



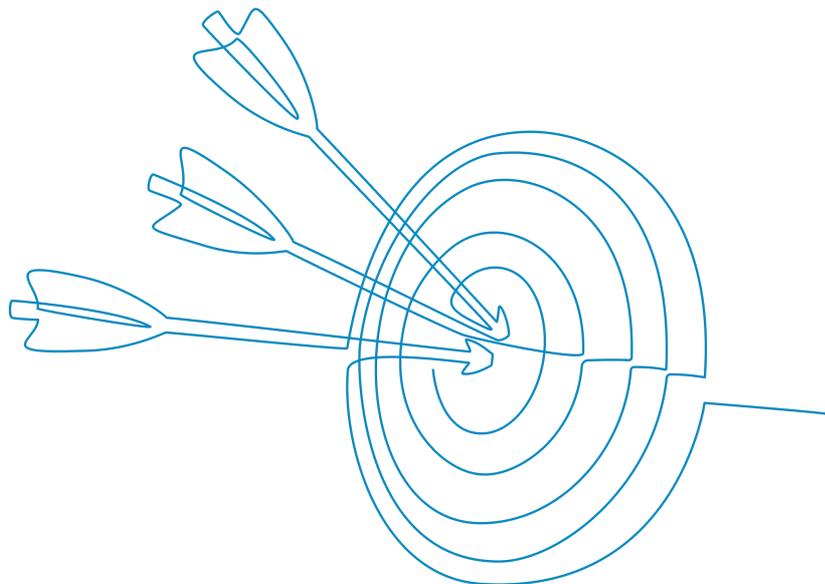
WINSBOROUGH

Hāmakā Dosonex

Leader Select Report

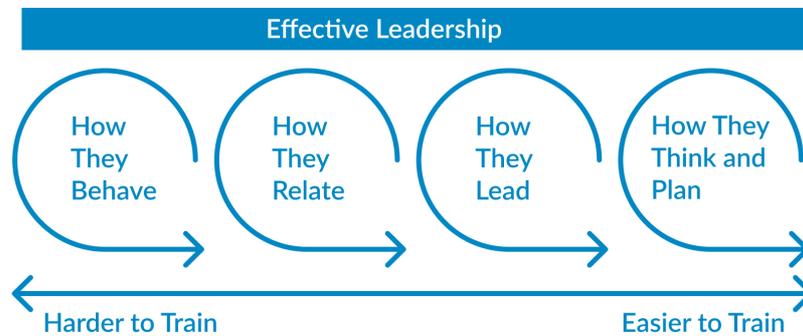
Winsborough

July 2025



About this report

This report outlines your candidate's approach as a leader with a particular focus on the role for which you are considering them. It is designed to give you more information and confidence about your potential hire. The information in this report is presented in the four 'building blocks' essential for leader success:



How a person **behaves**: Dealing with pressure, managing emotions, and responsiveness to feedback

How a person **relates**: Communicating, advocating, and building relationships

How a person **leads**: Building teams, leading outcomes, and developing people

How a person **thinks and plans**: Thinking style, decision-making, and structuring work

How to use this report

This report outlines how well your candidate aligns with the role. There is no perfect candidate, and what makes someone a good fit depends on the context of the role and your organisation's unique needs.

The candidate's strengths and development areas are presented equally to support a well-informed decision. Follow-up questions are included at the end of the report for use with the candidate or their referees. Any concerns or key points can be explored further during the results debrief session.

This report is [confidential](#) and contains sensitive information. It should be shared only with those involved in the selection decision. It is not intended for wider distribution and should be stored securely.

Psychometric assessment offers valuable insights not available through other methods, but should not be used in isolation. Always consider it alongside interviews, referee checks, and other selection or development tools. More information about the assessments your candidate completed can be found [here](#).

Hāmakå's overview

This is a summary of our findings for Hāmakå. The following pages provide more detail to support your decision making.

How Hāmakå behaves

Handling day-to-day pressures as well as most, Hāmakå is rarely anxious about setbacks and is open to feedback. However, they can display a more laid-back attitude to results and performance, taking each day as it comes.

How Hāmakå relates

Outgoing and chatty, Hāmakå has a task-focused approach to relationships and will work well both independently and as part of a group. They are not always sensitive to how others are feeling and may be direct and to the point when diplomacy would be more appropriate.

How Hāmakå leads

Hāmakå can be direct but is unlikely to create a competitive or driven culture. They may not always be clear about expectations but can provide honest feedback when prompted. Likely to be less aware or attentive to team member's needs, they may invest less in their development than other leaders.

How Hāmakå thinks and plans

Hāmakå has a balanced thinking style with the ability to remain cognisant of both immediately presenting issues and longer-term considerations. Hāmakå is likely to be decisive, even in situations where information is incomplete or ambiguous; though at times, this may lead to them acting too quickly. With a relaxed leadership style, Hāmakå is unlikely to micromanage, however, their team may complain of a lack of structure in the way tasks are delegated and desire more consistency in the way standards are upheld.

Hāmakå's behaviour

- sensitive to stress
- principled

Hāmakå profiles as a passionate person who cares about doing the right thing at work. They will be likely to be more sensitive to stress than most and can take criticism and failure personally. They may seem more intense than many of their peers and may need time to recover and process emotions.

- emotionally reactive

Under prolonged pressure, Hāmakå can react more emotionally when things go wrong. At these times others may experience them as more irritable or pessimistic.

- relaxed
- dominant

Hāmakå cares deeply about success and recognition, but their relaxed approach may mean this is not immediately apparent to others. They may seem reluctant to take initiative or work very hard. That might mean Hāmakå struggles to demonstrate the energy and persistence needed to advance.

- impulsive

Additionally, under pressure, Hāmakå can seem easily distracted and be inclined to miss deadlines, thinking the rules don't apply to them.

- dependable
- good natured

Hāmakå prefers environments where there is both a high work ethic as well as room for them to have fun and enjoyment. Combined with a tendency to work in fits and starts, this can mean they are prone to getting bored with mundane tasks. Hāmakå will want to do the right thing but may not always follow the rules or keep standards high.

- hasty

Under pressure, Hāmakå can seem even more flexible and quick to act than usual. Drawn to what they find most interesting, they can overlook key details, not always think through the consequences of their actions, and seem unreliable.

- responsive to feedback
- inquiring about feedback

Those who work with Hāmakå will notice a curiosity about feedback and willingness to be challenged and corrected. They should prove relatively self-aware and responsive to constructive critique.

- reacts to feedback

In times of stress, Hāmakå may seem to overreact and take feedback personally, making it seem more consequential than intended.

Hāmakå's relationships

- independent
- enjoys connection

Hāmakå is fairly motivated to work with others and will appear outgoing and sociable. Likely to enjoy interaction, they should build relationships well but may not be as good at maintaining them over time. It may be that Hāmakå talks more than they listen but isn't always aware of this. At times they may misread social cues and come across as overly direct, insensitive, or impatient.

- distant

At times of stress, Hāmakå can grow distant and seem withdrawn and uncommunicative.

- direct
- resolves issues promptly

Drawn to positions of power and comfortable being in charge, Hāmakå will remain empathetic and sensitive to others while still driving a clear agenda. They will deal promptly with challenging people situations and make the tough calls when necessary.

- overly harsh

When not at their best, Hāmakå can seem tough, skeptical of others' intentions, and not always willing to listen to a contrasting opinion.

- lively
- team oriented

Hāmakå's profile shows them being comfortable in a spokesperson role, though they may not go out of their way to seek out speaking opportunities or a high profile. They should be a credible organisational representative and, as a leader, should advocate for their team.

- broad network
- open

Interested in connecting with others, Hāmakå will seem relatively social. They should proactively build and maintain a network of key customers and stakeholders. During conversations and interactions, they should express understanding and excitement openly and give customers the sense they understand their needs and are invested in helping resolve them.

Hāmakå's leadership

- relatively ambitious
- highly motivated to lead

Being in charge and leading others is somewhat important to Hāmakå. Their team will find that they set realistic goals and expect a reasonable degree of effort. With a firm, efficient approach, Hāmakå will deal readily with performance issues but sometimes lacks interpersonal skills and can come across as overly tough; 'telling' rather than coaching the team.

- inconsiderate

Under pressure, Hāmakå can become even more direct with their messaging than usual, leading colleagues to see them as inconsiderate and indifferent to other people's feelings. Additionally, they can strongly favour their own ideas and needs, pursuing their own agenda without adequately listening to others' views.

- hands off
- available for team

Hāmakå readily delegates, communicating high-level outcomes and allowing people to choose how they want to complete the task. Their style will suit those comfortable working autonomously, however, they may not provide the structure some prefer given their preference for spontaneity and their limited concern for applying rules and following process.

- low detail focus

Pressure can see Hāmakå become even less concerned with details and upholding standards than usual. Relaxed but disorganised, they can lack follow-through, making it difficult for the team to get the support and direction they need.

- liberal

Hāmakå is moderately interested in exploring, finding out new things, and using their imagination. They will appreciate a work environment that promotes learning, development, and the chance to experiment and try new things.

- enthusiastic contributor
- driven

Fairly sociable and outgoing, Hāmakå is energetic and will want others to take action towards important goals. Though willing to consult, they are confident and socially capable, so should prove a good influencer.

Hāmakå is unlikely to show extremes when under pressure, and will continue to be relatively sociable and outgoing when working with others.

Hāmakå's thinking and planning

- inquisitive
- focused interests

Hāmakå is as curious as most other people and likely to enjoy contributing to creative problem-solving as well as evaluating ideas for real-world action. With a focused range of interests and a more concrete approach, it may prove less natural for them to engage in new ways of thinking and generate innovative ideas that really challenge conventional methods.

Under pressure, Hāmakå is unlikely to show extremes in behaviour, and will continue to show curiosity and enjoy finding solutions that have real-world applicability.

- inquisitive but practical
- whimsical

From an interest or motivational perspective, Hāmakå will work best in a culture that balances the need to be curious and inquisitive with the need to be practical and pragmatic about what can be achieved. Emphasising spontaneity and flexibility over standards, their solutions may be the first that come to hand.

- embraces uncertainty
- thoughtful

Hāmakå will appreciate workplaces where risk-taking and adaptability are encouraged. With a quick-moving, 'good enough' approach to tasks, they may not always follow due process or consider the consequences before acting.

In pressured situations, Hāmakå is likely to show few extremes in their behaviour, remaining comfortable with ambiguity and quick to act.

- fluid and disorganised
- strongly goal oriented

Motivated by goals and completion, Hāmakå will focus their efforts on ambitious goals. They will be likely to prioritise projects according to the strength of the business case. They may leave the details of execution to someone else and may skip over follow-through.

- impatient and over committed

Stress or pressure can see them follow the spur of the moment without collaborating or communicating. Hāmakå can seem guarded and slow to involve others, leading to slow progress and sub-optimal outcomes.

Follow up questions

Very few candidates will present as 'the perfect fit'. Here are some key areas for follow-up with the candidate and their referees.

Behaves

Håmakå's profile shows that they can at times appear laidback or unconcerned in their approach to work tasks. How does Håmakå let others know that they understand the urgency of certain situations?

Under pressure, Håmakå is likely to have a more emotive and passionate response than usual. How do they retain or regain composure during stressful situations?

Relates

At times, Håmakå is more inclined to 'call a spade a spade', regardless of whether others are ready to hear it. How do they ensure that appropriate attention is paid to the nuances of interpersonal relationships?

Under stress, Håmakå may seem aloof, withdrawn, and less trusting of others' motives. How does Håmakå build and maintain trust in key relationships?

Leads

Typically less proactive about taking the initiative and more relaxed about commitments, when has Håmakå pursued opportunities outside of what is required? What strategies does Håmakå have to ensure progress is checked regularly and there is accountability for people who are not performing or delivering as agreed?

Under pressure, Håmakå may confuse others with their lack of consistency and clear direction. Frequently acting on impulse, they can seem disorganised and overly focused on the short term. How does Håmakå ensure those around them have the structure and direction needed? What learnings have occurred from previous missteps?

Thinks and plans

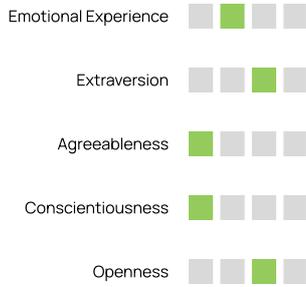
Håmakå may be more inclined than most to adapt or abandon the agreed plan. What criteria are considered before doing so? How do they ensure coherence and direction are maintained?

Ask Håmakå to describe their approach to making commitments to projects they are not sure they can deliver on.

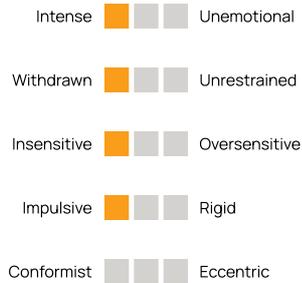
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The narrative in this candidate's report has been created from the summary data shown here.

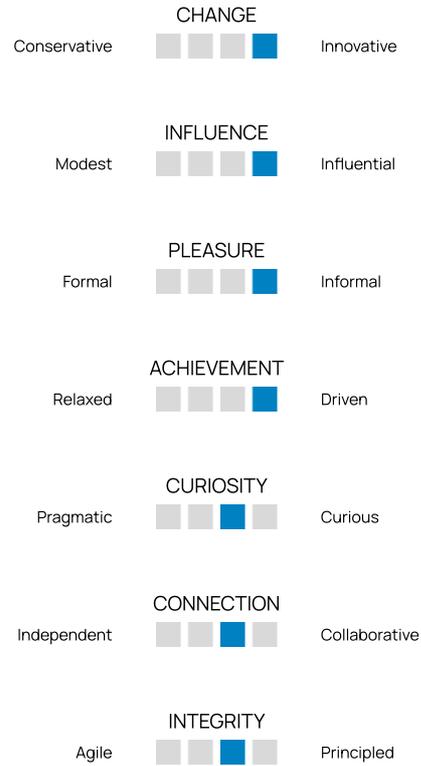
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