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14<sup>th</sup> April 2019

When Bernadette first approached me to conduct the Graphology exercise with the management team at ALM I was quite sceptical (having never encountered this in a business context before). However, having tried other personality profiling with the team such as Belbin, we decided to take advantage of this opportunity and see what the exercise would uncover.

The initial meeting consisted of Bernadette leading the group through a series of simple handwriting and drawing tasks, she also took time to explain some of the principles behind graphology and how the handwriting and picture symbols are interpreted.

Bernadette then left with the results of the individual exercises to conduct an in depth (off site) analysis of each team member.

When Bernadette returned with her reports on each individual we were genuinely shocked at both the level of detail in the reports and the accuracy of how she described each of the individuals on the team. Specifically highlighting things from our childhood and early years which were impacting our current state of mind and ability to function well or not as an individual and also as a member of a team.

What was more impressive was the way she was able to identify strong, average and weak traits and then translate these into specific paragraphs going deeper into the reasons/cause of these behaviours from a much deeper psychological level than any of us had ever experienced.

Specifically as a result of this exercise and as a family business which consists of both parents and two sons, we had underestimated the pressure faced by our children through our expectations of us as employers and the impact this was having on both them as individuals and us as a family unit.

As a direct result of the insights the graphology process revealed, the family have restructured roles and responsibilities which has had an immediate positive impact on the psychological state of us all and also our ability to focus on key objectives with the rest of the team.



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In addition, the directors have gained a deeper understanding of key managers who report to them and the drivers and de-motivators which were impacting their ability to achieve business objectives.

I can highly recommend Bernadette and BH Graphology as someone who will provide a much greater understanding of the person behind the person in your team, and that if you use this information wisely, you can only strengthen your team and business.

We will definitely be using BH Graphology in the future to assist in key recruitment decisions, management selection, and personality profiling to assist us in making the right decisions to grow and secure our business in the future.

A handwritten signature in blue ink, appearing to read 'Tony Thompson', is positioned above the printed name.

Tony Thompson

Managing Director



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