyser (A) = 88%

www.myprofile.com.au/mycoach
Personal Profile - **Analysr Supporter**

D.P.S.A Four behavioural identifiers

Drivers, Promoters, Supporters and Analysers, are the four terms we use to identify your profile. Everyone has each of these styles in their behavioural make-up however only one or two styles influence our behaviour.

10% of the population has one dominant style and the rest, have one dominant and at least one secondary style present. You cannot be dominant in all four styles.

Within these four styles there are 16 variations. You can be a combination of two styles.

Your profile indicates which style or styles you have. Each style has unique strengths and weaknesses not shared by the others.

16 Behavioural styles

| | | | |
|--------------------|----------------------|-----------------------|-----------------------|
| Driver D | Driver Promoter DP | Promoter Driver PD | Promoter P |
| Driver Analyser DA | Driver Supporter DS | Promoter Analyser PA | Promoter Supporter PS |
| Analysr Driver AD | Analysr Promoter AP | Supporter Driver SD | Supporter Promoter SP |
| Analysr A | Analysr Supporter AS | Supporter Analyser SA | Supporter S |

D.P.S.A. Key behavioural summary

Drivers D, DA, DS, DP

Want to get it done
Want to make things happen
Great at tactics
Best with tools & equipment
Tends to direct too much
Prefers verbal communication
Is factual & concise
Doesn't like being taken advantage of or losing

Analysers A, AS, AD, AP

Want to get it right
Want to figure things out
Great at strategies
Best with plans and tactics
Tends to question too much
Prefers written communication
Is factual & precise
Doesn't like criticism or lack of standards

Promoters

General comments about your dominant **Analysr [A]** style

Analysers want to get it done right. They strive for accuracy. They are people for whom details and facts are most persuasive. They're not relationship oriented nor are they highly expressive or fast paced. They are more in control and less emotional people who focus on tasks rather than people.

Analysers love information. The more they have the less risk they are likely to take. In fact Analysers are risk averse. They are well organised people who function best with charts, graphs and details. They are precise and orderly and work at a slower pace. Analysers are not great talkers but they are more likely to ask pertinent questions rather than make statements. They tend to be more formal and conservative and prefer written communication to verbal. They love to follow rules and procedures and compliance is a key part of their make up.

Analysers tend to be perfectionists who can be quite hard on themselves and willing to put in the hours to achieve their exacting standards. Often they like to work alone rather than in a group preferring a closed door environment. Despite their solitary nature they are loyal and very supportive. Analysers do not outwardly express enthusiasm and are often more reserved and definitely more cautious and critical than other styles. Analysers are not great socialisers and would prefer to stay home and read a book if they had the choice. They are the quietest of all styles. Speaking less in general conversation but quite verbal when discussing or delving into a topic of interest to them. Analysers think before speaking and as a result talk at a slower more deliberate pace.

Most often Analysers are seen for their potential weaknesses rather than their strengths. People first tend to observe the negative behaviours rather than the positive. They see Analysers as the opposite of their strengths. Prudent can be seen as indecisive, task-oriented as impersonal, precise as being picky, cautious as slow, systematic as bureaucratic.

Your personal **Analysr S**

Analysr Supporter and Supporter style
Analysr and secc

Analysers and Supporters are the hardworking "perfectionists", they do. They are well organised and systems inclined.

As an **Analysr Supporter** you are more comfortable with defined structure, dependable and consistent and well organised.

You go by the book like to think things through and are important to you product or process are more comfortable but you do have a

You make sound business decisions based on information and data you've collected. You ensure that this is up to date and accurate. Other people also rely on you to provide accurate information. You are pleased when you've saved money or time by doing it right the first time. **Analysr Supporters** like to focus on stable, predictable outcomes. You like to know exactly what you are doing, where you're headed and what support you'll get along the way. You are logical and tend to take a suspicious and sceptical approach to new ideas and change. If you have not been given adequate time to adjust and a convincing explanation of the reason why the change is necessary, you are likely to resist. To solve problems you use your knowledge and experience and you prefer to communicate in writing. You influence others by factual and logical arguments.

Analysr Supporters are well organised and tidy people who put everything in its place and often will get annoyed if they don't find it where they put it. Files are well organised and even their wardrobes and store rooms and garages are neat, tidy and labelled and often all placed in a logical format.

Modify your behaviour to improve your effectiveness

Often **Analysr Supporters** are too detailed and cautious. They can spend more time on a project than is necessary and as a result fail to meet deadlines. Getting "bogged down" delays the decision process often because they want to gather more data and information to validate their position.

To increase your effectiveness you need to be more assertive and less fixed in your views. Be willing to change and be ready to be more creative in solving problems.

It's not necessary for everyone to meet your high standards of perfection, we're all different. Others see you as picky or pedantic and this frustrates less detailed more active people.

Being a perfectionist is one thing but sometimes too much detail or precision is not required. Learn to modify your style to match the event. Don't let the pursuit of excellence prevent you from making timely and relevant contributions.

It's very frustrating to work with someone who will never be satisfied no matter what. Don't lose sight of the big picture by becoming bogged down in the detail.

Accept personal compliments for what they are rather than be suspicious of an ulterior motive. Your technical talent is obvious and you have much to contribute.

Focus on the people side of your style and improve your social skills. It is guaranteed to open new opportunities for you.

Words used to describe **Analysr Supporters**

Careful, Compliant, Dependent, Orderly, Precise, Logical, Perfectionist, Conventional, Accommodating, Dependable, Deliberate, Reliable, Patient, Predictable, Kind, Easy-going, Relaxed and Even tempered

Strengths & Weaknesses

STYLE & BEHAVIOUR ANALYSR - SUPPORTER

| | |
|--------------------------------|---|
| At work you tend to use your | Knowledge & experience |
| You mostly communicate by | Writing & listening |
| You are motivated by | Clear objectives and stability |
| You are de-motivated by | Conflict & insecurity |
| You value to the company is | Technical, detail, analytical, administrative, service & support |
| Your management style is | Bureaucratic, precise and practical |
| Your negotiating strengths are | Technical contracts & service support |
| You enjoy | Clear logical, detailed team and group activity |
| You dislike | Vagueness, inaccuracy & unplanned activity |
| You influence others by | Factual and logical arguments. Tenacity and determination. Constructed procedures and systems |

Career Opportunities

Analysr Supporters seek a status quo, unchanging, familiar and secure work environment with predictable work patterns. Clearly defined structure and objectives, as well as well defined job specifications and close relationships with a small group of associates are required.

They are best suited for technical, supportive and specialist positions in administration and operation where tasks are being cyclically and consistently repeated. Positions such as Dentist, Dental Technician, Quality Control, Project Engineer, Architect, Draughtsman, Researcher, Technician, Designer, Planning, Accounting, Technical Writing, Computer Programmer, psychologist, Services (Air Force, Army, Navy, etc) Surveyor, Surgeon, Medical Specialist

Name: Mark Cashmere
Report Code: 3267:3266 - AS_Profile
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Personal Profile - **Analysr Supporter**

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Mycoach Coaching & Management Guide

Mycoach

Coaching & Management Guide

16 page report contains

- Report accuracy – self perception v reality
- Coaching & managing each style
- Style facts
- Style indicators and definitions
- Key style attributes
- Style motivation chart
- Career guide
- Management style
- Work preferences
- Decision making
- Styles under stress
- Strengths & weaknesses
- Thinking & acting
- Learning preferences
- Team management & coaching

Coaching & Management Report



Mycoach

Guide to coaching Analysers

First Name: Mark
Last Name: Cashmere
Organisation:
Report sent to:
Report code & reference: 3267.3266 - A_CoachGuide
Date: 27 April 2007, 10:12

www.myprofile.com.au/mycoach
Analysers Style Coaching Guide

Mycoach : coaching guide

Welcome to Mycoach, a program designed specifically for coaches to maximise your success with clients by improved understanding of the behavioural style of yourself and your clients.

Mycoach adds a new tool to your consulting services and is based on proven results Myprofile has enjoyed with recruitment companies and HR managers.

As a coach you recognise that people respond, learn and communicate differently and often the way you "like to do things" may not be the most effective way in which your client wants to learn.

Mycoach helps you understand your style and that of your client. It teaches you how best to communicate and coach other people according to their style and their preferred learning preferences. Adapting your style to your clients will enhance and improve your coaching career. Mycoach is ideal for life coaching, business, executive and sports coaching and training.

Mycoach Style Definitions

Mycoach uses the terms, Driver, Promoter, Supporter and Analyser (D.P.S.A) to identify a persons behavioural style.

Each person has one dominant style and this style determines their behavioural profile. In addition to four primary styles there are 12 secondary styles. These are combinations of each of the four styles. Most people are a combination of two styles. They exhibit behavioural characteristics of each style and instinctively know when to use that style. The secondary style can also be referred to as the natural style of that person. Often two styles are of equal intensity.

16 Behavioural Styles

| Driver D | Driver Promoter DP | Promoter Driver PD | Promoter P |
|---------------------|-----------------------|----------------------|------------------------|
| Driver Analyser DA | Driver Supporter DS | Promoter Analyser PA | Promoter Supporter PS |
| Analysers Driver AD | Analysers Promoter AP | Supporters Driver SD | Supporters Promoter SP |
| Analysers A | Analysers AS | Supporters S | Supporters S |

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Name: Mark Cashmere
Organisation:
Report Code: 3267.3266 - A_CoachGuide

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Analysers Style Coaching Guide

Modify your Analyser style to be more effective

This section provides detailed information specific to each style to make you more effective and more productive with clients of a style different to yours.

As an Analyser, Analyser Driver, Analyser Promoter or Analyser Supporter you need to adjust your coaching style to match that of your client.

Successful coaches know that recognising differences in people is essential to building a trusted relationship.

Coaching Analysers

Analysers want to be trained. They want all the information you possess to be passed onto them. They will probe and ask questions until they are satisfied. This can be demanding on you and sometimes frustrating particularly if your style is that of a Driver or a Promoter.

Analysers thrive on specifics so to build a good relationship with an analyser you will need to be well organised, have all the information on hand and explain things systematically. Start at the beginning and work your way through the training process slowly. You will gain acceptance by the Analyser if they see that you are thorough. Be prepared for questions that to you may seem trivial. Stress specific performance to counter their tendency not to do anything until they fully understand every little detail.

Analysers value punctuality. When you meet one on one at a group meeting, be on time and start on time. If you say you'll telephone at a specific hour, do so, because any time after is unacceptable.

Don't make your meetings with Analysers too personal. Best to get right into business. They will expect you to come prepared. Make sure you do. Research all the information you'll ever need and bring it along. A written agenda is a good way to keep the topics straight with each in an orderly fashion. Analysers will love it. They'll love you more if you send them the agenda in advance of the meeting. They like to be prepared and think about the topic before meeting you. Stick with the facts. Show them how they can get things done and they will master it quickly, refine it to make it more efficient and will use it to get results. Once up and running with all the facts and a system, Analysers become very successful.

When discussing tactics or a course of action, tell them the advantages but also explain any downside. They will respect you for that. Analysers are risk averse. They don't take risks and often view the future with the utmost and therefore somewhat uncertain. Analysers dislike uncertainty. Always suggest an approach or method that is the least risky. Don't ask them to test things out and "give it a go, you've nothing to lose" type of approach. You do the testing and once proven show them how and why it worked and they'll follow.

Analysers are modest and reserved. They delight in the knowledge of being professional, accurate and logical. Recognise their achievements in private. Mention their efficiency and the thought process that made them successful. Analysers are thinkers, they "want to get things done right".

Name: Mark Cashmere
Organisation:
Report Code: 3267.3266 - A_CoachGuide

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Analysers Style Coaching Guide

Style Indicators

This chart explains how your clients style relates to their assertiveness and responsiveness.

Assertiveness
Assertiveness is how others see you as being assertive or direct.

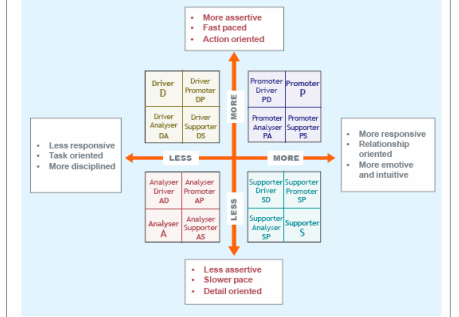
Drivers and Promoters are more assertive. They like to tell others what to do, direct and be in control. They are fast paced and always want things to happen now. They are prepared to take risks if there's a chance they'll succeed. They are usually more confrontational and express their opinions.

Analysers and Supporters are less assertive. They prefer to be more diligent and precise, working at a slower pace they prefer to ask questions and do not take risks. They are more reserved and often keep their opinions to themselves thereby avoiding potential conflict.

Responsiveness
Responsiveness is how you react and express yourself.

Drivers and Analysers are less responsive. They control their emotions and feelings and are more poker faced. They are more disciplined and think before speaking or making a commitment. They are unlikely to use their "gut feelings" and go more on facts. They also prefer to deal with tasks and projects rather than with people.

Promoters and Supporters are more responsive. The are relationship focused and love working with people. They are emotive and use their intuition a lot more. They are not afraid to show their feelings and use gestures and expressions far more than Drivers and Analysers do.



Name: Mark Cashmere
Organisation:
Report Code: 3267.3266 - A_CoachGuide

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Analysers Style Coaching Guide

Key Style Attributes

| | Drivers | Promoters | Supporters | Analysers |
|--|---|---|--|--|
| What this style likes to see in others | Hard work without complaint | Activity, enthusiasm and creativity | People who get along and don't dominate | Meticulous, respect for rules and procedures |
| This style is identified by | wanting to get things done | wanting to get along | wanting to get along | wanting to get it right |
| This style measures personal worth by | Results and winning | Acknowledgement and compliments | Compatibility and contribution | Precision and accuracy |
| This style enjoys | Action, fast pace and active participation | Variety, fast pace of interaction | Team exercises and group activity, slower pace | Clear logical presentations, slower pace, detailed information |
| This style is motivated by | achievement | social recognition | acceptance | correctness |
| What benefits this style needs to know | Who the product or service will do for them | Who is using it, what they say about it | How the product or service will benefit everyone | Why logically they can justify the purchase |
| Their decisions are | Decisive | Spontaneous | Considered | Deliberate |
| Their value to the organisation is | Getting things done and achieving results | natural leadership, working with people | Team harmony, service and support | Technical and analytical, systems and procedures |
| Their network leadership style is | Assertive and competitive | Communicative and friendly | Procedural and practical | Precise and no-nonsense |
| How to sell or provide a service to this style | Stress the result and bottom line success | Demonstrate the appeal to people | Emphasise the report provided | Highlight the track record and proven success |

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Analysers Style Coaching Guide

Analysers Motivation Chart

This chart outlines the approach suggested depending on your Clients skills and motivation. If they have few skills and highly motivated use the "Training" guide. When they have some skills and are not very motivated use the "Coaching" guide. When they have lots of skills and some motivation, use the "Mentoring" guide and when they are highly skilled and very motivated use the "Advising" guide, your approach will vary depending on your clients skills and motivation.

Training

Use this when your Analyser client has,

- few skills
- but is highly motivated

Coaching

Use this when your Analyser client has,

- some skills
- but is not very motivated

Mentoring

Use this when your Analyser client has,

- lots of skills
- and has some motivation

Advising

Use this when your Analyser client has,

- lots of skills
- and is highly motivated

- Tell them the expected results in exact terms.
- Check understanding and acceptance of outcomes.
- Provide time to process information and new skills.
- Check key points for understanding and acceptance of information.
- Use specific, factual, statements of what level of performance is required.

- Show them the basis for the task.
- Move toward increasing agreement about the outcome and systematic plans to accomplish tasks.
- Allow them to become experts with this project.
- Use accurate, specific statements complementing them, one-on-one, on their performance.
- Provide situations where logical and systematic efforts will build long-term success and quality results.
- Create opportunities for them to be an "expert".

- Ask them to review their work and praise their strengths.
- Use this time to think about the solution before committing to a plan.
- State the need for change, explaining why the change is necessary and request their thoughts about the solution.
- Reduce potential defensiveness by acknowledging areas of competence.
- Provide time to think about the solution before committing to a specific course of action.
- Focus on techniques for solving problems requiring quick responses.

- Let them present plans for achieving desired outcomes.
- Encourage them to tell you how they want support.
- Explain the importance of the project to the overall organisation.
- Provide logical, accurate, precise descriptions of performance expectations including standards for quality.
- Explain why the assignment needs to be done in terms of its importance to the overall operation.
- Define clearly the limits of authority and responsibility, as well as the degree of personal risk involved.

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Analysers Career Guide

Analysers tend to do well in subjects that are related to math, engineering, science, computers, and philosophy. They may be best for positions that require detailed information, maintaining high standards, accuracy and order. Careers that involve the collection of data or figuring out the best way to make it work. Careers such as:

accountant
agriculture
analyst
architect
astronomer
automotive
banking
carpenter
chemist
computer
construction
design
doctor
photographer
physicist
economist

electrician
engineer
engineering
financial planner
florist
graphic artist
health & safety
librarian
marine biologist
mathematician
medical technologist
mining engineer
odologist
photographer
physicist
pilot

planner
psychologist
quality controller
research
scientist
service technician
sociologist
software design
specialist sales
statistics
technical writer
technologist
therapist
traffic control
trainer
typist

Management Style

Analysers are perfectionists and are accurate. They have persistent qualities that are often expressed as serious and orderly. They tend to be critical, although they themselves dislike criticism. Often sensitive, they are usually slow to make decisions.

Preferred Working Conditions

Analysers excel where there are defined performance expectations that require accuracy, quality of work and use of their analytical abilities. They are very business like, can be diplomatic and enjoy recognition of their abilities.

Work Preferences

| Working Preferences | Drivers | Promoters | Supporters | Analysers |
|-------------------------------|---------------|----------------------|-----------------------|--------------------|
| Preferred Work Pace | Fast | High | Measured | Slow |
| Degree of Risk Taking | High | Moderate | Low | Low |
| Time Horizon | Short | Short | Moderate | Long |
| Level of Planning | Conceptual | Tactical | Operational | Strategic |
| Adaptability to Change | Eager | Willing | Reluctant | Cautious |
| Preferred working environment | Busy & Formal | Stimulating & Social | Friendly & Structured | Organised & Formal |

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Coaching Teams

Team Coaching is about getting the best out of each individual so that each persons value can be appreciated and utilised to the teams advantage.

| | Natural Positive Contribution | Potential Negative Contribution |
|------------------|---|---|
| Driver | <ul style="list-style-type: none"> Good at establishing outcomes and goals Move things along. Resists lengthy proceedings. Can take charge and organize things and people. | <ul style="list-style-type: none"> Black and white thinker. Views things as "right" or "wrong". Can arrive at a meeting with an already formed view and use the meeting to persuade others to adopt it. Usually bored by implementation details. Assumes change is always a good thing. |
| Promoter | <ul style="list-style-type: none"> Good team ambassador. Pleasant new ideas. Thinks early out of the box. Lights proceedings. Breaks the ice and the tension. | <ul style="list-style-type: none"> Can take a group away from a practical solution by continually throwing in new angles or ideas. Tendency to occupy a large proportion of time. Early over-claims and then is unable to deliver. Can overlook key details. |
| Supporter | <ul style="list-style-type: none"> Conscious of all team members and their feelings. Good at the "follow up" side of following a decision through to its implementation. Works to create a harmonious team and to lessen conflict. Down to earth and practical. | <ul style="list-style-type: none"> Too soft when tough decisions need to be made. Becomes bogged down in procedures. Can lose sight of the overall objective. Will sometimes not be forceful enough with a valid view or contribution. Over-conforming. |
| Analysers | <ul style="list-style-type: none"> Objective and critical thinker. Not swayed by emotion. The voice of reason. Picks up any lack of logic or flawed reasoning. Observant and perceptive. Able to pull together the major threads of a discussion. | <ul style="list-style-type: none"> Will tend to under-contribute, despite having valuable ideas. Can be overly negative and critical of new ideas, squashing ideas before they have truly developed. Avoids group activity and does not communicate intentions, thoughts and work in-progress. Desire to ensure every eventuality has been covered. Can stifle the team's ability to make a decision. |

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Mycoach Summary

- Mycoach is fast, accurate, reliable and valid
- 15 minutes to complete profile, less than 5 minutes to receive reports
- Two reports sent. A personal profile plus a management coaching guide
- Reports contain valuable information to improve your coaching and management outcomes
- Reduce the time to “get to know” clients and employees
- Improve training by communicating more effectively
- Hundreds of professionals use Mycoach everyday to build trusted relationships with clients and staff
- Mycoach is used by a diverse group of people including employers, coaches, teachers, churches, trainers, recruiters & mentors

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