



Name: The Neither Here nor There (NHNT)
 Job Title: Flag whiffler
 Department: Cubicle city

Assessment Date: 19/02/2021
 Revision cycle (years): 3
 Next assessment due: 19/02/2024



Part 1		The Good
Guideline message on click		
Beneficialisations	Input (0 to 10)	Positive traits. The higher the score, the better the prospect. Evaluator Comments
Adaptability	7.5	= Pretty good at adapting to new equipment or techniques. Providing they get notice and a run-up.
Ambitionality	3	= NHNT's will take the job for the money, then be utterly astonished when they are expected to perform the duties that go along with it.
Butt-kissiness	6.5	= Not overly obsequious, but not averse to puckering up if needs be.
Capability	7.5	= Good on the whole. May be a little out of their depth with some tasks.
Client-interaction	7	= Good enough without being particularly dynamic. Tend to make assurances they can't keep
Creativity	4	= Sporadically inventive. It should be noted that, due to a lack of preliminary design or forward planning, their creations often go awry.
Data-protection	9	= On the whole, very good. Mainly because NHNTs tend to forget what it is they're supposed to be keeping a secret anyway.
Educative	6	= Nominal education. however, they tend to consider the end of school life to be the end of the need to learn. Never read a book since.
Engagement	7	= NHNT's will happily sit and listen to what needs to be said or, preferably, displayed on a screen, without any grumbles. They may from time to time ask questions in Q&As.
Environmental	5	= Need to be reminded to recycle or else they'll just drop it wherever they happen to be at the time. Carbon footprint not good due to their tendency to drive 30 miles to go shopping when the nearest market is 500 yards away.
Experience	9	= Straight out of school, they found a niche and made a nice nest. If they're brand new, do what you can not to scare them off and they'll stick with you forever.
Extras	8	= Those extra talents or equipment are more or less there for the taking. At least you don't have to buy them a works phone.
Health & safety	8	= NHNT's natural caution means they tend to be safety conscious, for the most part, with the occasional minor oopsie.
Humour	5	= They're never going to light up the room but, if bad puns and "dad jokes" are your thing, they can hold their own. Ooh... Matron!
IT	6.5	= They can turn it off then, turn it on again. Tech gurus, they will never be. Will definitely require training to use server based software. They're probably still using the T9 texting system, but will hopefully catch up one day.
Initiatives	7	= Mmm... Kay. Some situations might induce cognitive lock-up, but on the whole could be worse.
Je ne sais quoi	3	= Not really. Move on, nothing to see here. Minimal presence. Which could be a bonus under certain conditions.
Organisational	6	= Ok. Forward planning largely consists of listing what they have left to do without really analysing their approach. NHNT's like a routine whenever possible.
Paperwork	10	= Remarkably, NHNT's just love paperwork. The more repetitive, the better.
Sarcasm	5	= NHNTs have sufficient grasp of irony to recognise when it's in the room, but it is not a talent they themselves utilise to any real degree.
Work ethic	8	= Mostly reliable. They'll show up on a day to day basis, but they may display a tendency to take busy periods as annual leave.
Workplace relations	8	= Content to socialise, provided they have their partner's permission, NHNTs can get on with pretty much anybody, and will do whatever they can to avoid confrontation. They will talk about you behind your back though.
Workplace training	7.5	= NHNT's generally possess enough workplace training without any particular extras.
Beneficialisations Score	153.5/230	Meh. That'll do. Beggars can't be choosers.

Part 2		The Bad	
<i>Guideline message on click</i>			
<u>Dangerosities</u>	Input (0 to 10)	Negative traits. The higher the score, the worse the prospect. Evaluator Comments	
Criminalrecordtudiness	1	Unremarkable. They might have had their collar felt at some point. Probably from speeding. Their naivete precludes any real criminal activity.	
Entitlementisiform	5	Increasingly prone to entitlement creep the longer they are employed. Display an ability to use others to do anything they don't want to do coupled with enough forward planning to book vacations during scheduled busy periods.	
flibbertigibbetism	5	Not averse to sitting around gossiping, but they are generally not the instigators. The NHNT's attraction to more dynamic personalities means they will generally, "follow the crowd".	
Idlenessicence	5	If left to their own devices, NHNTs will cheerfully fritter the day away until they suddenly panic and try and squeeze 4 hours worth of work into 30 minutes.	
Militancication	0	Ha! Ha! Ha! Ha! Ha! No.	
Prejudicialment	1	Prejudice requires effort. The NHNT's desire to do no more than is absolutely necessary overrides any particular discriminatory tendencies. However, they do tend to use archaic derogatory euphemisms without comprehending why that might be wrong.	
Specialflakenessitude	1	Pretty thick skinned. It takes a lot of effort to push them to the edge. But when you do, boy is it worth it. Like watching an angry bunny.	
Dangerosities Score	18/70	Any negative is a bad thing, but could be a lot worse.	

Part 3		The Management Style	
<i>Guideline message on click</i>			
<u>Dark Triad</u>	Input (0 to 10)	An indicator of morality, or lack thereof. A higher score has no impact upon the Workplace Usefulness Score, but increases management potential. Evaluator Comments	
Narcissism	4	Will accept encouragement or criticism with equanimity. NHNTs know their own value without any particular need for approbation, but egocentricity can manifest from time to time.	
Machiavellianism	3	Manipulative enough to wiggle out of things that they don't want to do.	
Psychopathy	3	Somewhat empathetic with low grade schadenfreude. Not likely to go postal with an AK-47	
Dark Triad Score	10/30	Here we go. The human condition is kicking in.	

The Results		Summary	
<u>Final scores</u>			
Workplace Usefulness	5/10	Employee potential. The higher the score, the better. If the score is low, what can be done to improve it? Meh! Could be worse.	
Evaluator Summary		A middle of the road experience. Capable enough and will generally stay put in whatever role you put them in, because it's easier that way. Not prone to rocking the boat in any meaningful sense. Basically, an employer's wet dream.	
Management Potential	4.1/10	Heading into middle management territory. You know what that means don't you?	
Evaluator Summary		Keep it light, keep it simple. NHNT's tend to over delegate their duties. Placing tasks they don't care for onto subordinates, whilst they kick back and do the easy stuff.	
Supplemental		The Neither Here nor There (NHNT)	
Most likely to		Waft around, blithely oblivious to their surroundings.	
Most likely to say		"I forgot" or "I don't know. I'll have to ask my *wife/husband/life partner/parents/cat." *(delete where applicable)	

Charts

