

PIERO commits himself to achieving the best possible result in an appreciable way and appears to be very autonomous, therefore he is rather inclined to strive to get high performances levels. **PIERO** appreciably commits himself to managing the relationships within the group and seems very attentive, therefore he is rather inclined to manage the relationships within the organization to which he belongs. **PIERO** appreciably commits himself to improving the operational conditions of the group and seems very flexible, therefore rather inclined to strive to improve the working conditions of his working group. **PIERO** is a good performer of what is required to him and seems very scrupulous and therefore quite suitable for executive tasks.

PACE Compass of PIERO SALEMI

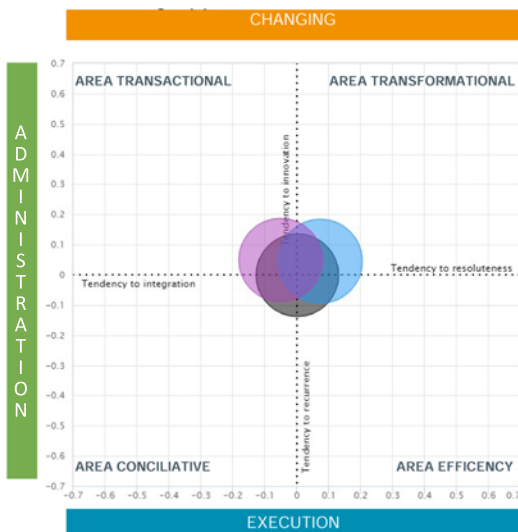
PERFORMANCE



	PERFORMANCE	ADMINISTRATION	CHANGING	EXECUTION
PIERO SALEMI	70%	70%	80%	80%
Total population	79.52%	72.1%	83.39%	79.03%
Specific Cluster	75%	80%	77.5%	72.5%

PACE Quadrant of PIERO SALEMI

PIERO shows a substantial balance among the different modes of interaction within the group.



Overall potential : 75%

PIERO generally shows a sufficient attitude to operate within a group or an organized context building effective relationships with the other members of the organization.

Centring: 0, 0

PIERO shows a substantial balance tendency between resoluteness in action and mediation capability. **PIERO** shows a substantial tendency towards the balance between innovation and repetition of acquired experiences.

STRENGTH

PIERO seems very conscious of the importance of conferring a high level of autonomy to those who perform executive activities and he particularly appreciates the proactive attitude of those who strive to fully understand all phases of the processes in which they are involved. **PIERO** seems very conscious of the importance of building relationships with the colleagues, offering his help even when this is not explicitly requested. **PIERO** attributes considerable value to the flexibility and ability to change one's habits, positively judging the ambition to change often activities and working conditions. **PIERO** attributes great value to the understanding of the rules and their compliance, both formal and practical, indicating any inapplicability of the instructions to be followed so that they can be improved and fully respected.

WEAKNESS

PIERO does not recognize the value of negotiation and the need to mediate between the different positions, so as to justify unnecessary conflict or reticences in the relationships between colleagues. **PIERO** does not seem absolutely aware of the importance of reducing waste of time and space in the organization of work. **PIERO** is not aware of the importance of ensuring the expected and agreed results, considering acceptable the deviations and differences even in relation to the execution methods of the tasks assigned to him.

OPPORTUNITY

High compatibility with: Primary team leader
It would also be indicated for: Middle manager

RISK

The level of focusing and ambition may not be sufficient to counterbalance the high level of autonomy, leading him to perform choices aimed at achieving short-term goals and without completely exposing himself. The level of negotiation and empathy may not be enough to counterbalance the high desire to build relationships, leading him to enter the private sphere of others without the proper precautions. The level of involvement and ability to optimize resources may not be sufficient to support his high flexibility, leading him to accept organizational changes even in the absence of real reasons. The level of loyalty and reliability may not be enough to prevent him from privileging the purely formal aspect of the rules.

PIERO Resolution 0 Innovation 0	Total population Resolution 0.1 Innovation 0	Similar people Resolution 0 Innovation 0.1
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