



## Brian Cox



Primer Motivation Analysis®

CI Scan  
Predictive and Prescriptive Profile

SAMPLE

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## 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"> <li>Fast</li> </ul>	<ul style="list-style-type: none"> <li>Ability and knowledge get utilized quickly</li> <li>The employee has to feel good for good performance</li> </ul>	<ul style="list-style-type: none"> <li>Personal satisfaction and sense of achievement are growing fast with the acquisition of the routine as well</li> </ul>
<ul style="list-style-type: none"> <li>Organized, conscious</li> </ul>	<ul style="list-style-type: none"> <li>Can transmit and intensify corporate culture and organizational values</li> <li>Opens the door for preventive measures if the difficulties with the adaptation of the candidate are handled before they arise</li> </ul>	<ul style="list-style-type: none"> <li>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</li> </ul>

### 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

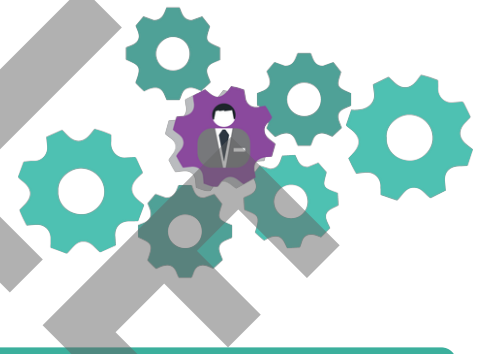
Adaptability to relations

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 in order to find the way to the best adaptation to interpersonal relationships, he needs more and regular attention 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"> <li>expect more questions about the details or information; prepare with tables, charts in a logical and structured format; point on the key priorities and milestones in the next 3-6 months</li> </ul>
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"> <li>provide detailed lists, printed and structured materials; provide electronic availability as well</li> </ul>

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"> <li>• give enough time to explore the materials alone, then schedule a review and discuss the questions arise or self-initiatives</li> </ul>
Business goals expected to be met by Brian Cox during the probation/ orientation/ integration period	<ul style="list-style-type: none"> <li>• focus on the next 6-12 months; provide written and structured goals with long term perspectives; always explain "why"s</li> </ul>
Individual skills expected to be improved by Brian Cox during the probation/ orientation/ integration period	<ul style="list-style-type: none"> <li>• give a 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</li> </ul>
Training on workflow (input-output), departmental and work-specific information	<ul style="list-style-type: none"> <li>• provide training with the focus on the input-output and the main functions of each department; provide lists of all work that are done in the department together with the roles and responsibilities; prefer logically structured, printed forms</li> </ul>
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"> <li>• start with the overall review of the job roles, then go through all of them in details; use the next 1-2 sessions to review together the previously provided written list of job roles and responsibilities; prefer logics when making the session plan</li> </ul>
Job role related expectations and goals for the first 6-12 months, explaining KVis and KPIs that are used to measure performance and productivity	<ul style="list-style-type: none"> <li>• use tables; you can show trends as well; prefer logical structure when presenting the information; provide details about why this is the way of measuring the performance</li> </ul>
Handing over written work standards	<ul style="list-style-type: none"> <li>• give enough time to explore the materials alone, then initiate a discussion to do follow up on the understanding; provide observation opportunity on other colleagues during their work if possible</li> </ul>
Training for skills	<ul style="list-style-type: none"> <li>• slower speed in explaining is preferred; better to focus on one topic and not to jump between more topics</li> <li>• training should be delivered one-on-one or in a smaller group; understanding should be checked even if there is no question</li> <li>• 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</li> </ul>

### Support Brian Cox's Social Integration

What to include	How to do it
Introducing direct superior	<ul style="list-style-type: none"> <li>• provide a shorter one-on-one meeting with the direct superior on the first day, and a longer one on the</li> </ul>

	following day
Introducing to departmental mentor/ "buddy" to assist with questions, to give information about informal rules, habits, etc.	<ul style="list-style-type: none"> <li>on the first or the 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 or fourth day</li> </ul>
Introducing to colleagues and co-workers from the department	<ul style="list-style-type: none"> <li>one-on-one introduction should be preferred to the co-workers from the department, if there is a social event, introduction to other colleagues can be done there</li> </ul>
Involve into social activities	<ul style="list-style-type: none"> <li>when Brian Cox feels comfortable with direct colleagues, possibly from the third or fourth week</li> </ul>

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"> <li>evaluation date should be fixed in advance</li> <li>one-on-one review is preferred</li> <li>after the second month a review is recommended with details and facts</li> </ul>
Feedback on the success of the integration process	<ul style="list-style-type: none"> <li>feedback should be direct but focussed equally on sustainable and improvable points</li> <li>one-on-one feedback gives opportunity to be more direct but tactical when formulating the improvable points; sustainable points have to be mentioned to gain further motivation</li> <li>feedback giving is suggested on bi-monthly base to support self-evaluation and keeping the agreed track of improvement</li> </ul>

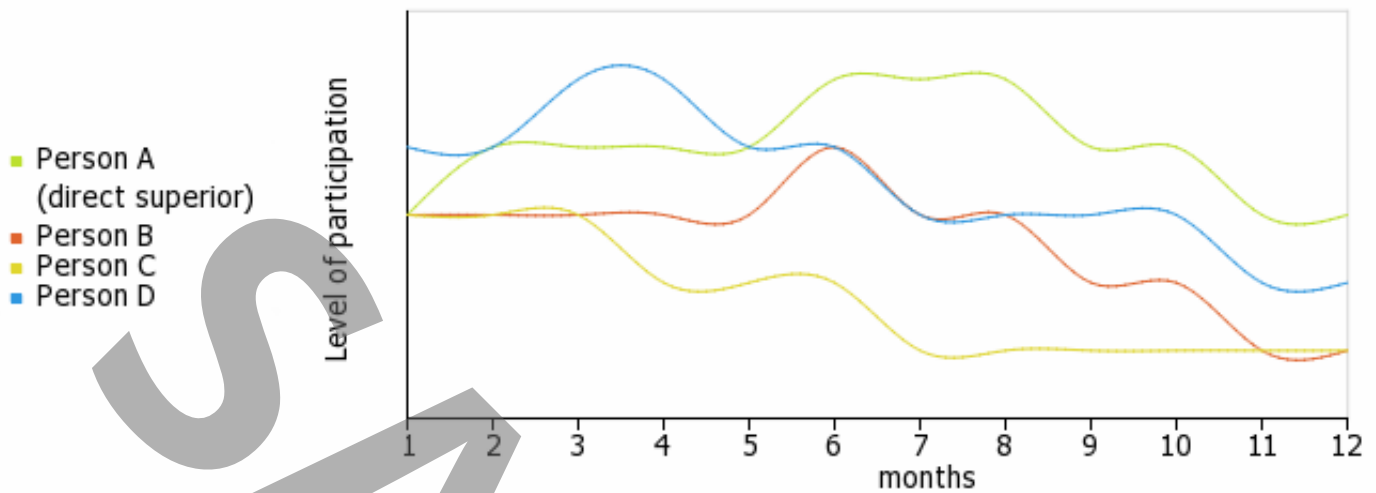
### Core people involved in the integration process and the way of involvement

- 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:

1. in the orientation period, the general base information are provided by Person A, Person C,
2. during the integration period the technical information/performance feedback is transferred by Person A, Person B,
3. 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. Details, numbers in a structured and logical format could be shared as well from the beginning.	Expectations should be provided in a detailed format, in advance, in written. Understanding should be checked after 1-2 weeks, a detailed conversation should close the setting up process.
SOCIAL RELATIONS ADAPTATION	ORGANISATIONAL CULTURE ADAPTATION
More time should be provided, Brian Cox should not be hurried, the socials events should not be over promoted or Brian Cox should not be pushed to visit them.	Even if the values and mission are transferred properly, and the vision is shared, the adaptation will go in a slower way therefore it should not be forced or pushed.

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

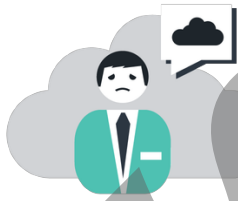
The individual specific overview of Brian Cox's integration is reported based on the following dimensions:

- 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:



- If being blackmailed or under emotional pressure or getting involved in emotional “games” from the colleagues or direct superior’s side
- If there is a demanding exposure to the emotional stress coming from others (clients, colleagues)
- If being blamed for not getting involved in the activities with enthusiasm
- If being in a busy, disorganized environment, where the decisions, the official communication or rules change from one day to another
- If there is a lack of forecast, or if there is little time to be prepared for the changing expectations
- When only the work accomplished counts and not the quality achieved
- If experiencing an urge or a push towards a direction that does not seem well-established and well-considered
- When the expectations require too fast adaptation to the work environment, to the job roles and colleagues
- Experiencing barriers and paradigms in front of the new ideas or systems that would bring more efficiency and productivity
- Having colleagues around who are mostly executors with little responsibility taking and with incapability to plan long-term with consequences
- When decisions are postponed with no reasonable reason
- Seeing no perspective in the activity of the organisation
- Feeling being the only one who cares about the improvement
- If there is a lack of vision or perspectives
- Not having the opportunity to contribute some intellectual added value to the 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 open but more reserved environment when it is about emotions or social life
- Colleagues who acknowledge and respect the difference in the emotional needs and abilities to get involved in social events
- If the direct communication is practised by everyone
- If the organisation consists of colleagues who are motivated, have tolerance and acceptance towards each other; and if changes are well planned and communicated in advance to be able to get prepared for them
- If there are transparent processes with responsible ones, where everyone knows the roles as well. If teamwork is encouraged and the individuals have a chance to set up their own work routine and they are not forced to adapt to those colleagues who are much faster or higher performers
- Being able to access information without time limit. All permanent and changing duties are defined in advance to be able to prepare for them
- If the quality plays an important role in the performance evaluation, and also the performance indicators and expectations are set up in advance
- If the environment gives enough time to adapt to the new conditions
- When experiencing open and positive social relations in the environment that help faster adaptation to the new colleagues, situations or changes
- If he gets an opportunity to set up his own working methods and gets appreciation for that (for the ability that he can develop them on his own)
- Having the opportunity to either work in a systematic way or to design, build and

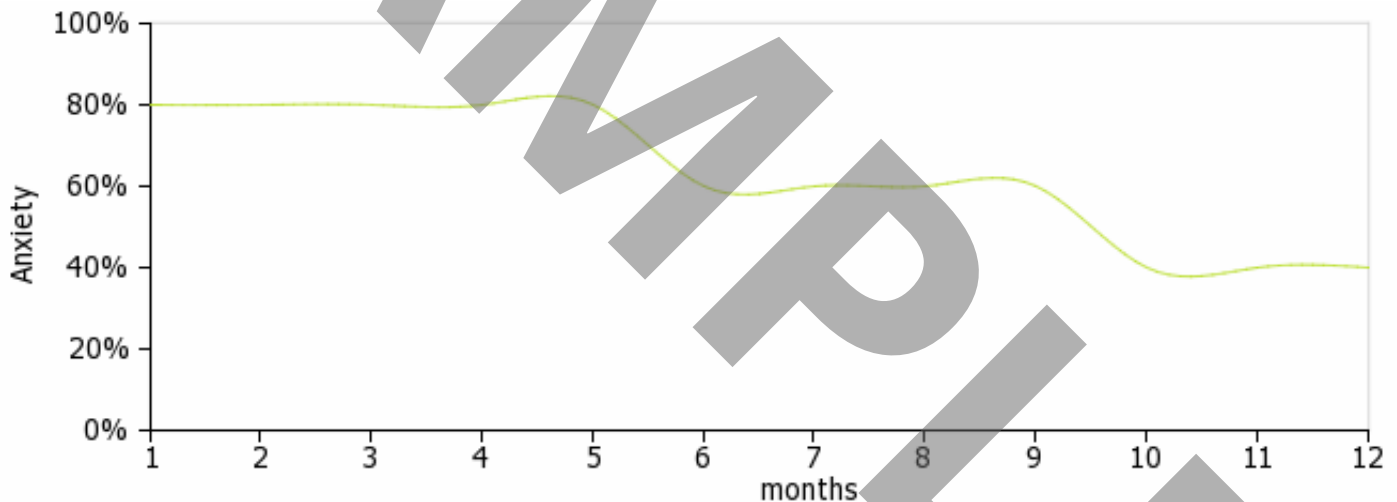


implement a system that can bring more results

- 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

## 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:



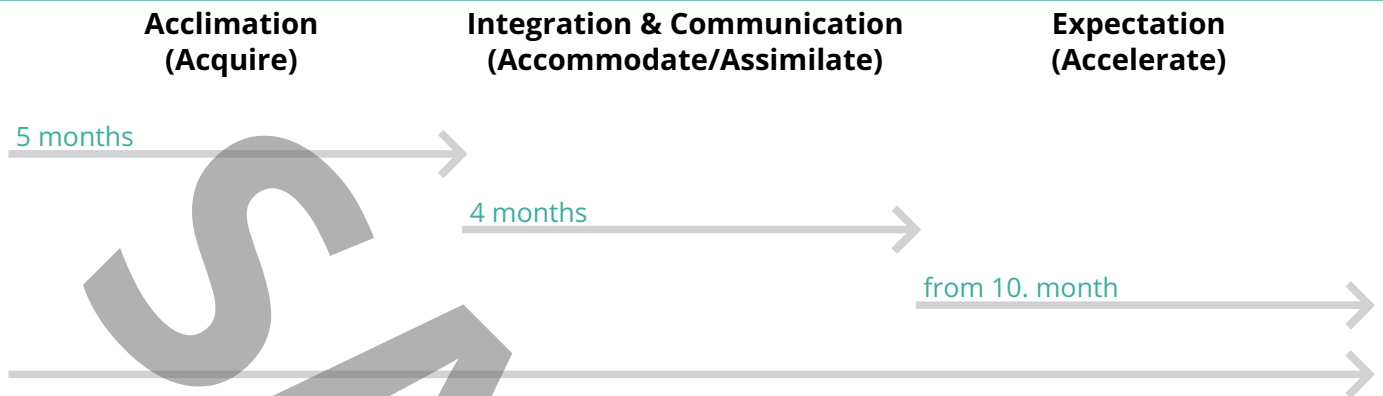
## Recommendations about how to decrease anxiety and support integration by creating an ideal environment for learning and performing

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

- Expect the social involvement only after getting familiar with the business flows and the job role
- Provide feedback in an objective but constructive way, give time to adapt to the new stimuli, avoid overloading with information or constantly changing social environment
- Keep balance between the new stimuli and the time to adapt to the job role and the environment, do not urge or hurry the integration
- Set up clear expectations but be flexible with the methods of reaching the expected performance, taking up the routine needs above the average time
- Provide new information in a logical and systematic way, be prepared for analytical and more questions during the learning period
- Provide transparent written guides and supporting materials about internal rules, flows and directions, give an opportunity to discuss possible remarks



**Suggested time frame of integration**



In the minimum of 10 months of employment 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

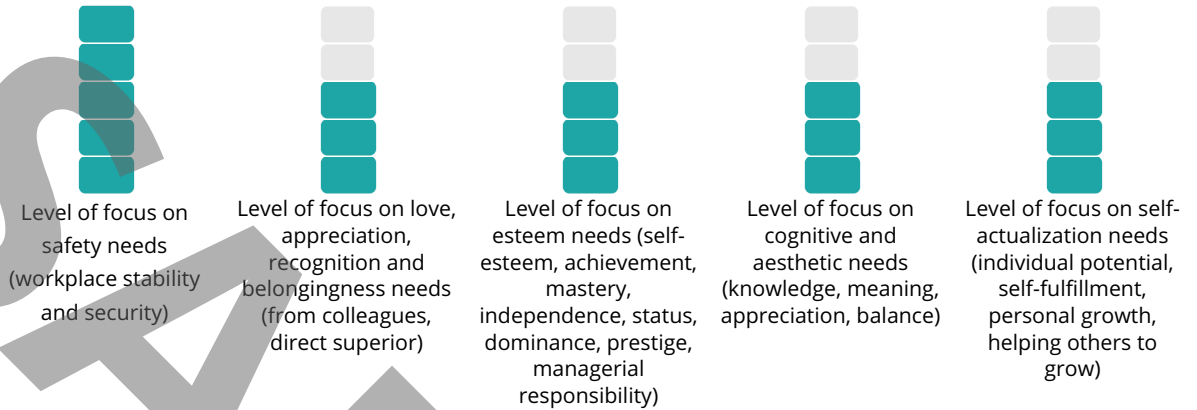
Much

Medium

Little

Not matters at all

#### Levels



## 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:

- Do regular follow up on the achievements, on the quality of work, and provide feedback and personal appraisal
- Provide and offer help and support, do not wait until it is asked
- Provide further and continuous training and mentoring to Brian Cox
- Give time to Brian Cox to adapt to the changes

*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

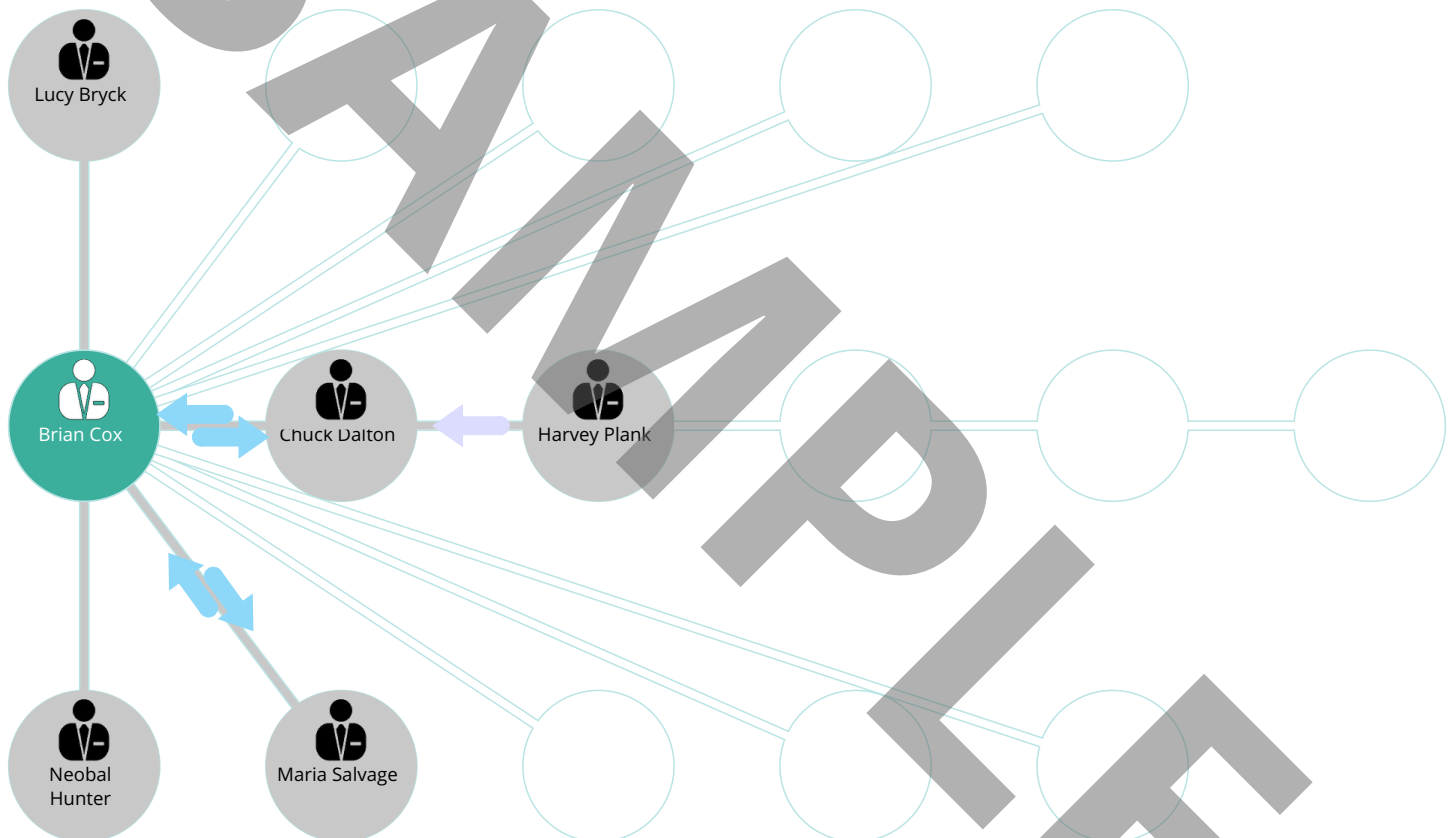


Supporting type of dynamical relationship that can help to balance the performance long term



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

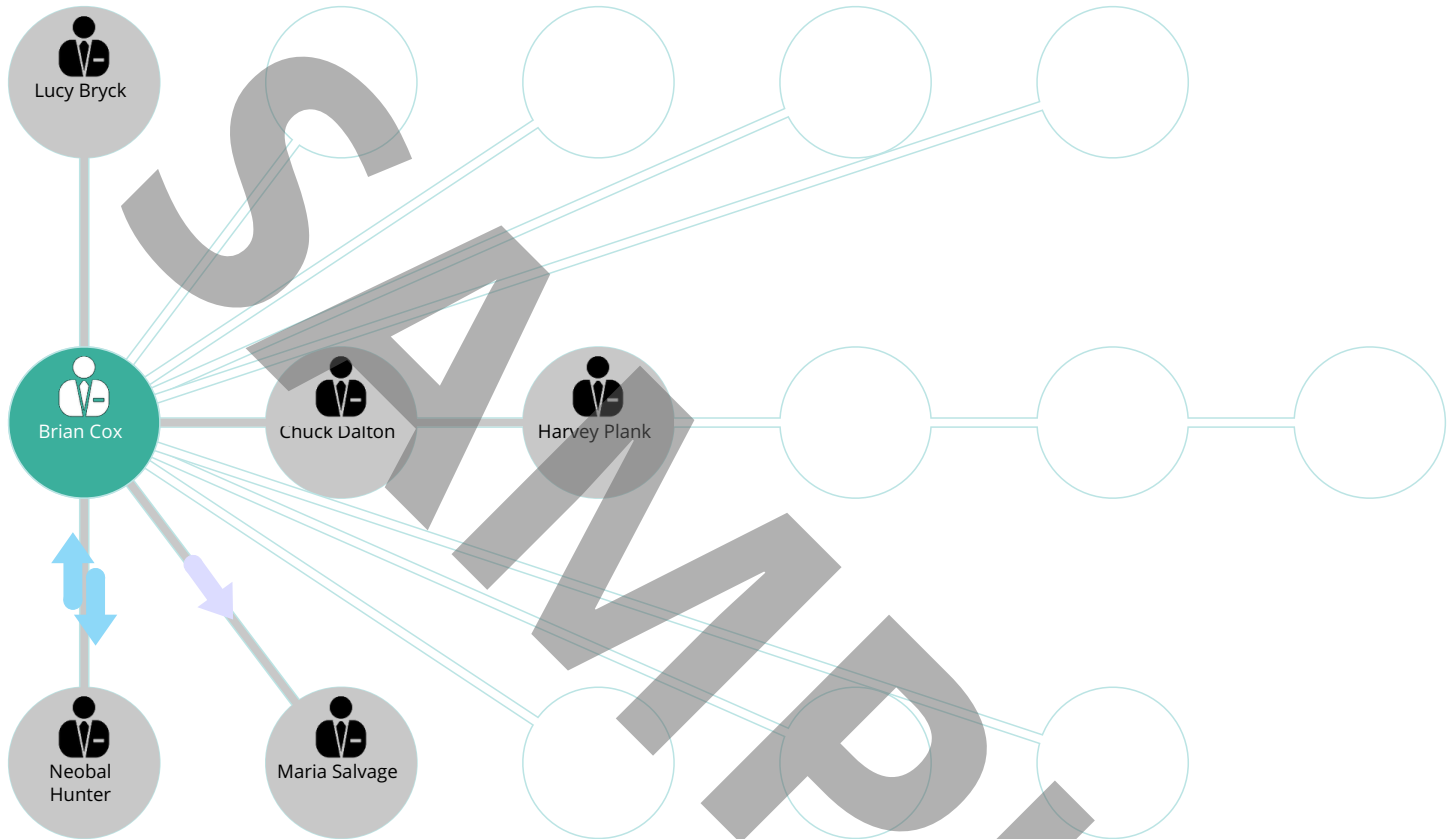
*Working style and behaviour based interpersonal relation dynamics*



- 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

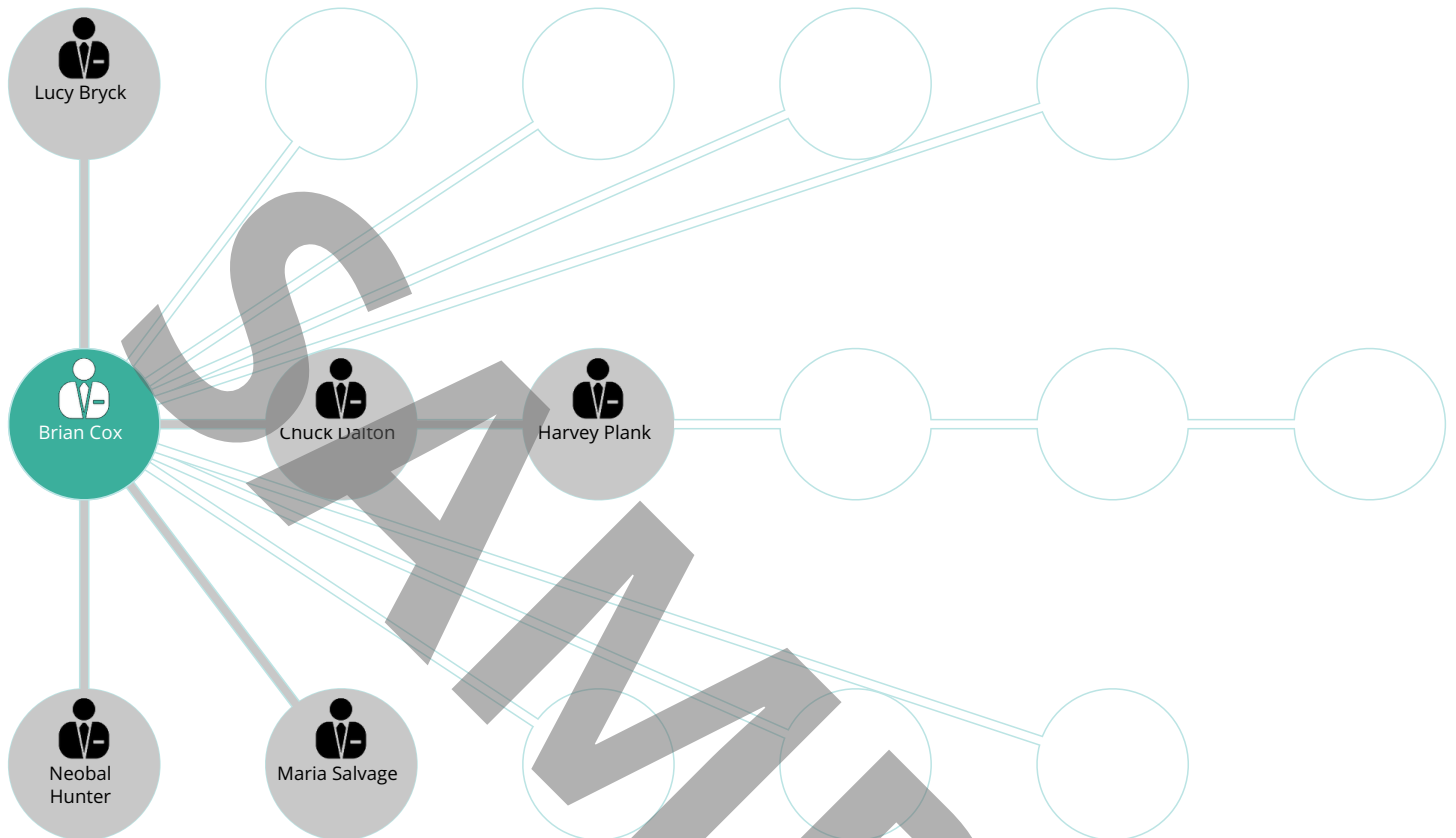


- Between Brian Cox and Lucy Bryck there is no dynamical relationship that could result motivational and empowering effect.
- Between Brian Cox and Chuck Dalton there is no dynamical relationship that could result motivational and empowering effect.
- Between Brian Cox and Harvey Plank there is no dynamical 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.

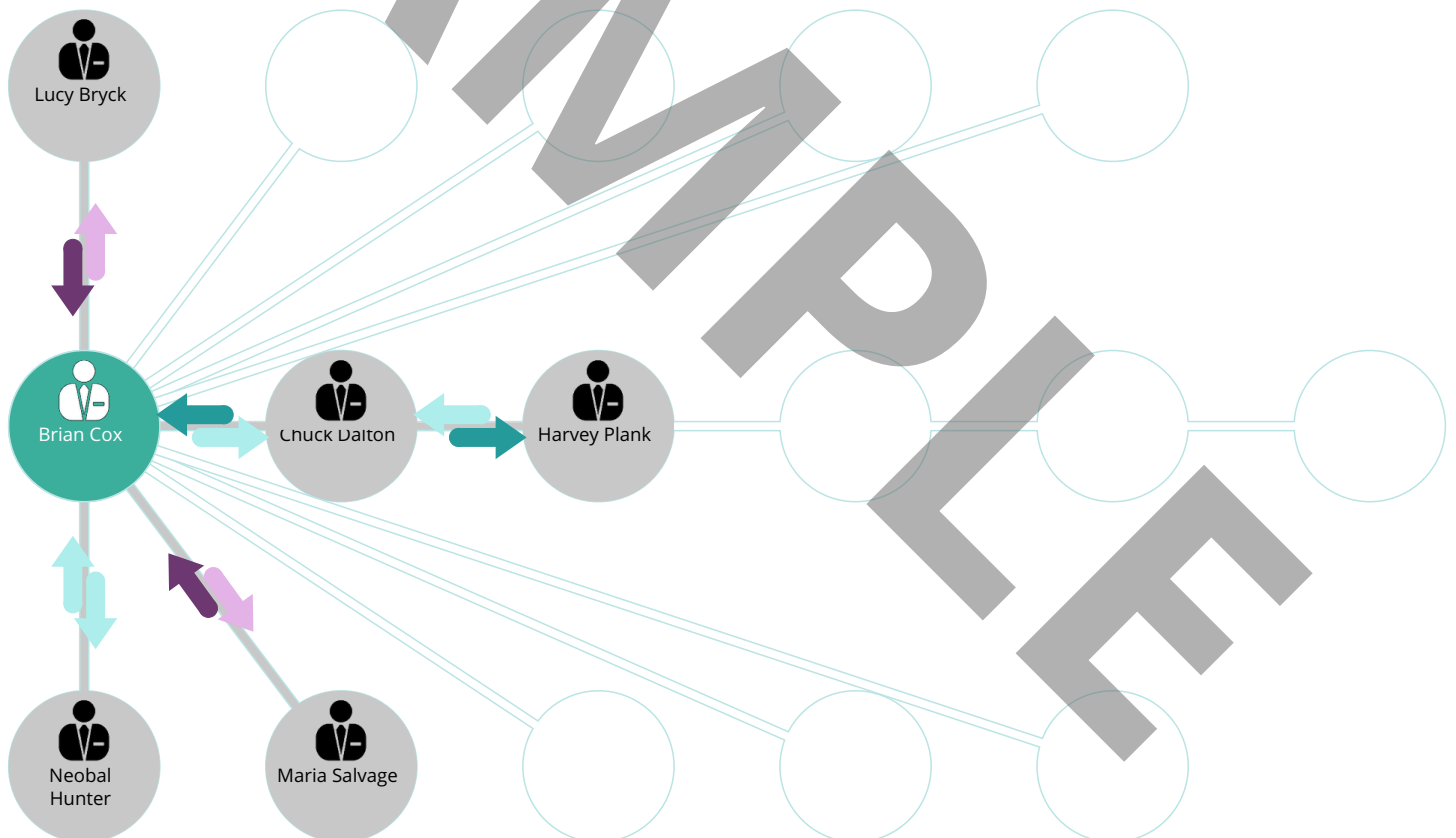


## Primer Motivation based compatibility

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 hardly appreciate the speedy and dynamic working style of Lucy Bryck, may find it too scattered and less controlled. Brian Cox has a difficulty with accepting that Lucy Bryck works with less consideration and makes decisions fast and based on less information than Brian Cox would do. As Lucy Bryck tends to be pushy sometimes, urging makes Brian Cox more resistant and that can cause challenges in working together.

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

Brian Cox can appreciate Chuck Dalton who is rather a strategist partner in work, with more action-orientation than Brian Cox has. As Brian Cox prefers to be fully prepared before entering in an action, Chuck Dalton can provide a useful balance between proper planning and the consideration of the variables, and then getting in action in order not to lose the right moment.

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

As Harvey Plank is patient enough to check and consider all variables before entering in an action, Brian Cox can count on the punctuality and preparedness of Harvey Plank. Brian Cox can support Harvey Plank's lower workload tolerance ability with his/her more powerful working potential. As neither one of them is really action-oriented, they can perform the best under the control and managing power of a team leader.

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

Although Brian Cox needs more time to find the way to work together with Neobal Hunter as Brian Cox adapts less well to new situations than Neobal Hunter does, they can form a performing team, if Neobal Hunter manages to adapt to the methods and slower working style of Brian Cox. While Neobal Hunter is more sensitive on the details and initiates an action faster, Brian Cox needs more time to tune on it. Brian Cox is stronger, has more endurance, can be more committed on finishing what they started. They can form a good team if they both build on their

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

Lucy Bryck can find Brian Cox too passive to motivate or to involve in action sometimes. As Brian Cox gets engaged less probably in the early phase of any activities because usually more time is needed to get familiar with an activity, Lucy Bryck can feel frustration over the incapability to speed up and to influence Brian Cox. On the other hand, when Lucy Bryck finds Brian Cox working on something, Lucy Bryck needs much more power to gain attention and support from Brian Cox in any minor issues as Brian Cox likes to go into details and to really understand the process, so it is difficult to interrupt Brian Cox in the middle of doing something.

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

Chuck Dalton can find a hard-working and committed attitude of Brian Cox positive if they form a team to work together. While Chuck Dalton is much more action-oriented and balanced between preparing and acting, the powerful endurance, that Brian Cox has, can be a good support in achieving results long term.

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

Harvey Plank appreciates the hard-working attitude of Brian Cox when Brian Cox commits himself/herself to do a task. Brian Cox has high endurance in working but needs the initiatives and sensitivity of Harvey Plank. While Harvey Plank focusses more on the tasks and details, Brian Cox can provide the right balance between task and people as well. Their similar rhythm of work support the cooperation between them.

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

Neobal Hunter can find the way to work together with Brian Cox as Neobal Hunter can adapt to the working style of Brian Cox very well. They are both interested in details, when challenges come, Neobal Hunter can count on the committed approach of finding the solutions that Brian Cox has, and they can reach their goals. Due to the sensitivity of Neobal Hunter on details and variances, Neobal Hunter prefers to take the role of initiation, but Brian Cox has enough endurance to develop strategies on the problems coming from Neobal Hunter's initiatives.

strengths and complete each other.

Brian Cox can find a cooperative partner in Neobal Hunter, their way of working efficiently together can bring success.

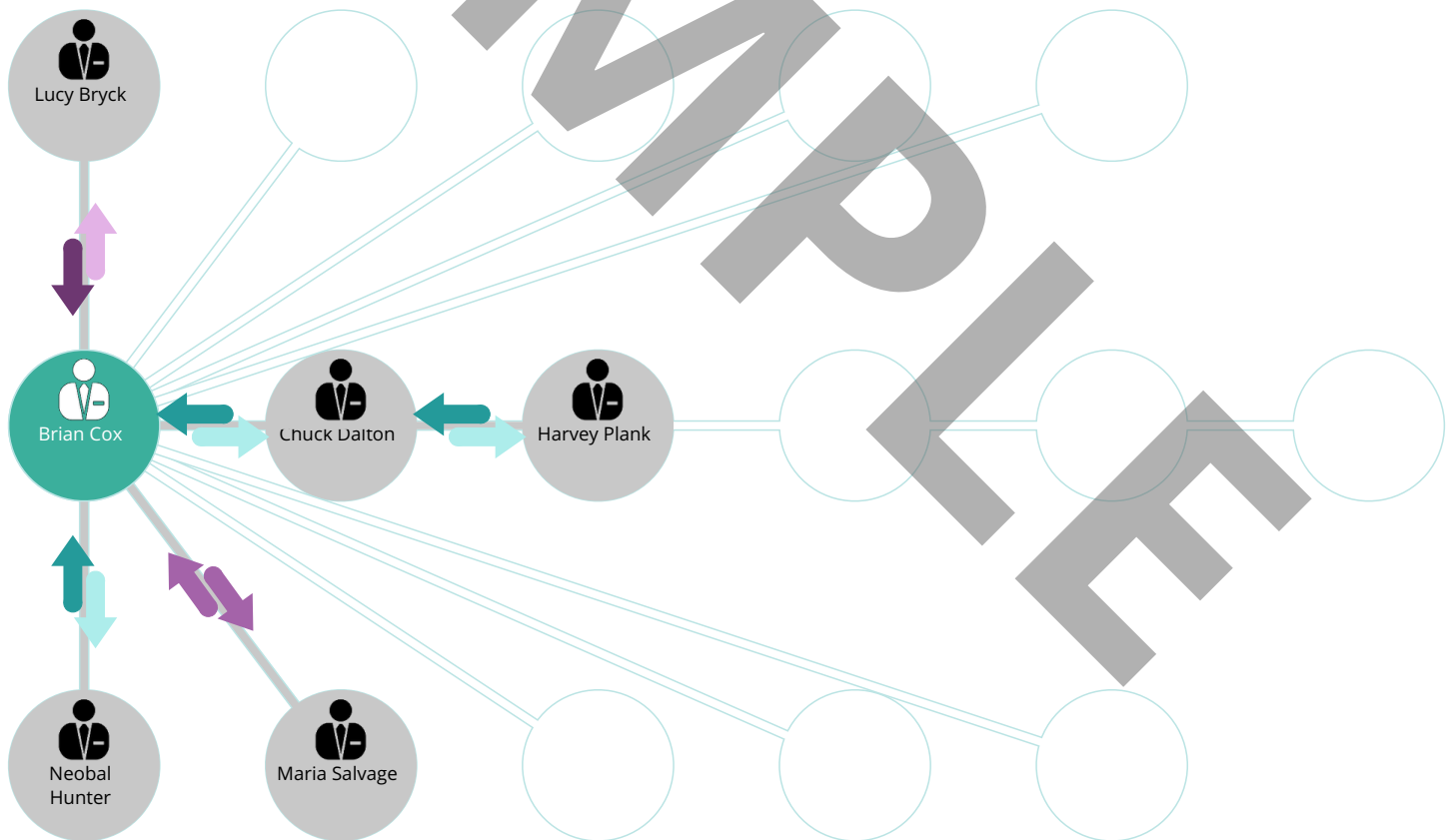
**Brian Cox has to pay attention to the followings in the relationship with Maria Salvage:**

Brian Cox can hardly appreciate the speedy and dynamic working style of Maria Salvage, may find it too scattered and less controlled. Brian Cox has a difficulty with accepting that Maria Salvage works with less consideration and makes decisions fast and based on less information than Brian Cox would do. As Maria Salvage tends to be pushy sometimes, urging makes Brian Cox more resistant and that can cause challenges in working together.

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

Maria Salvage can find Brian Cox too passive to motivate or to involve in action sometimes. As Brian Cox gets engaged less probably in the early phase of any activities because usually more time is needed to get familiar with an activity, Maria Salvage can feel frustration over the incapability to speed up and to influence Brian Cox. On the other hand, when Maria Salvage finds Brian Cox working on something, Maria Salvage needs much more power to gain attention and support from Brian Cox in any minor issues as Brian Cox likes to go into details and to really understand the process, so it is difficult to interrupt Brian Cox in the middle of doing something.

*Social relation compatibility*





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

Brian Cox can find Lucy Bryck less ready for emotional compromises and it can make the communication and interaction less fluent as also Brian Cox is rather introverted in expressing feelings and emotions. On the other hand, Lucy Bryck has much higher emotional surviving potential and can tolerate the tensions and stress much better than Brian Cox can.

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

Chuck Dalton is sensitive and supportive with the needs of the environment so Brian Cox can feel appreciated and helped by Chuck Dalton in any interactions.

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

Harvey Plank is sensitive and supportive with the needs of the environment so Brian Cox can feel appreciated and helped by Harvey Plank in any interactions.

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

Neobal Hunter is sensitive and supportive with the needs of the environment so Brian Cox can feel appreciated and helped by Neobal Hunter in any interactions.

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

Lucy Bryck can perceive Brian Cox as someone with little emotional stress tolerance level compared to Lucy Bryck and can have a difficulty to work together in extreme conditions. On the other hand, as Brian Cox expresses emotions in a light way, Lucy Bryck has a difficulty to read from the reactions of Brian Cox.

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

Chuck Dalton enjoys the sensitive behaviour of Brian Cox as also Chuck Dalton has a low level of tolerance to emotional pressure. Although Brian Cox is more reserved in expressing feelings, the way of communicating the emotions is strong enough to Chuck Dalton to understand and react.

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

Harvey Plank enjoys the sensitive behaviour of Brian Cox as also Harvey Plank has a low level of tolerance to emotional pressure. Although Brian Cox is more reserved in expressing feelings, the way of communicating the emotions is strong enough to Harvey Plank to understand and react.

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

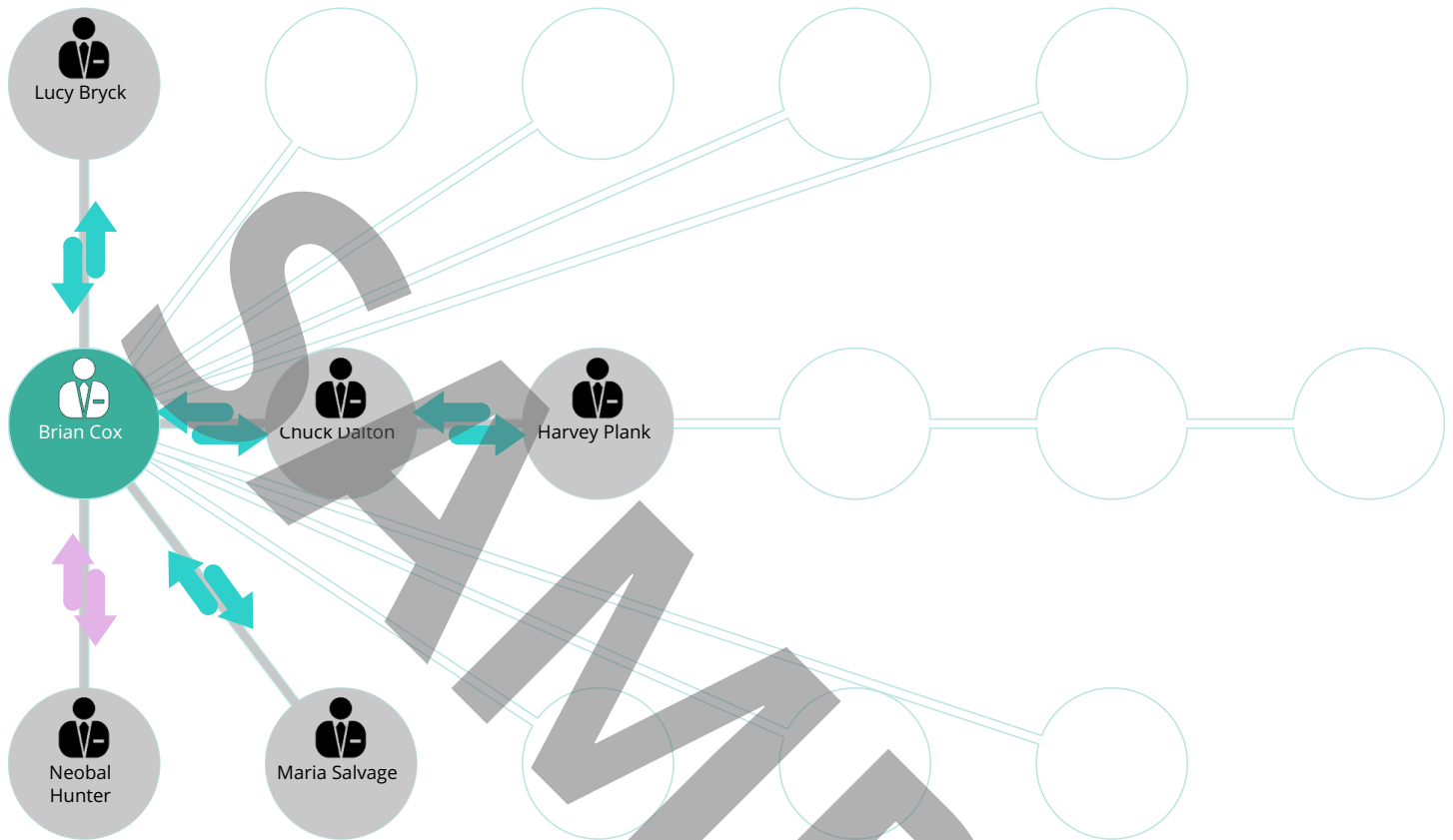
Neobal Hunter enjoys the sensitive behaviour of Brian Cox as also Neobal Hunter has a low level of tolerance to emotional pressure. Although Brian Cox is more reserved in expressing feelings, the way of communicating the emotions is strong enough to Neobal Hunter to understand and react.

**The relationship between Brian Cox and Maria Salvage can be described like this:**

As sometimes Maria Salvage tends to be a bit pushy, or to overreact the situations, or to perceive an event as black and white only, Brian Cox can be intimidated by such amount of emotions and pressure. Brian Cox prefers to get involved emotionally in smaller steps so the difference in how they express their true feelings can hinder the positive social interaction between them.



Preferred way of thinking compatibility



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

Brian Cox demonstrates more logical skills in approaching a situation and rather plans in long term when considering a solution. The way of thinking of Brian Cox can match well with the harmonic and balanced approach of Lucy Bryck.

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

Brian Cox demonstrates more logical skills in approaching a situation and rather plans in long term when considering a solution. The way of thinking of Brian Cox can match well with the harmonic and balanced approach of Chuck Dalton.

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

Brian Cox demonstrates more logical skills in approaching a situation and rather plans in long term when considering a solution. The way of thinking of Brian Cox can match well with the harmonic and balanced approach of Harvey Plank.

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

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

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

As Chuck Dalton prefers to observe a situation in either 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.

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

As Harvey Plank prefers to observe a situation in either 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.



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

Brian Cox's approach can create a conflict when it is about planning. While Neobal Hunter prefers to plan for short and middle term and get prepared for real consequences, or not to plan at all and to prefer to listen to the intuition, to look for creativity and to see the big picture, Brian Cox is satisfied when more alternatives are considered in long term.

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

Brian Cox demonstrates more logical skills in approaching a situation and rather plans in long term when considering a solution. The way of thinking of Brian Cox can match well with the harmonic and balanced approach of Maria Salvage.

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

While Neobal Hunter prefers to focus on actual and real problems, or to create theories, strategies without real focus on the achievements, Neobal Hunter can have a difficulty to understand the need of Brian Cox, as Neobal Hunter likes to think in structure, create theories, and to look for more evidences or information and to design systems to ensure efficient solutions.

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

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

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®.