



Name: The SuperHyperMegaVerbaliser (SHMV)
Job Title: Kettle Wrangler
Department: The Office Next Door

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	The SHMV's adaptability is related to their attention span. Whilst they are more adaptable than the score would suggest, their dreamy-weamy, away with the fairies, state of consciousness prevents them from absorbing all the information. Regular refreshers and reminders are essential
Ambitionality	7	Quietly ambitious, SHMVs will happily apply themselves to their assigned roles with an eye for advancement. Once they have achieved a position that grants them a satisfactory work/homelife balance they will, most likely, be content to stay put.
Buttkissence	7	Whilst not overtly an ass kisser, the SHMV's humility manifests itself in cheerfully taking whatever abuse superiors dish out their way.
Capability	7.5	Although averagely capable or above, other factors in the SHMV's personality can diminish the application of their capabilities. SHMVs fare best in roles that have a lot of variance in duties.
Client interaction	9	The client loves them. Warm, open and friendly, the client enjoys their company. The SHMV's scatty nature however can result in them making assurances they are, subsequently, unable to fulfil.
Creativity	3	Not artistic in nature, creativity is limited to bad impressions of people they know. But they can come up with ideas that others can run with.
Data protection	4	SHMVs are aware that there is such a thing as data protection. But that doesn't stop them from leaving sensitive information lying around for the world to see.
Educational	6.5	Most likely a standard, state school, education. Completed without frills. Further education unlikely as SHMVs just want to get moving.
Engagement	8.5	Although they may pretend otherwise, the SHMV's sociable nature means they enjoy group activities and team bonding exercises.
Environmental	3	If you're sharing a work area with an SHMV, you'll be stepping over their stuff. All surfaces including yours are simply, extra storage. Indiscriminate hoarding, coupled with a randomised approach to recycling. Metal in the paper bin? Guess who? Plus, all the carbon.
Experience	7	The SHMV might have experimented early in life with different vocations. If you've got them in later years, chances are, this is what they want to do.
Extracurricular	3	Don't expect too much in the way of freebies. The SHMV's bonhomie doesn't mean they like being taken for a chump.
Health and safety	7	Could be better, could be worse. If something happens it's because they were looking at something else.
Humour	10	When the SHMV takes the stage, all you can do is stare. Once they get going, you are in for a show. An unstoppable, runaway train, of a show.
IT skills	7	SHMVs are perfectly capable of using whatever technology or software you provide them with, but they will need to be shown all the little efficiency tips, tricks and keyboard shortcuts that make life easier.
Initiative	7.5	Effective enough problem solvers. If presented with a problem that they don't have a solution to, SHMVs are not afraid to go looking for someone who does.
Je ne sais quoi	10	The stand out personality in any room. Comedy, off key singing, strange noises, the SHMV is a vaudeville act in process. Making for a riveting presence .
Organisational	6	Debatable. Whilst SHMVs make for likeable leaders, they are not inclined towards micro-management, and will need effective staff to lean on.
Paperwork	8	They don't like it, but they'll do it. Provided it's not all day long.
Sarcasm	7	Adept at the sarcasmatics, SHMVs can dish it out, but they don't like being the receiver overmuch. They're givers not takers.
Work ethic	8	Although a "behind the bike shed" personality, SHMV's understand the importance of application of will and focus. After all, multiple children and ex-spouses aren't going to pay for themselves.
Workplace relations	10	The fluffy-toy of the workplace. SHMVs love to socialise and do their best to get on with everybody. Regardless of their personal opinion.
Workplace training	7	They know enough for their role, but will need others to fill in the gaps.
Beneficialisations Score	160.5/230	Meh. That'll do. Beggars can't be choosers.

Part 2		The Bad	
<i>Guideline message on click</i>			
Dangerosities		Input (0 to 10)	Negative traits. The higher the score, the worse the prospect. Evaluator Comments
Criminalrecordtudiness	1	=	SHMV's might bend the rules, but they don't actively smash them. Unless by accident. Honest. I swear, it was an accident.
Entitlementisiform	2	=	Not particularly greedy in nature, this doesn't mean that they can be had. Entitlement is limited to scooting off early should they get the chance.
flibbertigibbetism	10	=	Unless their energy is directed by their own work ethic or oversight, SHMVs will blah-blah and yak-yak all day long. The clue is in the title.
Idlenessicence	0	=	A perpetual motion machine. SHMV's possess astonishing energy resources along with the attention span of a kitten. An effective management will harness this energy.
Militancication	2	=	SHMVs can be prone to a degree of "behind your back" militancy. But they won't do anything that might put their position at risk.
Prejudicialment	4	=	There's a little something there. Although prejudices are largely suppressed, they can manifest in unguarded moments.
Specialflakenessitude	3	=	SHMVs can take it on the chin. Or anywhere else you'd care to put it. Provided you are a higher authority.
Dangerosities Score	22/70		Any negative is a bad thing, but could be a lot worse.

Part 3		The Management Style	
<i>Guideline message on click</i>			
Dark Triad		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	7	=	Fishing for compliments and adept at making themselves the centre of attention SHMVs are, nevertheless, not so narcissistic it cripples them.
Machiavellianism	1	=	Plotting and scheming is not an inherent ability in the SHMV. Their energies are largely directed elsewhere.
Psychopathy	5	=	Not averse to risk. A mid level gambler without being an unmanageable threat.
Dark Triad Score	13/30		Whoops! Watch your backs.

The Results		Summary	
Final scores			
Workplace Usefulness	4.8/10		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	=	The SuperHyperMegaVerbaliser is more useful than the final score might imply. If shortcomings can be mitigated through training and oversight, or a role found that suits their particular talents, then they can become a more effective employee.
Management Potential	4.6/10		Heading into middle management territory. You know what that means don't you?
	Evaluator Summary	=	As management, SHMVs are usually popular with the staff due to their outgoing personalities but, due to their fluffy-wuffy, kitten like attention span, they may be considered occasionally unreliable.
Supplemental			The SuperHyperMegaVerbaliser (SHMV)
	Most likely to	=	Do the show right here! In drag.
	Most likely to say	=	Anything and everything that comes into their heads really.

Charts

