Brian Cox

Primer Motivation Analysis®

Quick Scan
Predictive and Prescriptive Profile

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Brian Cox

Primer Motivation Analysis®

Quick-Scan Profile

The following description interprets the predictive and prescriptive analysis of Brian Cox from primer motivation point of view. Primer Motivation Analysis® reflects on the observable working style and reveals the interpersonal behaviour of the analyzed person from the personality inheritance, biographical and predictive analitical data. As inborn (neurogenetic) features are hard to be changed during the life, at most levels they have been perpetuated by reaching the adult age. People under approx.35 can be slightly different from the description as they have an adaptation advantage, their primer motives that construct the base of work and interpersonal behaviour patterns are under development in a more extensive way, and are being influenced by the impact of their social environment. Young adults are yet predictable on the development track to match more to their original human potential (described by Primer Motivation Analysis®).

The review of the human potential (Primer Motivation Analysis®) of Brian Cox gives the opportunity to understand better which natural strengths and qualities he has and how these ones are integrated in him (sometimes as unknown potential), and how they will influence his work behaviour and actions in the work environment.

Predictive Working Style

Brian Cox can bring to the job individual skills and talents that manifest in Brian Cox's dominant work style. Work behaviour can be linked to the role that Brian Cox can fulfill the best in the organization. His dominant workstyle's values are the followings:

- can come up with original ideas that come from imagination, intuition or true innovation
- less interested in meeting others" expectations, prefers to follow own drives and ideas
- if the work does not provide enough space for creativity, than creativity and talent can (and should) come out in the form of a hobby
- prefers to create something artistic using a talented skill or at least to try new ways of doing something
- can be oversensitive to critique
- rigid structures, frames, barriers in the organisation can block the creativity

If the characteristics of the applied or actual position fit to the dominant work style, the work requirements are met easier as it comes naturally. Brian Cox's has additional workstyle preferences on which he can be trained on:

- can have a difficulty with adapting fast to a change
- feels well if the work can be done with accuracy and in a planned way, no unexpected variance or change emerges
- feels comfortable and safe if there are procedures that frame the flow of work or a process
- has own routines to do things
- prefers to work in a system that is already created and it runs well, or needs more time to properly measure what it needs to create a systematic flow
- can have a special talent for being self-organized and cautious

- can prefer the ways of doing things according to the regulations or routine

And also these features are describing another work style to which Brian Cox can accommodate if it is necessary:

- completing a task causes pride and satisfaction
- can be developed to be good at using different tools, machines, equipment
- can grow above the average mechanical skills, and sensorimotoric coordination abilities
- prefers to work on something physical or to do something practical
- when facing a problem, able to find a concrete action to solve it, not only an abstract theory

Warning!

- Extensive Physical Activities and Sports can limit and endanger the balanced recovery from workload and stress.
- Brian Cox has a natural tendency to give up or to get stressed from those situations when he encounters with more pressure or challenges, or resistance; acceptance, attention and emotional support are continuously needed from close environment.

Based on Primer Motivation Analysis® approach, Brian Cox's human potential fits to different job fields as described under here:

Primer Motivation - Predictive potential of job adaptability

The physical, emotional and intellectual patterns of Brian Cox's Primer Motivation reveal the optimal range of job roles to that Brian Cox can easily adapt. Based on Primer Motivation Analysis® approach, Brian Cox's human potential fits to different job fields as it is described under here:

Brian Cox's adaptation potential level to

Administrative and clerical job roles

- that need more face-to face or other interpersonal communication

Low ▮▮▮▮ High

- that need low level of people interaction

Low ▮ High

- that need structured, analytic cognitive skills for planning, or data processing

Low ▮▮▮▮ High

Service-orientation needed job roles

- that need more interpersonal relationship management skills

    Low ■ ■ ■ ■ ■ ■ □ □ □ High

- that need more potential in the ability of following rules, directions and attention on processes, flows and technical details

    Low ■ ■ ■ ■ □ □ □ □ □ High

Sales job roles

- that need more classical sales abilities

    Low ■ ■ ■ ■ ■ ■ □ □ □ High

- that need the combination of sales, leadership and managerial potential

    Low ■ ■ ■ ■ ■ ■ □ □ □ High

Support-oriented or teaching-like job roles

- that need more willingness to provide help and support

    Low ■ ■ ■ ■ □ □ □ □ □ High

- that need teaching, coaching, mentoring and people developing skills

    Low ■ ■ ■ ■ ■ ■ ■ □ □ High

Discipline focussed job roles

- that need adaptation to systems, rules

    Low ■ ■ ■ □ □ □ □ □ □ High

- that need accepting authority

Low ▮▮▮░░░░░░░ High

Pressure management needed job roles

- that have more physical pressure and stress

Low ▮▮▮▮▮░░░░░ High

- that have more interpersonal and emotional pressure

Low ▮▮▮▮░░░░░░ High

- that have more critical or creative thinking pressure

Low ▮▮▮▮▮▮▮░░░ High

Task-, or people-oriented responsibility management skills needed job roles

- that need more task-oriented managerial skills

Low ▮▮▮▮░░░░░░ High

- that need more team-building and people managerial skills

Low ▮▮▮▮▮▮▮▮░░ High
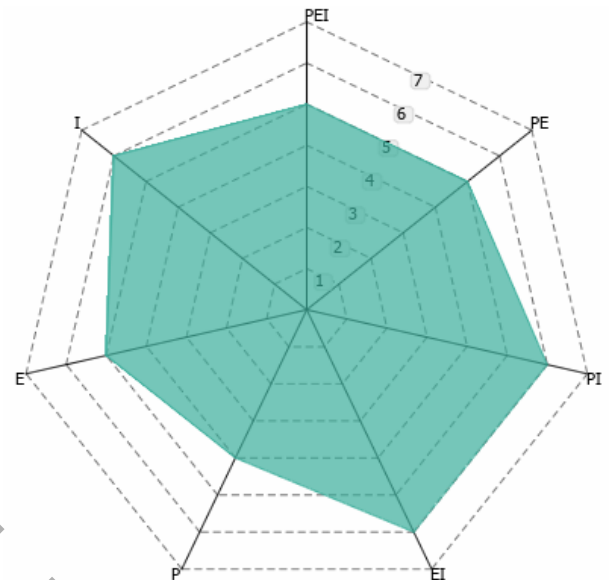
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Predicted conformity level to different combinations of job types

Based on Primer Motivation Analysis®, Brian Cox has a unique conformity to different combinations of the nature of the job. The following diagram shows what the nature of the job should be like in order to fit Brian Cox's drive power and patterns the most.

PEI   Conformity level with jobs that combine the regular people contact, physical stress and workload, demanding brainwork and intellectual challenges in a balanced and harmonised way

PE   Conformity level with jobs that combine the regular people contact, physical stress and workload in a balanced and harmonised way

PI   Conformity level with jobs that combine the regular physical stress and workload, demanding brainwork and intellectual challenges in a balanced and harmonised way

EI   Conformity level with jobs that combine the regular people contact, demanding brainwork and intellectual challenges in a balanced and harmonised way

P   Conformity level with jobs that include the regular physical stress and workload mostly

E   Conformity level with jobs that include the regular people contact mostly

I   Conformity level with jobs that include demanding brainwork and intellectual challenges mostly

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®.

For further details of this description or more complex information about Brian Cox's human potential from work and social behaviour point of view, or knowing more about Brian Cox's behaviour and adaptation profile under permanent stress, get full profile!