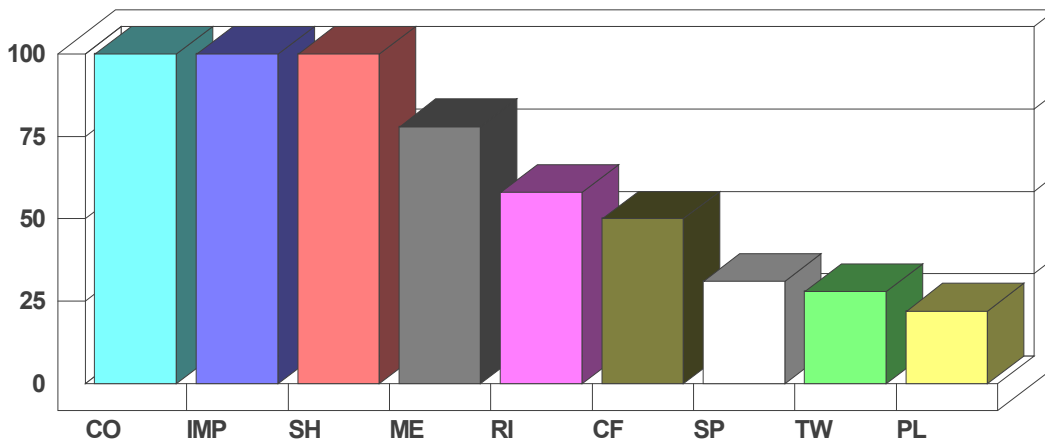




Job Direct Report

Job Name School Principal
Job Specifier

Team Role Profile for School Principal



The job as it is specified requires someone who has the capacity for drawing the best out of others, encouraging them to contribute and to identify personally with group objectives. Such a person should be able to conduct meetings in a mature fashion and in a way that allows participants to feel satisfied when proceedings have been concluded. The job also demands someone with an organised approach to work and a capacity for dealing efficiently with matters of a practical nature. The ideal candidate will thrive in well structured situations, be ready to assess what is feasible and show down to earth common sense that takes account of the needs of the organisation. The appointee should make a reliable employee, stand up well to the pressures of work and show stability in character and temperament. The job also demands someone who possesses strong driving qualities. The likely candidate will have the strength of character to overcome opposition and the self confidence to get round obstacles and rules that stand in the way of progress. This specification underlines the need for a high achiever. The job also demands someone who possesses outstanding analytical views plus a capacity for planning and careful judgement. A thoughtful approach is likely to be the main contribution of the best candidate for this position.

The work entails a fair degree of socially pro-active behaviour and a readiness to get out and about and meet people.

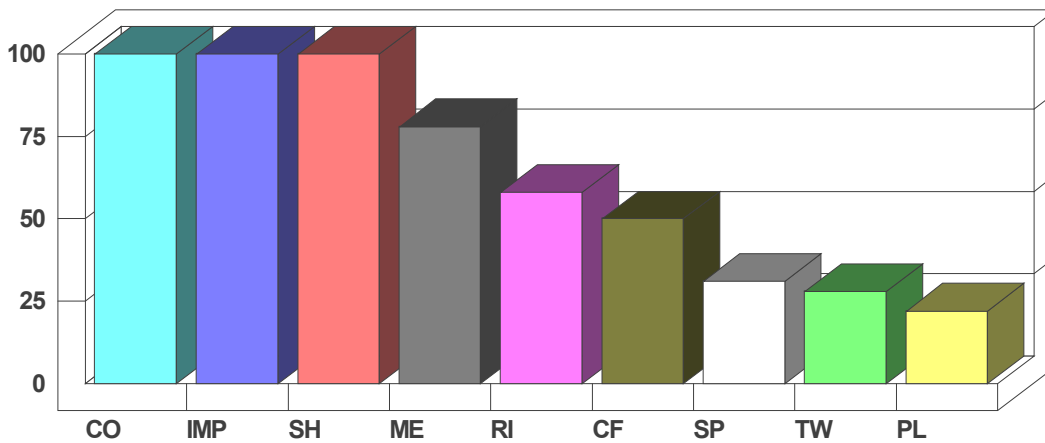
On this specification the ability to orchestrate a structure that is already in place is more important than the ability to open up new avenues.



Job Counselling Report

Job Name School Principal
Job Specifier

Team Role Profile for School Principal



In this job you will be expected to be a good organiser. You will need to decide what work needs to be done and who is to do it. Those who report to you will need encouragement and supervision. Bear in mind that responsibility for whatever is arranged will be basically yours, so you will need to stand up to the various pressures that are likely to arise.

The specifier of this job expects the person appointed to take a wide overall view and to develop a strategy that takes account of all relevant circumstances. A mature and managerial approach is crucial to this position.



Job Observations Report

Job Name School Principal
Job Specifier

The following are the most important words for the job, in popularity order. "*" indicates that at least one observer placed the word in the top three.

well organised	**5
encouraging of others	*5
consultative	*5
conscious of priorities	**4
good at follow through	*4
broad in outlook	**3
analytical	**3
innovative	*3
creative	*3
calm & confident	*3
impartial	3
diplomatic	3
professionally dedicated	3
knowledgeable	3
hard driving	*2
efficient	*2
inquisitive	2
disciplined	2
practical	2
conscientious	2
shrewd	*1
challenging	*1
persistent	*1
realistic	*1
co-operative	*1
imaginative	1
single-minded	1
persuasive	1

most detrimental to the job, in popularity order.

aggressive	3
manipulative	2
resistant to change	2
fearful of conflict	2
not interested in others	2
indecisive	2
inflexible	1
reluctant to delegate	1
frightened of failure	1
unadventurous	1
empire building	1

The following are the characteristics regraded as

The following observers have assessed the job:

- David B
- David O
- Un-named
- Un-named
- Megan
- Jo
- Chris