



Brian Cox



Primer Motivation Analysis®

CI Scan
Predictive and Prescriptive Profile

SAMPLE



Table of Contents

How and why to shift focus from orientation to integration	4
The theoretical background of organisational integration.....	4
The process of integration.....	5
General Predictive and Prescriptive Guide on Brian Cox's Integration.....	5
Brian Cox's attention need from the direct environment during the integration process.....	6
Orientation and Integration programme's specifics.....	6
Empower Brian Cox for Productivity	6
Support Brian Cox's Social Integration.....	7
Evaluation of Brian Cox's integration success.....	8
Core people involved in the integration process and the way of involvement.....	8
Predictive and Prescriptive Individual Specific Guide on Brian Cox's Integration.....	9
Level of Anticipated Anxiety	11
Recommendations about how to decrease anxiety and support integration by creating an ideal environment for learning and performing.....	11
Predictive and Prescriptive Team Specific Guide on Brian Cox's Compatibility.....	12
Motivational directions of Brian Cox based on Maslow hierarchy of needs.....	13
Organisation culture related motivational guide of Brian Cox.....	13
The level of compatibility to the selected colleagues of Brian Cox.....	13
Compatibility on group dynamics.....	14
Primer Motivation based compatibility.....	17



Primer Motivation Analysis®



Compatibility and Integration Scanning



How and why to shift focus from orientation to integration

The theoretical background of organisational integration

The conscious organisational integration is the last phase of the recruiting process when the skills, knowledge, needs and vision of the candidate, who gets employed, are about to be integrated into the opportunities and challenges in the future workplace in order to reach the goals of the organisation.

The conscious integration does not mean only the integration of the skills and knowledge of the candidate into the processes of the organisation but also reveals which skills and abilities are needed to be developed in order to be able to fill in the position completely and in a quality way. It also gives an opportunity to create the further career plan and to generate motivation to retain the new colleague for a longer time.

The conscious integration can always be described with a time frame and with appointing of those core people who can help the candidate chosen to get integrated into the organisation. In the case of a higher position manager (executive or mid-manager), a coach or a mentor should be named.

To increase the success of quality onboarding and to use the organisational resources in an effective way, the possible errors in the process should be eliminated by careful and proactive planning of the process tailored for the individual.

Conscious organisational integration includes:

- The frames of compatibility of the personal traits
- The opportunity for professional career building
- Motivational and self-actualisation possibilities
- The steps of integration into the operational and relationship system of the organisation

Steps:

1. Tailored integration process on individual and organisational needs
2. Definition of the motivation directions and performance management



The process of integration

In what way?	Why is it good for the organisation?	Why is it good for the candidate?
<ul style="list-style-type: none">Fast	<ul style="list-style-type: none">Ability and knowledge get utilized quicklyThe employee has to feel good for good performance	<ul style="list-style-type: none">Personal satisfaction and sense of achievement are growing fast with the acquisition of the routine as well
<ul style="list-style-type: none">Organized, conscious	<ul style="list-style-type: none">Can transmit and intensify corporate culture and organizational valuesOpens the door for preventive measures if the difficulties with the adaptation of the candidate are handled before they arise	<ul style="list-style-type: none">The process of adaptation with the presentation of the organizational values can be started from the first day, the colleague can learn about the operational frame and precise expectations

General Predictive and Prescriptive Guide on Brian Cox's Integration

Primer Motivation Analysis® method helps the conscious integration process in the following way: taking into consideration the full profile of Brian Cox from primer motivation point of view, Compatibility and Integration Scanning highlights the possible challenges of fast and organized integration of Brian Cox into the organization, and it gives a guide to the necessary tasks to be done, and to the level of attention needed for gaining motivation and commitment by Brian Cox's side as soon as possible.

Although neurogenetic features are hard to be significantly changed during the life within normal circumstances, people under the age of 35 can have better adaptation skills to organisational frames if they come from a very different work environment comparing to the features of organisation they are to be integrated in. The success of smooth organisational or group integration of any human potential highly depends on the first 3-6 months of efforts and tasks that are performed by certain members of the organization (at vertical and horizontal levels as well).

By following the recommendations described under here, Brian Cox's organisational integration can be easier, and the expectations towards work performance and progress can be met earlier.

The general overview of Brian Cox's integration is reported based on the following dimensions:

- Brian Cox's attention need from future colleagues to help the integration
- Brian Cox's orientation programme and flow specifics
- The graph of the supervision level needed over Brian Cox during the integration period
- Business and social integration guidance



Brian Cox's attention need from the direct environment during the integration process

The core people involved in the integration process are advised to give the following level of attention to support Brian Cox's adaptation to four key areas during the integration:

Level of Attention

Emphasized attention

Much

Medium

Little

Adaptation without problems

Fields of Adaptation

Business-orientation

Expectation-harmonisation

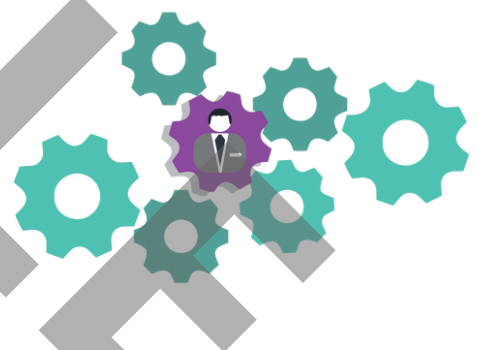
Adaptability to relations

Adaptability to organisational culture

Based on Brian Cox's physical environment preferences, and his emotional and social behaviour, communication style, preferred way of thinking and information processing, he needs medium superior's attention to be able to manage the integration process successfully in the field of business orientation. He can manage his needs' harmonisation with the organisational expectations with medium and regular attention by the superior's side and will find the way to the best adaptation to interpersonal relationships with a little attention and support by his superior's side (relation adaptation = interpersonal relations, communication, searching for cooperation). As for the culture of the organisation (values, culture, organizational structure and rules) Brian Cox needs medium, but regular attention from his superior in terms of supporting the integration.

Orientation and Integration programme's specifics

During the integration process, making the first impression is also as important as it is between two individuals when they develop interpersonal relationship. Moreover, a learning curve can vary based on the individual potential therefore in order to support the step-by-step progress from the period of orientation to the period of excellent performance, tailored strategy is needed in the integration of Brian Cox. The orientation programme's characteristics from the perspectives of Brian Cox are suggested to be the followings:



Empower Brian Cox for Productivity	
What to include	How to do it
Overview of the orientation programme and the training schedule and specifics, major milestones	<ul style="list-style-type: none">expect some questions for further and more information; be prepared with infographics to present the big picture in a visual format for the next 3-6 months
Overview of the organisation set-up and chart, helping with alignment with vision, mission, core values, departments' functions, to whom to turn to in case of certain needs (name, email address, phone number, department location)	<ul style="list-style-type: none">provide information in a visual way; use mind-maps, charts and pictures; if possible provide names and functions with photos as well; use colourful company brochures to present vision, mission and core values



Handing over information about internal administration, about the forms, and documents to use regularly, other handbooks, policies, benefits, etc.	<ul style="list-style-type: none"> call the attention only on the most critical details or flows of work that people usually fail to follow properly
Business goals expected to be met by Brian Cox during the probation/ orientation/ integration period	<ul style="list-style-type: none"> focus on the next 6-12 months; when explaining, include long term perspectives as well; give the big picture instead of very concise, detailed information or numbers
Individual skills expected to be improved by Brian Cox during the probation/ orientation/ integration period	<ul style="list-style-type: none"> discuss the list of the improvable skills with the necessary output competency levels; provide measurable, understandable goals in the improvement process for the next 12 months; ask for own initiatives about prioritising; agree on the priorities and the possible ways of improvement
Training on workflow (input-output), departmental and work-specific information	<ul style="list-style-type: none"> provide training with the focus on the input-output and the main functions of each department; provide a visual flowchart about the work done in the department and how it is connected to the other departments
Training/Coaching/Mentoring on the job role, functions, resources, responsibilities, contribution to the goals of the organisation (providing them in written as well)	<ul style="list-style-type: none"> start with the overall review of the job roles to provide the big picture about how the position is integrated in the workflow; then go through all of them in details; use the next 1-2 sessions to review together; provide written and visual material
Job role related expectations and goals for the first 6-12 months, explaining KVs and KPIs that are used to measure performance and productivity	<ul style="list-style-type: none"> use tables, charts and infographics as well; focus the most important information; provide details about why this is the way of measuring the performance; do regular follow up on the understanding
Handing over written work standards	<ul style="list-style-type: none"> give enough time to explore the materials alone; then initiate a discussion in order to do follow up on the understanding; provide observation opportunity on other colleagues during their work if possible
Training for skills	<ul style="list-style-type: none"> active participation should be encouraged training should be delivered in a group; at the beginning, he should be left to be an observer then his questions, initiatives can be expected review the learning process and expectations in advance; provide observation opportunity on the required skills; give detailed training on "what", "how" and "why"; ask for own initiatives during the learning process

Support Brian Cox's Social Integration

What to include	How to do it
Introducing direct superior	<ul style="list-style-type: none"> on the first day provide a longer one-on-one meeting with the direct superior, questions could be expected from the second or the third day



Introducing to departmental mentor/ "buddy" to assist with questions, to give information about informal rules, habits, etc.	<ul style="list-style-type: none"> on the first or second day provide a shorter one-on-one meeting with the helper/buddy, then the helper should start the involvement and socialisation but only in small steps from the third day
Introducing to colleagues and co-workers from the department	<ul style="list-style-type: none"> group-introduction can be done immediately to the co-workers from the department, helper should support Brian Cox by telling some positive background information about Brian Cox to the others, as for non-departmental colleagues a social event could be the next step to meet personally Brian Cox there, email introduction is enough until then
Involve into social activities	<ul style="list-style-type: none"> from the second week a little role can be given to Brian Cox during the event

Not only at the end of the integration process but also during the period, it is recommended to encourage regular feedback about the success of integration milestones.

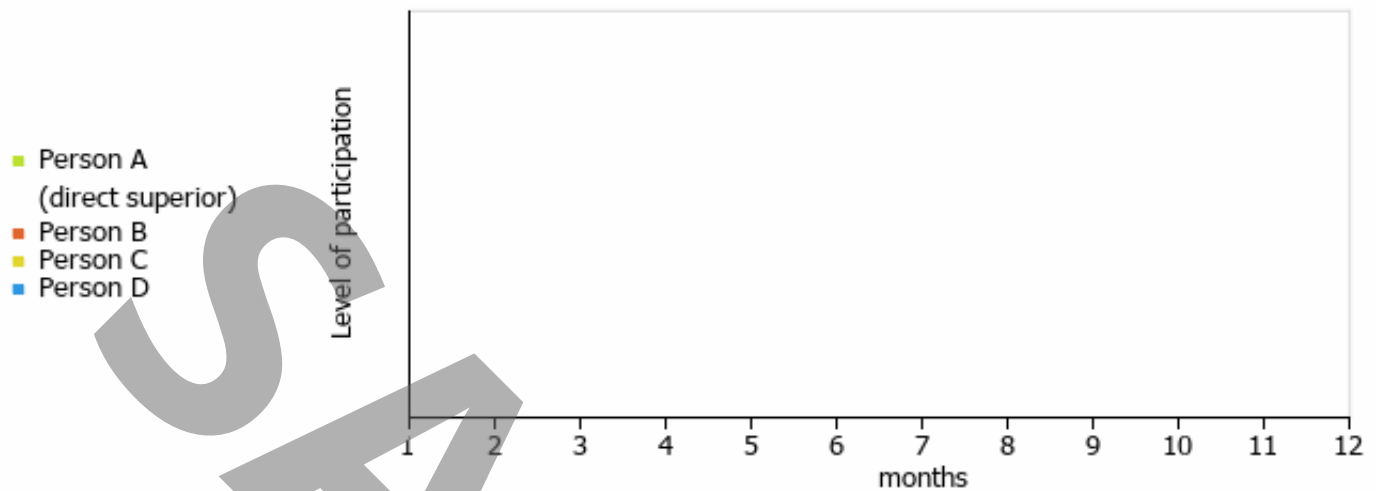
Evaluation of Brian Cox's integration success	
What to include	How to do it
Evaluation of the orientation and integration process (both technical and social points of view)	<ul style="list-style-type: none"> short evaluation is better one-on-one review is preferred but the evaluation from the direct colleagues should be consciously involved in the review as well after the second month a review is recommended with details and overall impression
Feedback on the success of the integration process	<ul style="list-style-type: none"> feedback should be time-efficient and objective one-on-one feedback is better, it has to involve the feedback from the team and the direct colleagues as well, balance between improvable and sustainable points should always be kept feedback giving is suggested on bi-monthly base to support self-evaluation and keeping the agreed track of improvement

Core people involved in the integration process and the way of involvement

- Brian Cox's direct superior (Person A)
- Colleague who can give technical and/or job role related training (Person B or Person A)
- HR responsible (Person C)
- Social relationship responsible in the orientation programme (1-4. weeks) (Person D)

Who is responsible for what and in which period:

- in the orientation period, the general base information are provided by Person A, Person C,
- during the integration period the technical information/performance feedback is transferred by Person A, Person B,
- during the orientation period informal information and social support are given by Person D.



The core people should be involved in the following way in the integration process:

Integration recommendations to support Brian Cox	
BUSINESS GUIDANCE	HARMONISATION WITH EXPECTATIONS
To support the integration with the business, the guidance should start with the big picture of the company and its business field. Not only the goals and interrelations of the position, but also the challenges of the actual business situation should be presented. The focus should be on empowering Brian Cox with the necessary background of information to be able to initiate questions that support the deeper understanding. Conceptions, directions and approaches in a visual format could be shared as well from the beginning.	Expectations should be provided in a detailed format, in advance, in written but in parallel an overall guiding discussion should be initiated as well.
SOCIAL RELATIONS ADAPTATION	ORGANISATIONAL CULTURE ADAPTATION
The more time is provided, the stronger social relations are developed. Brian Cox has the need to visit social events, but forced "friendship" can slow down the emotional integration process. Pushing will provoke rejection and resistance.	If the values and mission are transferred properly, and the vision is shared, then the adaptation can go in a normal way, it would take approx. 3-6 months with the support of the colleagues and direct superior.

Predictive and Prescriptive Individual Specific Guide on Brian Cox's Integration

The individual specific overview of Brian Cox's integration is reported based on the following dimensions:

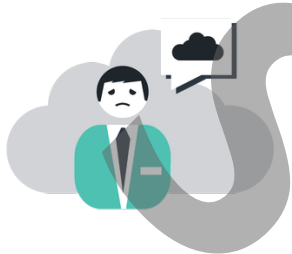
- Negative and positive factors that influence the success of Brian Cox's integration
- The graph of Brian Cox's anticipated anxiety
- Recommendations about how to decrease anxiety and to support integration
- Suggested time frame of integration

Based on the Primer Motivation Analysis® of Brian Cox, his organisational integration is affected by certain



environment factors. Some people are more flexible on this dimension and adapt behaviour to many different work environment, while some other people can not and perceive the work environment as an uncomfortable place to stay and perform in the long term.

These factors can have a negative effect on him and act as barriers in the integration process, or frustrate and block Brian Cox in performing:



- A rigid and a conservative organisation without making any compromises
- The lack of forecast, or if there are sudden changes in the plans, or having little time to be prepared for the changing expectations
- When experiencing a negative behaviour, resistance and the lack of cooperation by the colleagues' side
- When only the work accomplished counts, and the organisation does not provide opportunity for socialisation with the colleagues
- When the pressure about the performance, endurance and achievement is constant, and there is no opportunity for taking mini-breaks within more months due to the constant pressure
- Not having the opportunity to prove the talent and the skills, or not receiving feedback about progress and performance
- If experiencing of being neglected or that his own needs, interest are not respected, accepted by the colleagues
- When experiencing an unfair treatment or dishonesty
- Being the last one to know some important internal information
- Not getting attention and support from the environment
- Experiencing barriers and paradigms in front of the new ideas or creativity and innovation
- Having colleagues who can always explain why something will not work
- If there is a lack of vision or perspectives
- If there is no opportunity to create something new or to give added value to the product/service or to the organisational culture, or to the ways of doing things
- If there are people who do not care about the environment in which they work

These factors can have a positive effect on him and act as accelerators in the integration process, or serve as contributors to self-fulfilment and joy:

- An organisational culture with cooperative, helpful and consistent colleagues
- If the organisation works based on the forecast and the plans, and employees have access to the necessary information for making a decision or for getting prepared for a change
- If the colleagues prefer to find compromises instead of constant debates and fights
- When the balance between work and private life can be kept as the organisation promotes and supports this approach too
- When the work rhythm can be set up by the employee, and the employee can feel to be trusted by the direct superior
- Not to be urged or pushed to be more extroverted or getting more motivated or emotionally engaged in activities
- Getting enough time to manage the changes in the social environment according to own pace of adaptation but getting support from closer work environment (superior and colleagues)
- Getting attention, recognition and feedback when the progress and achievements are made in public on regular base
- Having the opportunity to take a role in the community that provides some advantages
- Having the opportunity to create and design new and innovative solutions to improve



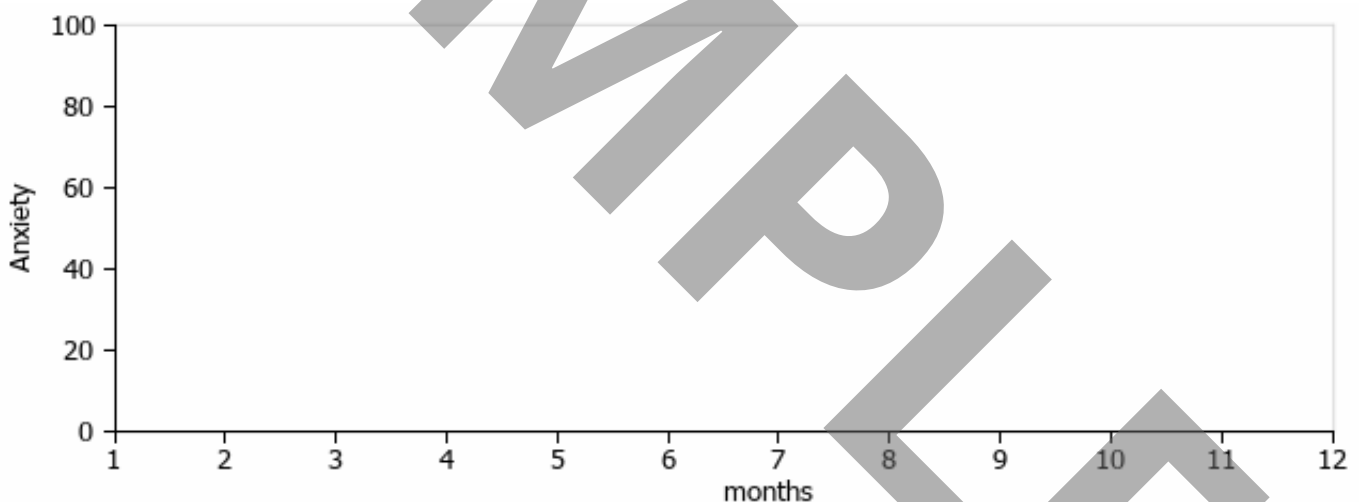


work, services or environment

- Having colleagues who are open and innovative, not only executors with little responsibility taking
- When the decisions are made after careful consideration and changes are initiated if something does not go well
- When perspectives, vision, directions and expectations are properly communicated and colleagues agree about them
- When information is available to everyone anytime
- If the environment promotes that colleagues should create something meaningful that adds important value to work products and services
- When performance is evaluated not only based on the numbers achieved but the social and intellectual activity and engagement count as well

Level of Anticipated Anxiety

The process of integration is similar to the process of change or the learning curve from the point of view of emotion management. Adaptation to culture, business field, social environment and job-role related expectations generates a certain level of anticipated anxiety. The level of anxiety and its change of intensity during the integration period vary based on individual's change coping abilities. The following graph shows the process of anxiety development during the integration:



Recommendations about how to decrease anxiety and support integration by creating an ideal environment for learning and performing

Factors that can decrease the level of anxiety in the case of Brian Cox:

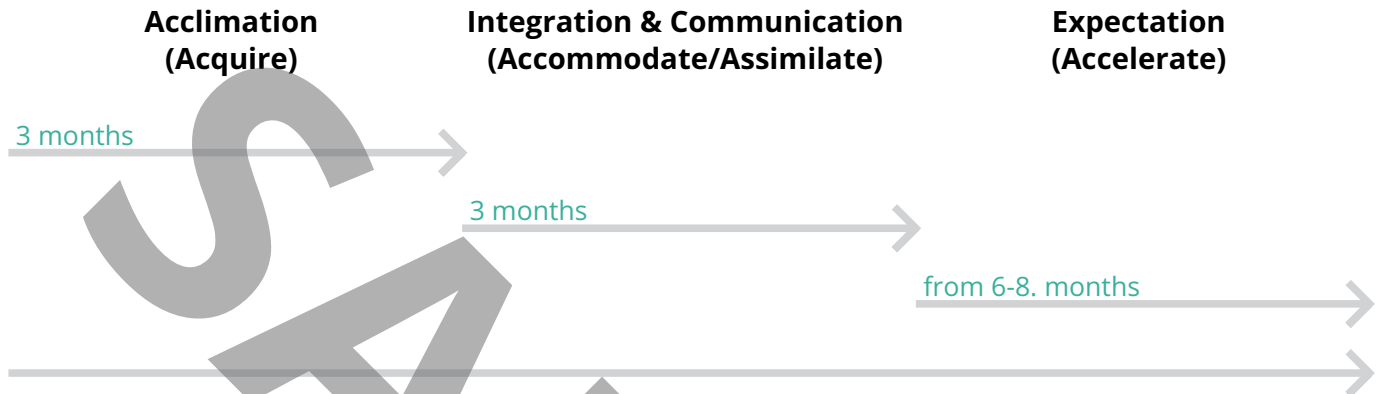
- Provide an opportunity and be open to compromises in choosing the learning and working methods
- Support socialisation from the beginning and nurture the own pace of acquiring the new knowledge and skills
- Expect the social involvement only after getting familiar with business flows and job role
- Provide feedback in an objective but constructive way, give enough time to adapt to the new stimuli both in business and social environment, pay attention to individual needs and requests during the orientation period as well
- Provide new information in a complex and visual format, promote creativity during the orientation period as well





- Be prepared for less logical questions, prepare transparent written guides with photos, pictures, and supporting materials about internal rules, flows and directions

Suggested time frame of integration



In the minimum of 6 months of employment medium performance and in 8 months reasonable performance can be expected if integration guidelines have been fully respected and met.

Any non-expected, out of normal business environment changes or major changes in following guidelines of this integration manual can slow down the process of reaching the expected performance of Brian Cox.

Predictive and Prescriptive Team Specific Guide on Brian Cox's Compatibility

Primer Motivation Analysis® method helps to understand how an individual can be integrated from the compatibility point of view into a team (group of selected colleagues) and into the organisation culture. Even if skills and abilities are excellent in the case of an individual, it can still happen that either based on the dimensions of physical working style and attitude, or social behaviour, or preferred way of thinking, or the challenging organisational culture and values, the new colleague simply does not fit in the actual context of the group or organisation, or will have different conflicts due to low compatibility with co-workers/direct superior that hinder the individual to reach full performance potential.

By identifying and considering Brian Cox's motivational factors and individual needs, not only the integration and performance empowerment can be sped up, but also him environment can get some keys to manage the relationship with Brian Cox.

Primer Motivation Analysis® Compatibility Scanning highlights Brian Cox's possible compatibility and communication challenges with maximum of 5 selected colleagues from different hierarchy levels in the organisation. The Scanning introduces not only the communication strategies suggested but also the recommended motivational directions that can support the drive of Brian Cox both during the integration process, and during in any types of internal skills development or mentoring processes. The Scanning helps to understand the motivation, the culture-orientation, the drives towards values and the way of conducting within the organisation that can support or hinder the primer motivation management of Brian Cox and influence the long-term retaining.

The team and the organisation specific guides of Brian Cox's compatibility are reported based on the following dimensions:

- Motivational directions of Brian Cox based on Maslow hierarchy of needs
- Organisational culture related motivational guide of Brian Cox
- Brian Cox's 3 level scanning (physical, emotional and intellectual) on interpersonal relationship dynamics



and compatibility

Motivational directions of Brian Cox based on Maslow hierarchy of needs

Hierarchy of needs

Matters a lot

Much

Medium

Little

Not matters at all

Levels

Level of focus on
safety needs
(workplace stability
and security)

Level of focus on love,
appreciation,
recognition and
belongingness needs
(from colleagues,
direct superior)

Level of focus on
esteem needs (self-
esteem, achievement,
mastery,
independence, status,
dominance, prestige,
managerial
responsibility)

Level of focus on
cognitive and
aesthetic needs
(knowledge, meaning,
appreciation, balance)

Level of focus on self-
actualization needs
(individual potential,
self-fulfillment,
personal growth,
helping others to
grow)

Organisation culture related motivational guide of Brian Cox

Integration or development drive can be supported by using the following techniques of primer motivation in the case of Brian Cox to increase engagement and commitment to achieve:

- Motivate to act like role model in behaviour
- Show interest in the personal fields of Brian Cox, interest as well, initiate conversation or offer socialisation events
- Provide opportunities to increase the prestige of Brian Cox
- Increase the belonging and team-member feeling in Brian Cox
- Provide further and continuous training and mentoring to Brian Cox
- Ensure physically and emotionally motivating work atmosphere

The lack of consciously using the above mentioned tools, techniques, approaches can cause apathy, stubbornness, rigidity, lower performance or suppressed or uncontrolled aggression that can result health issues in long term!

The level of compatibility to the selected colleagues of Brian Cox

The difference in primer motivation causes incompatibility between colleagues who work together. The low level of compatibility and lack of interpersonal relationship dynamics create conflicts, decrease work efficiency, performance and quality, hinder communication and information flow, disable cooperation and destroy work atmosphere in long term. When compatibility and relationship dynamics are at a high level, the working environment stimulates self-development and fulfillment, teams perform, willingness to improve and learn grows, creativity, problem-solving skills and synergy effect bloom within the organisation.

The compatibility of Brian Cox has been analysed on 5 relations.



Compatibility on group dynamics

Legend:



Strong dynamical relationship that can influence the increase and decrease in performance

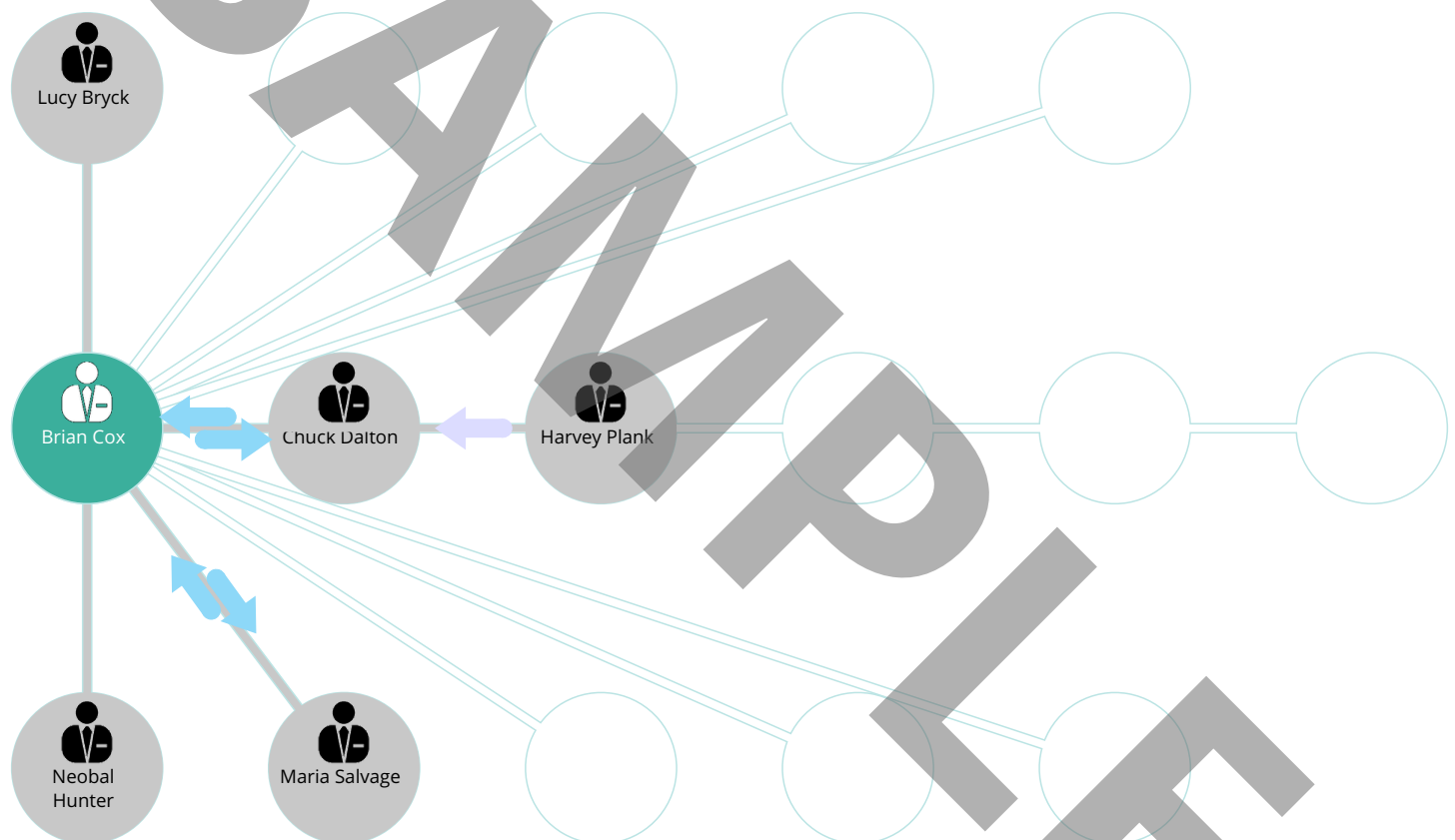


Supporting type of dynamical relationship that can help to balance the performance long term



Facilitating type of dynamical relationship that can result in motivational and empowering effect

Working style and behaviour based interpersonal relation dynamics

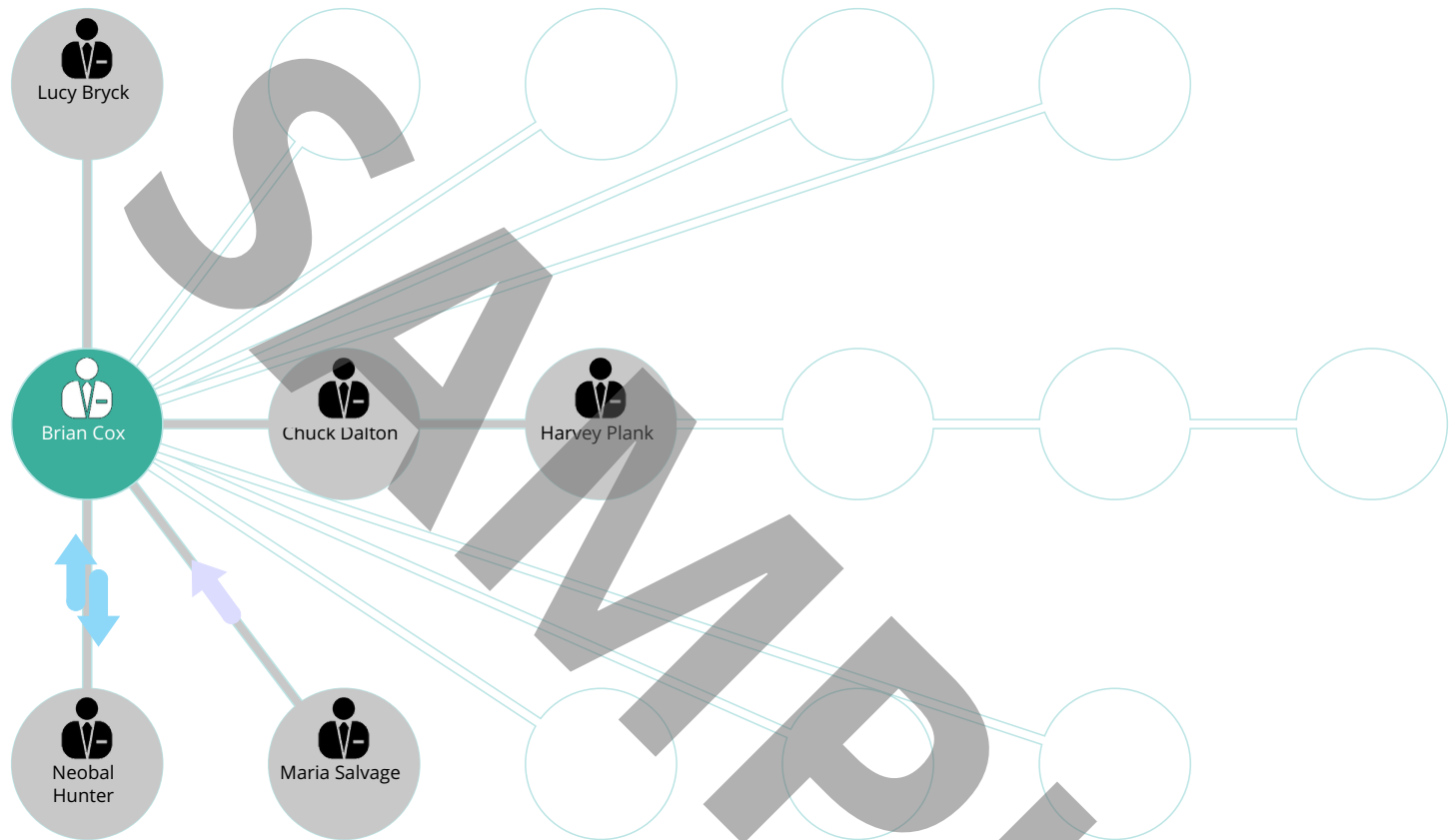


- Between Brian Cox and Lucy Bryck there is no time-related dynamical relationship that could influence any increase or decrease in their performance significantly.
- If Brian Cox and Chuck Dalton have to work together regularly, a constant performance can be expected from them as they are able to support each other when one of them is in the lack of energy or extra work capacity. This type of natural dynamical relationship is very useful especially when there are no ups and downs in workload, but it is rather balanced. They can keep positive working behaviour for longer periods together.
- Their working relationship has a powerful benefit: Brian Cox can stimulate Harvey Plank to work more dynamically, with more energy and an increased level of workload tolerance. If Brian Cox initiates an action, Brian Cox is able to involve and engage Harvey Plank as well to continue the process.
- Between Brian Cox and Neobal Hunter there is no time-related dynamical relationship that could influence any increase or decrease in their performance significantly.
- This relationship can be described as a fruitful one: when Brian Cox and Maria Salvage have to work together regularly, a constant performance can be expected from them. Not only Brian Cox but also Maria



Salvage is able to support the other one when one of them is in the lack of energy or needs extra work capacity. This type of natural dynamical relationship between superior and subordinate is very useful especially when the workload is balanced.

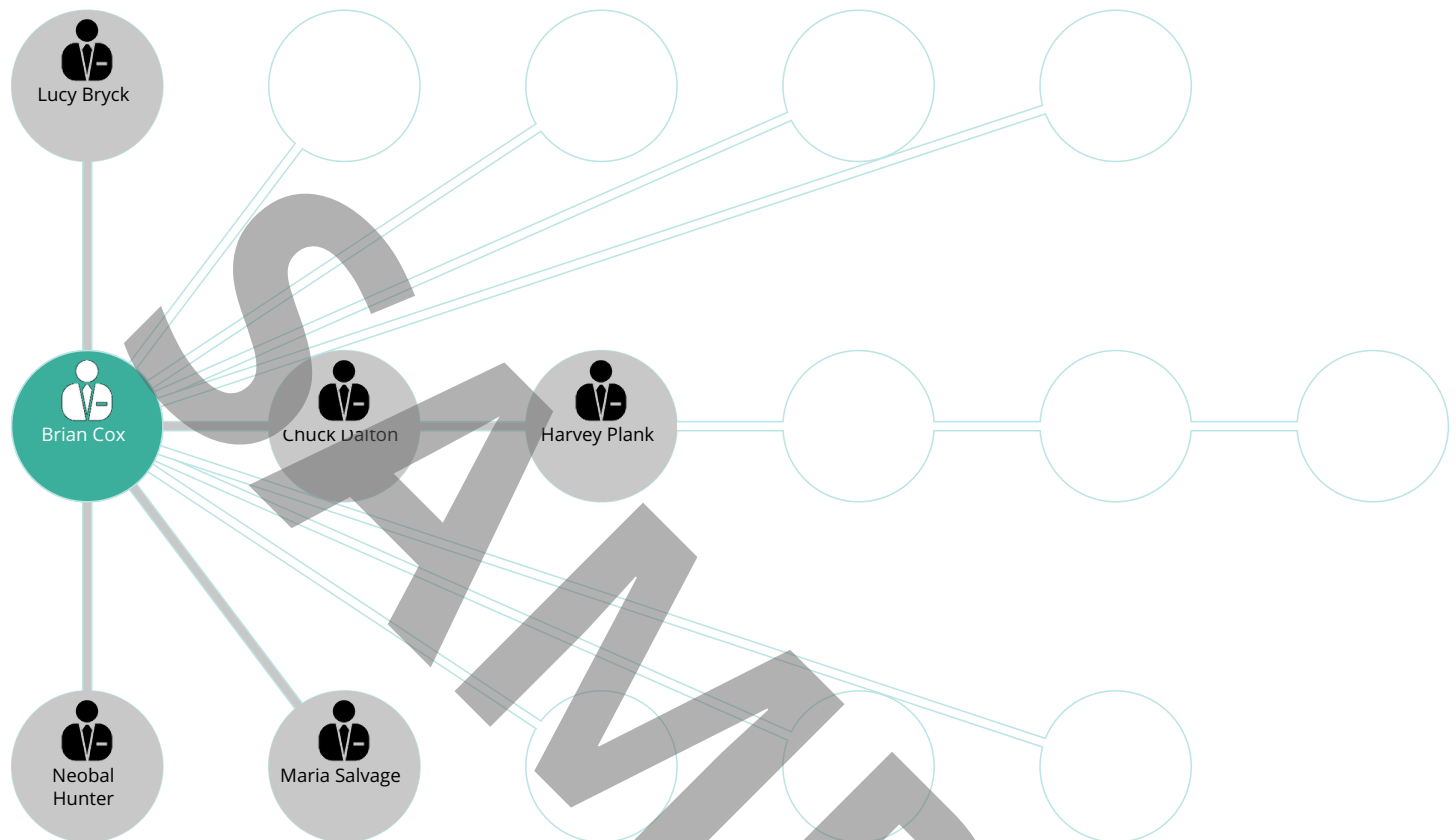
Social relation dynamics



- Between Brian Cox and Lucy Bryck there is no dynamical relationship that could result motivational and empowering effect.
- Between Brian Cox and Chuck Dalton there is no dynamical relationship that could result motivational and empowering effect.
- Between Brian Cox and Harvey Plank there is no dynamical relationship that could result motivational and empowering effect.
- Brian Cox can use his/her supporting emotional power over Neobal Hunter when extra motivation is needed in certain work challenges. Neobal Hunter is also able to refill Brian Cox time to time to help to get over stressful and more demanding periods. The relationship between them can provide mutual motivation to be more open to interpersonal communication mostly between each other. Both of them can tolerate the emotional stimuli coming from their environment if they have daily interactions during the work.
- When Maria Salvage is lack of emotional reserves, Brian Cox can motivate Maria Salvage to be more active and receptive to interpersonal stimuli, and to be able to get engaged in initiatives with more enthusiasm and commitment.



Preferred way of thinking relation dynamics



- Between Brian Cox and Lucy Bryck there is no dynamical relationship that could stimulate intellectual cooperation, or could help in a meaningful way in cooperation during the cognitive abilities needed activities.
- Between Brian Cox and Chuck Dalton there is no dynamical relationship that could stimulate intellectual cooperation, or could help in a meaningful way in cooperation during the cognitive abilities needed activities.
- Between Brian Cox and Harvey Plank there is no dynamical relationship that could stimulate intellectual cooperation, or could help in a meaningful way in cooperation during the cognitive abilities needed activities.
- Between Brian Cox and Neobal Hunter there is no dynamical relationship that could stimulate intellectual cooperation, or could help in a meaningful way in cooperation during the cognitive abilities needed activities.
- Between Brian Cox and Maria Salvage there is no dynamical relationship that could stimulate intellectual cooperation, or could help in a meaningful way in cooperation during the cognitive abilities needed activities.

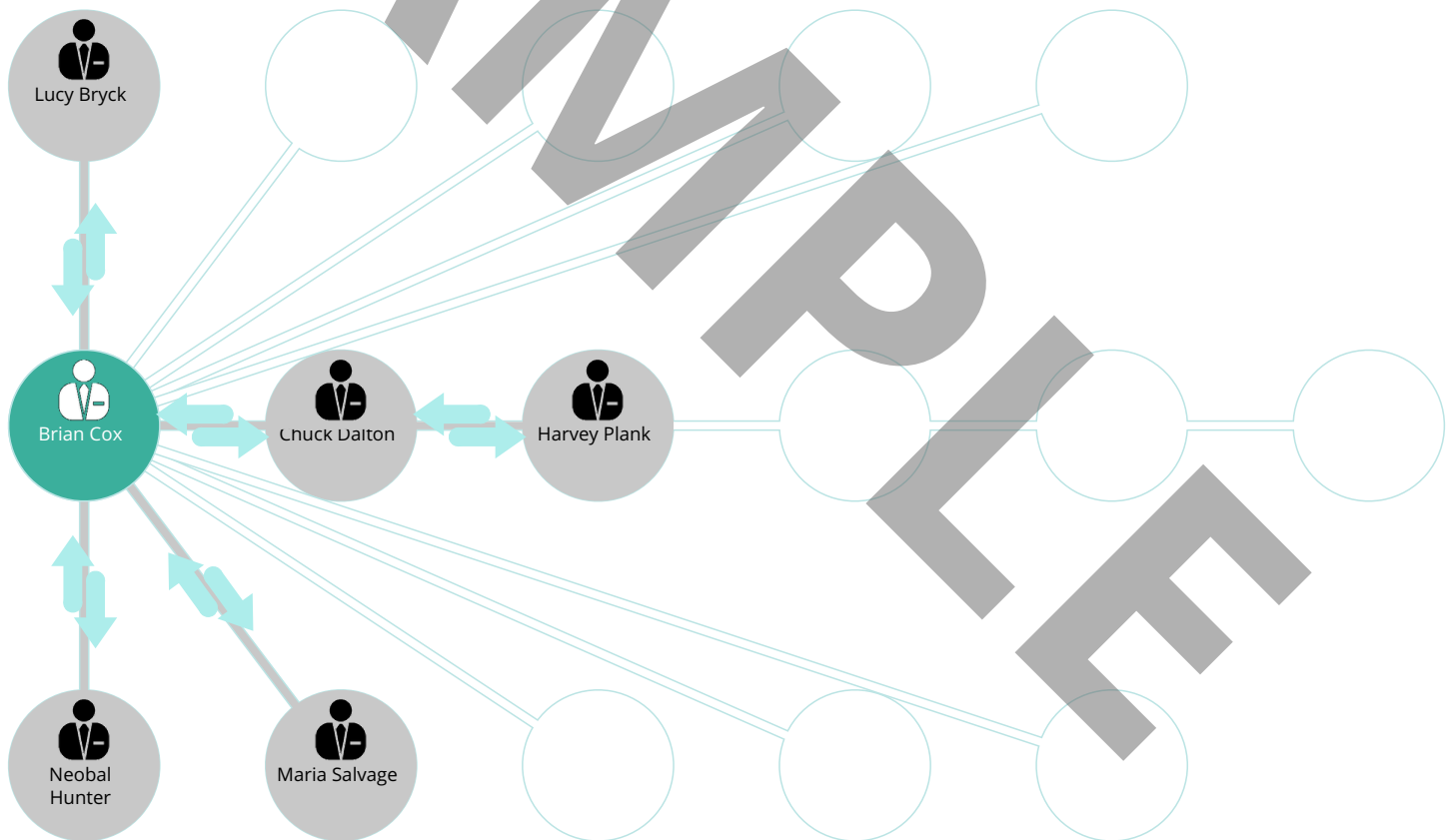


Primer Motivation based compatibility

Legend:

- The person perceives the relationship as a quite compatible one, the main primer motivation directions are similar
- The person perceives the relationship as a very compatible one; the most of the primer motivation directions are similar
- The person perceives the relationship like the one with excellent compatibility; the primer motivation drives are the same
- The person perceives the relationship as a less compatible one; some of the main primer motivation directions are quite different
- The person perceives the relationship as a not really compatible one; the most of the primer motivation directions are different and oppositional
- The person perceives the relationship like the one with almost no compatibility in any fields; there are significant differences in primer motivation directions

Working style and behaviour based compatibility





Brian Cox has to pay attention to the followings in the relationship with Lucy Bryck:

Brian Cox can find the way to work together with Lucy Bryck as Brian Cox tries to seek for compromises if it is possible. Depending on the behaviour of Lucy Bryck, Brian Cox can adapt to a faster or a slower rhythm of work as well, is able to keep the endurance if it is needed for a longer time. This adaptation skill can be expanded on performing a more monotonous work or a dynamic one as well, depending on the needs. If Brian Cox finds a cooperative partner in Lucy Bryck, then the way of working efficiently together is set up as well.

Brian Cox has to pay attention to the followings in the relationship with Chuck Dalton:

Brian Cox can find the way to work together with Chuck Dalton as Brian Cox tries to seek for compromises if it is possible. Depending on the behaviour of Chuck Dalton, Brian Cox can adapt to a faster or a slower rhythm of work as well, is able to keep the endurance if it is needed for a longer time. This adaptation skill can be expanded on performing a more monotonous work or a dynamic one as well, depending on the needs. If Brian Cox finds a cooperative partner in Chuck Dalton, then the way of working efficiently together is set up as well.

Brian Cox has to pay attention to the followings in the relationship with Harvey Plank:

Brian Cox can find the way to work together with Harvey Plank as Brian Cox tries to seek for compromises if it is possible. Depending on the behaviour of Harvey Plank, Brian Cox can adapt to a faster or a slower rhythm of work as well, is able to keep the endurance if it is needed for a longer time. This adaptation skill can be expanded on performing a more monotonous work or a dynamic one as well, depending on the needs. If Brian Cox finds a cooperative partner in Harvey Plank, then the way of working efficiently together is set up as well.

Lucy Bryck has to pay attention to the followings in the relationship with Brian Cox:

Lucy Bryck perceives Brian Cox as a hard-working colleague who is able to focus on the priorities but is able to find entertainment in what he/she does. As Brian Cox rarely reacts over any issues, balanced reactions of Brian Cox can support the strategy-based work. Lucy Bryck can count on the support coming from Brian Cox when there is a detail to track and also when it is about to finish a task fast.

Chuck Dalton has to pay attention to the followings in the relationship with Brian Cox:

Chuck Dalton perceives Brian Cox as a hard-working colleague who is able to focus on the priorities but is able to find entertainment in what he/she does. As Brian Cox rarely reacts over any issues, balanced reactions of Brian Cox can support the strategy-based work. Chuck Dalton can count on the support coming from Brian Cox when there is a detail to track and also when it is about to finish a task fast.

Harvey Plank has to pay attention to the followings in the relationship with Brian Cox:

Harvey Plank perceives Brian Cox as a hard-working colleague who is able to focus on the priorities but is able to find entertainment in what he/she does. As Brian Cox rarely reacts over any issues, balanced reactions of Brian Cox can support the strategy-based work. Harvey Plank can count on the support coming from Brian Cox when there is a detail to track and also when it is about to finish a task fast.



Brian Cox has to pay attention to the followings in the relationship with Neobal Hunter:

Brian Cox can find the way to work together with Neobal Hunter as Brian Cox tries to seek for compromises if it is possible. Depending on the behaviour of Neobal Hunter, Brian Cox can adapt to a faster or a slower rhythm of work as well, is able to keep the endurance if it is needed for a longer time. This adaptation skill can be expanded on performing a more monotonous work or a dynamic one as well, depending on the needs. If Brian Cox finds a cooperative partner in Neobal Hunter, then the way of working efficiently together is set up as well.

Brian Cox has to pay attention to the followings in the relationship with Maria Salvage:

Brian Cox can find the way to work together with Maria Salvage as Brian Cox tries to seek for compromises if it is possible. Depending on the behaviour of Maria Salvage, Brian Cox can adapt to a faster or a slower rhythm of work as well, is able to keep the endurance if it is needed for a longer time. This adaptation skill can be expanded on performing a more monotonous work or a dynamic one as well, depending on the needs. If Brian Cox finds a cooperative partner in Maria Salvage, then the way of working efficiently together is set up as well.

Neobal Hunter has to pay attention to the followings in the relationship with Brian Cox:

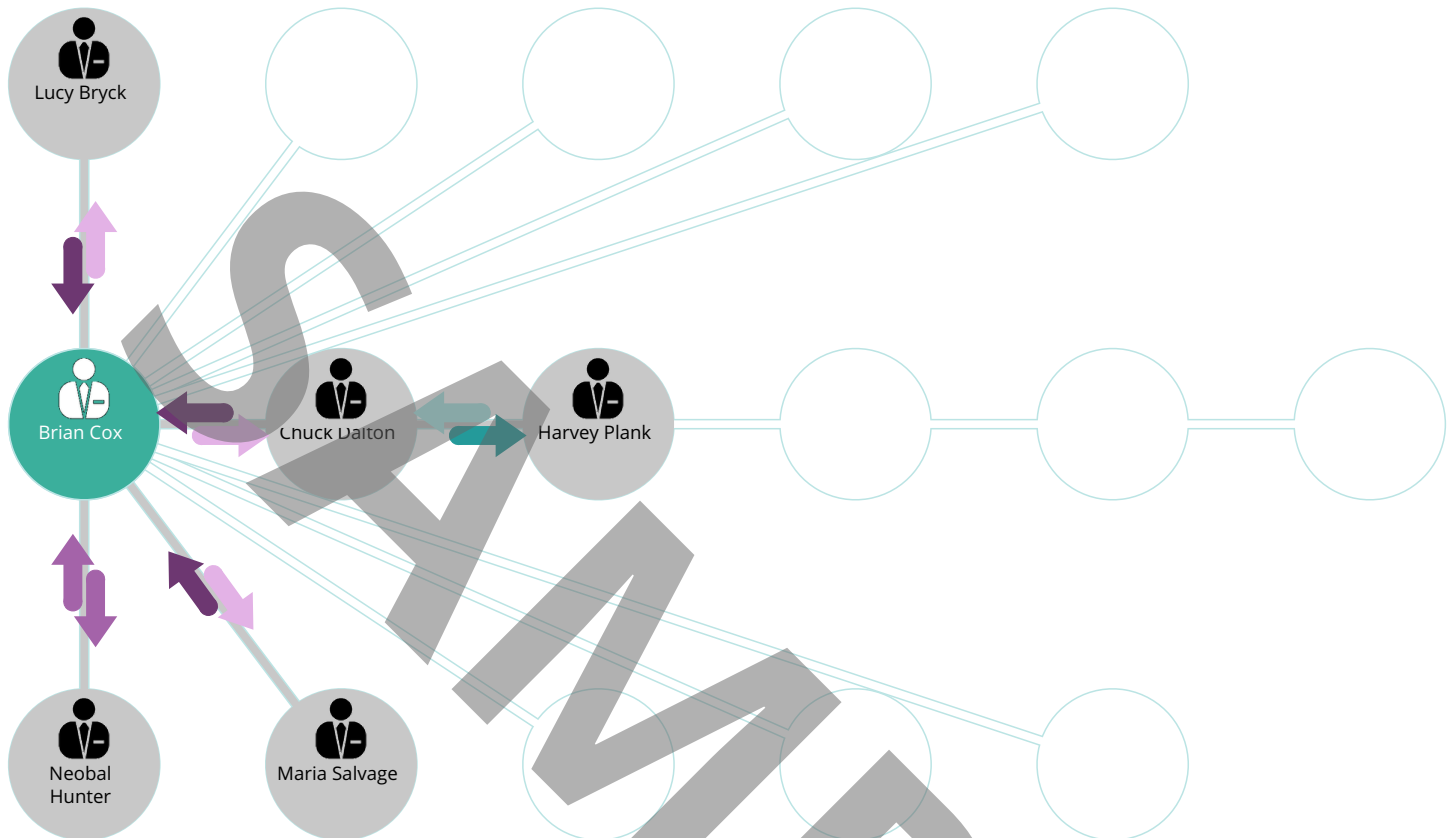
Neobal Hunter perceives Brian Cox as a hard-working colleague who is able to focus on the priorities but is able to find entertainment in what he/she does. As Brian Cox rarely reacts over any issues, balanced reactions of Brian Cox can support the strategy-based work. Neobal Hunter can count on the support coming from Brian Cox when there is a detail to track and also when it is about to finish a task fast.

Maria Salvage has to pay attention to the followings in the relationship with Brian Cox:

Maria Salvage perceives Brian Cox as a hard-working colleague who is able to focus on the priorities but is able to find entertainment in what he/she does. As Brian Cox rarely reacts over any issues, balanced reactions of Brian Cox can support the strategy-based work. Maria Salvage can count on the support coming from Brian Cox when there is a detail to track and also when it is about to finish a task fast.



Social relation compatibility



Brian Cox has to pay attention to the followings in the relationship with Lucy Bryck:

Brian Cox can find it difficult to adapt to the intense, changeable and very strong emotions and expressions of Lucy Bryck. While Lucy Bryck has a high tolerance level against the emotional stress and enough emotional reserves for the situations, Brian Cox is more reserved in expressing feelings and needs more time to adapt to a new social situation. Brian Cox prefers to take the time to get emotionally engaged at least at a certain level in an activity, but Lucy Bryck is always faster and more dynamic in reactions.

Lucy Bryck has to pay attention to the followings in the relationship with Brian Cox:

Lucy Bryck finds it difficult to adapt to Brian Cox who is quite introverted compared to Lucy Bryck when it is about expressing emotions or getting emotionally engaged in an activity. The reserved behaviour of Brian Cox can block Lucy Bryck's natural people skills and make the interaction less smooth.



Brian Cox has to pay attention to the followings in the relationship with Chuck Dalton:

Brian Cox can find it difficult to adapt to the intense, changeable and very strong emotions and expressions of Chuck Dalton. While Chuck Dalton has a high tolerance level against the emotional stress and enough emotional reserves for the situations, Brian Cox is more reserved in expressing feelings and needs more time to adapt to a new social situation. Brian Cox prefers to take the time to get emotionally engaged at least at a certain level in an activity, but Chuck Dalton is always faster and more dynamic in reactions.

Brian Cox has to pay attention to the followings in the relationship with Harvey Plank:

They both have higher attention on the self than on others and this behaviour can connect them. Although Harvey Plank prefers not to accommodate to anybody, Brian Cox can understand this behaviour as also Brian Cox prefers to stay reserved and to focus on own needs first.

The relationship between Brian Cox and Neobal Hunter can be described like this:

Brian Cox can have a problem with Neobal Hunter's behaviour when Neobal Hunter gets a bit pushy to involve or engage Brian Cox emotionally in a task. As Neobal Hunter tends to make emotional sacrifices even if they less serve the interest of Neobal Hunter, Brian Cox has a difficulty to tolerate this behaviour especially if he/she needs to be involved as well.

Brian Cox has to pay attention to the followings in the relationship with Maria Salvage:

Brian Cox can find it difficult to adapt to the intense, changeable and very strong emotions and expressions of Maria Salvage. While Maria Salvage has a high tolerance level against the emotional stress and enough emotional reserves for the situations, Brian Cox is more reserved in expressing feelings and needs more time to adapt to a new social situation. Brian Cox prefers to take the time to get emotionally engaged at least at a certain level in an activity, but Maria Salvage is always faster and more dynamic in reactions.

Chuck Dalton has to pay attention to the followings in the relationship with Brian Cox:

Chuck Dalton finds it difficult to adapt to Brian Cox who is quite introverted compared to Chuck Dalton when it is about expressing emotions or getting emotionally engaged in an activity. The reserved behaviour of Brian Cox can block Chuck Dalton's natural people skills and make the interaction less smooth.

Harvey Plank has to pay attention to the followings in the relationship with Brian Cox:

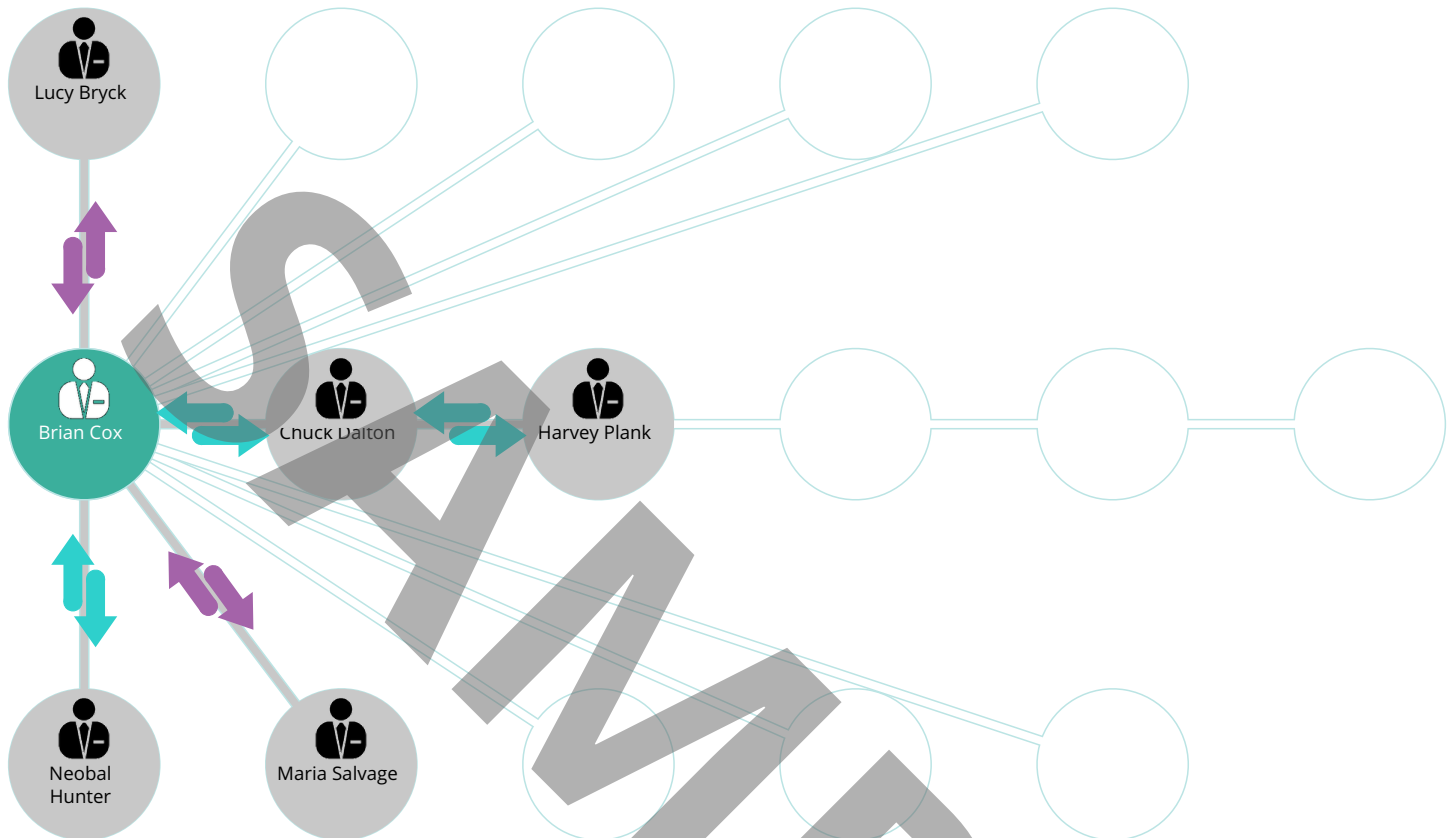
Harvey Plank enjoys the behaviour of Brian Cox who can stay balanced, does not overreact the situations when emotions are involved as well and does not try to be pushy or demanding towards Harvey Plank.

Maria Salvage has to pay attention to the followings in the relationship with Brian Cox:

Maria Salvage finds it difficult to adapt to Brian Cox who is quite introverted compared to Maria Salvage when it is about expressing emotions or getting emotionally engaged in an activity. The reserved behaviour of Brian Cox can block Maria Salvage's natural people skills and make the interaction less smooth.



Preferred way of thinking compatibility



Brian Cox has to pay attention to the followings in the relationship with Lucy Bryck:

While Lucy Bryck prefers to start to think about concrete problems, Brian Cox likes to create situations in mind, and plan or rather design scenarios in advance. Brian Cox has the need to think in an analogical way, to give explanations with using symbols or to listen more on the intuition than looking for logical systems and rules. This basic difference in approaching a problem (a real or a theoretical one) can cause misunderstanding and communication issues as well between them.

Brian Cox has to pay attention to the followings in the relationship with Chuck Dalton:

Brian Cox can find proper communication strategy to Chuck Dalton as Brian Cox can deliver a strategist approach when it is about finding solutions for longer term. Brian Cox can think in a holistic way as well by building on the intuition.

Lucy Bryck has to pay attention to the followings in the relationship with Brian Cox:

Lucy Bryck has a challenge of understanding the way of thinking of Brian Cox as Lucy Bryck mostly approaches the situations with pure and practical logics while Brian Cox does not. Brian Cox prefers to think in a holistic way and does not necessarily need logical explanations.

Chuck Dalton has to pay attention to the followings in the relationship with Brian Cox:

As Chuck Dalton prefers to observe a situation either in a logical or a balanced way, using both the logical and intuitive approaches, Chuck Dalton can relate to the thinking style of Brian Cox very well.



Brian Cox has to pay attention to the followings in the relationship with Harvey Plank:

Brian Cox can find proper communication strategy to Harvey Plank as Brian Cox can deliver a strategist approach when it is about finding solutions for longer term. Brian Cox can think in a holistic way as well by building on the intuition.

Brian Cox has to pay attention to the followings in the relationship with Neobal Hunter:

Brian Cox can find proper communication strategy to Neobal Hunter as Brian Cox can deliver a strategist approach when it is about finding solutions for longer term. Brian Cox can think in a holistic way as well by building on the intuition.

Brian Cox has to pay attention to the followings in the relationship with Maria Salvage:

While Maria Salvage prefers to start to think about concrete problems, Brian Cox likes to create situations in mind, and plan or rather design scenarios in advance. Brian Cox has the need to think in an analogical way, to give explanations with using symbols or to listen more on the intuition than looking for logical systems and rules. This basic difference in approaching a problem (a real or a theoretical one) can cause misunderstanding and communication issues as well between them.

Harvey Plank has to pay attention to the followings in the relationship with Brian Cox:

As Harvey Plank prefers to observe a situation either in a logical or a balanced way, using both the logical and intuitive approaches, Harvey Plank can relate to the thinking style of Brian Cox very well.

Neobal Hunter has to pay attention to the followings in the relationship with Brian Cox:

As Neobal Hunter prefers to observe a situation either in a logical or a balanced way, using both the logical and intuitive approaches, Neobal Hunter can relate to the thinking style of Brian Cox very well.

Maria Salvage has to pay attention to the followings in the relationship with Brian Cox:

Maria Salvage has a challenge of understanding the way of thinking of Brian Cox as Maria Salvage mostly approaches the situations with pure and practical logics while Brian Cox does not. Brian Cox prefers to think in a holistic way and does not necessarily need logical explanations.

The analysis above is based on the data entered by Joe Muller on the date of 15/02/15 by using the method of Primer Motivation Analysis®.