

PROFILES

The Profile

INTERNATIONAL



Confidential Individual Report

for

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A Profile of the Total Person**THINKING STYLE**

Learning Index (An index of expected learning, reasoning and problem solving potential.)

- You are quite capable in the area of flexible problem solving.
- Your capacity to adapt intellectually is very strong.
- It is very likely that you will find it easy to learn the requirements of a new job situation.
- You are an effective learner who may appreciate a challenge in a training experience.

Verbal Skill (A measure of verbal skill through vocabulary.)

- You show strong potential for developing existing skills with communication.
- You can build on your foundation as the particular communication skills required in performing the job become familiar.
- You have a sound understanding of everyday communication processes.
- You should be competent in making analyses involving written and verbal data.

Verbal Reasoning (Using words as a basis in reasoning and problem solving.)

- You communicate with others effectively.
- Information gathering is a strength of yours.
- You demonstrate a good range of vocabulary and an excellent capability for verbal expression.
- You learn verbal information more easily than average.

Numerical Ability (A measure of numeric calculation ability.)

- Your analysis of business-related numbers should be sharp and on target.
- You are quick in mentally determining correct mathematical solutions to problems.
- You are capable of precise numerical accounting even under the pressure of strict time constraints.
- You excel in a job that requires the accurate application of mathematical procedures in order to make correct decisions.

Numeric Reasoning (Using numbers as a basis in reasoning and problem solving.)

- You should effectively solve numerical problems and mathematical applications.
- You likely have little difficulty in assimilating new information of a numerical nature.
- You rapidly grasp numerical information.
- You are certainly adaptive when handling complex numerical decisions.

A Profile of the Total Person

OCCUPATIONAL INTERESTS

Your interest pattern focuses on the Enterprising, Financial and Mechanical theme. The main emphasis here is on industrial management, business ownership and selling and influencing people. Basically, you are a person who is driven toward success in sales, management and industrial positions. Some opportunity combining all three would be ideal.

BEHAVIORAL TRAITS

Energy Level (Tendency to display endurance and capacity for a fast pace.)

- You are a self-starter, an energetic personal producer; you show a high sense of urgency.
- You have an unusually high energy level and probably do not enjoy sedentary work.
- You would very likely enjoy positions that call for a high energy level, fast work pace and critical deadlines.
- You enjoy a quick pace and a fast track. You demonstrate a strong focus on critical deadlines and timely results.

Assertiveness (Tendency to take charge of people and situations. Leads more than follows.)

- You express a strong need to be in charge, to be the leader.
- You have a preference for making the hard decisions, to determine outcomes.
- You can be highly motivated by situations in which you are held accountable for results. You're strongly motivated by power and authority.
- You can make decisions, enforce company policies and act with authority. You are quite capable of making unpopular decisions when necessary

Sociability (Tendency to be outgoing, people-oriented and participate with others.)

- You are quick to initiate relationships, to interact easily. You generally fit in with all types of people.
- You spend a great amount of time interacting with people, engaging them in conversation and being concerned with interpersonal relationships. You would find it extremely challenging to work in isolation from other people.
- You are highly inclined to promote the benefits of teamwork. You tend to confer with others and to involve the team in the discussion of how things will be done.
- Your sociability is highly compatible with establishing a network of contacts. You are open to others, approachable and quick to share feelings and ideas.

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Manageability (Tendency to follow policies, accept external controls and supervision and work within the rules.)

- You readily accept authority and rules, demonstrating a cooperative and friendly interpersonal style.
- Your need for autonomy and independence is superseded by your respect for authority.
- You express a positive attitude concerning organizational constraints and restrictions.
- You are highly cooperative and agreeable, quite willing to accept supervision and external controls.

Attitude (Tendency to have a positive attitude regarding people and outcomes.)

- You have a highly positive attitude concerning risk, change and unexpected challenges.
- You express a positive attitude regarding supervision and external controls.
- Your attitude is highly compatible with confronting interpersonal problems and frustrations.
- You demonstrate a highly positive attitude regarding changes in policies and procedures.

Decisiveness (Uses available information to make decisions quickly.)

- You are decisive, quick to act and likely to enjoy positions which require immediate action.
- You are inclined to take decisive action, to move decisions forward.
- You are capable of responding to an emergency and resolving problems.
- You can stand firm on decisions and may not be inclined to back down once a decision is made.

Accommodating (Tendency to be friendly, cooperative, agreeable. To be a team person.)

- You express a desire to promote the benefits of teamwork and cooperation and are usually willing to share resources and information.
- You tend to be modest, not inclined to take or to maintain an extreme opinion or position.
- You are generally pleasant, friendly and patient. You are not inclined to show temper or frustration.
- You tend to have a cooperative outlook and are generally prepared to help others.

Independence (Tendency to be self-reliant, self-directed, to take independent action and make own decisions.)

- You are comfortable with the normal restraints of organizational life.
- You generally prefer to follow established procedures.
- You are usually satisfied with the status quo and are comfortable working within the system.
- You are willing to function in a coordinated, interrelated way, wanting to participate in group decision-making.

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Objective Judgment (The ability to think clearly and be objective in decision-making.)

- You are highly inclined to make considered judgments, applying experience to current problems and situations.
- You demonstrate a consistent tendency to take an objective view and to adjust judgment as needed to reach accurate conclusions.
- You are likely to show sound judgment under pressure.
- Judgment and decisions on your part should indicate highly consistent usage of your thinking capabilities.