



***Confidential
Placement Report***

for

Mike Sample

Mission Developer

Wednesday, July 21, 2004

**Partners for Success, Inc
2240 Normandy
Troy, MI 48085
248-828-1490**

Pattern Date: 7/21/2004 12:51:14 PM

Introduction

This report provides information about Mike Sample, presented in a manner to help you judge his match with a selected position in your organization. Every employable person will match some positions better than other types of work.

This report reflects the responses provided by Mike Sample when he completed the **Profile XT** assessment. Results are illustrated on a scale from 1 to 10. The darker area on the scale represents the “Job Match” target. The enlarged segment of the scale shows where Mike scored. If the enlarged segment is dark, Mike is in the “Job Match” pattern; if it is light, he is not. Information about Mike is reported in these five categories:

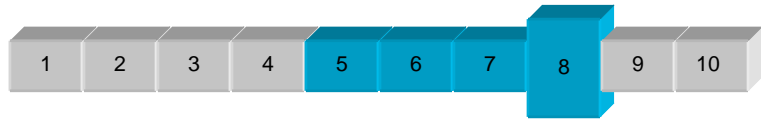
- **Profile for Thinking Style** – Learning index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Profile for Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Profile for Interests** – Enterprising, Financial/Administrative, People Service, Creative, Technical, and Mechanical.
- **The Total Person** – Additional information regarding Mike and the significance of his scores.
- **Interview Questions** – Suggested interview questions for acquiring additional information that could be helpful in judging suitability for this position.

Please consult the User’s Guide for additional information on using these results in working with Mike.

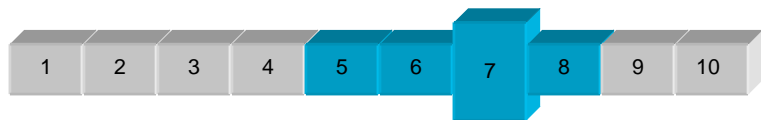
Profile for Thinking Style

The darker shading represents the Job Match Pattern for the role of Mission Developer. The larger box indicates this individual's score.

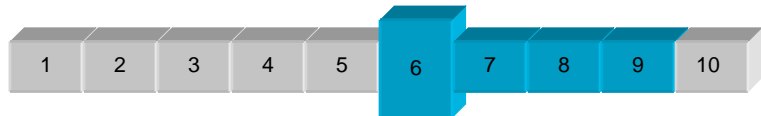
Learning Index – An index of expected learning, reasoning and problem solving potential.



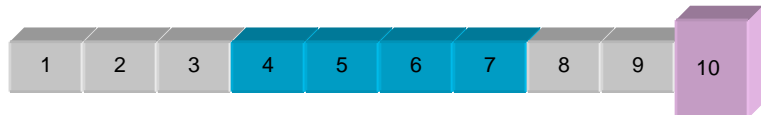
Verbal Skill – A measure of verbal skill through vocabulary.



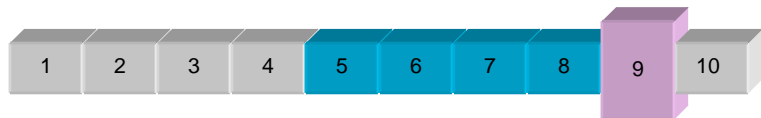
Verbal Reasoning – Using words as a basis in reasoning and problem solving.



Numerical Ability – A measure of numeric calculation ability.



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

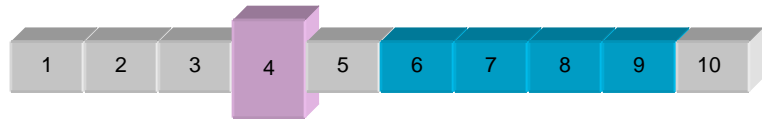


73% match with Thinking Style Pattern for the Mission Developer position.

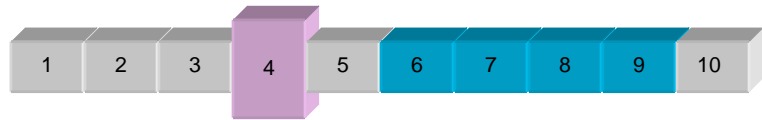
Mike Sample has a **73%** overall match for the Mission Developer position.

Profile for Behavioral Traits

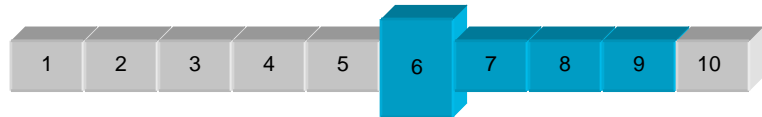
Energy Level – Tendency to display endurance and capacity for a fast pace.



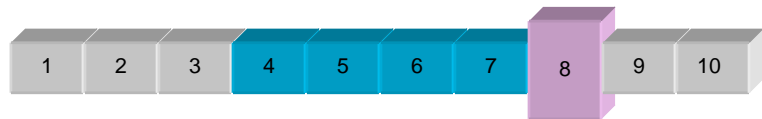
Assertiveness – Tendency to take charge of people and situations. Leads more than follows.



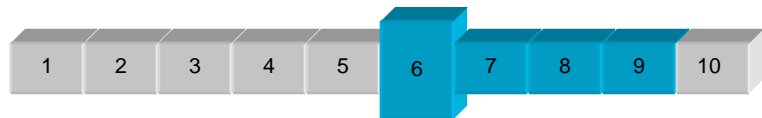
Sociability – Tendency to be outgoing, people-oriented and participate with others.



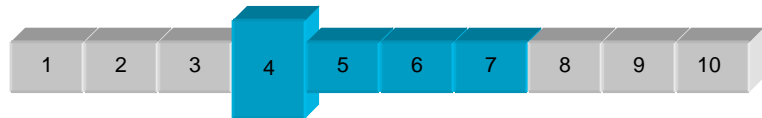
Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.



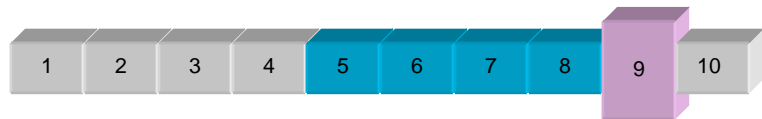
Attitude – Tendency to have a positive attitude regarding people and outcomes.



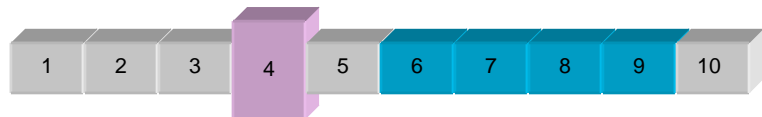
Decisiveness – Uses available information to make decisions quickly.



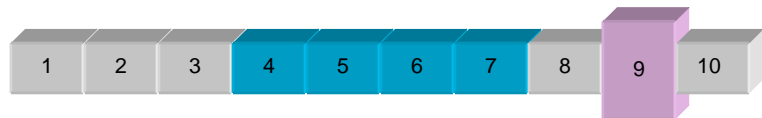
Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.



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



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



63% Behavioral Traits Pattern match for the Mission Developer position.

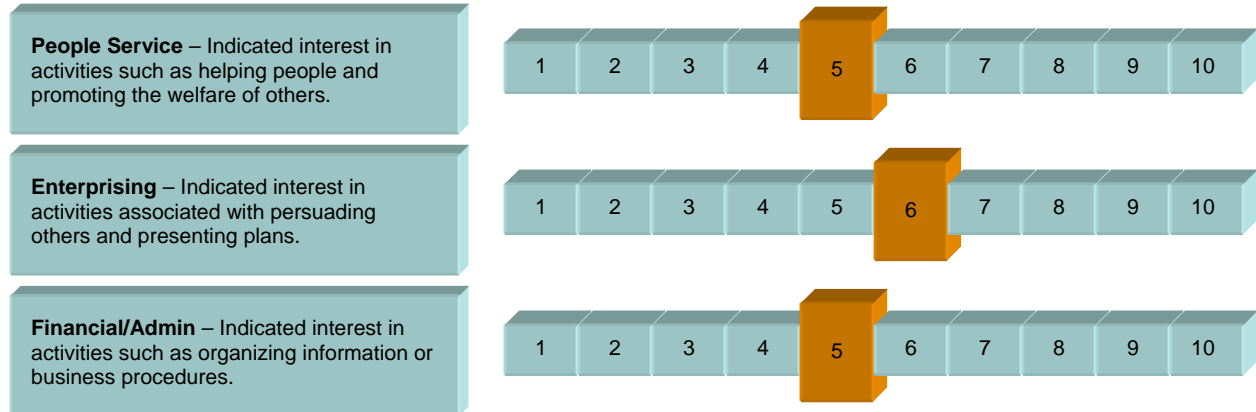
Mike Sample has a 73% overall match for the Mission Developer position.

The Distortion Scale Score on this assessment is **8**. The Distortion Scale deals with how candid and frank the respondent was while taking this assessment. The range for this scale is 1 to 10, with higher scores suggesting greater candor.

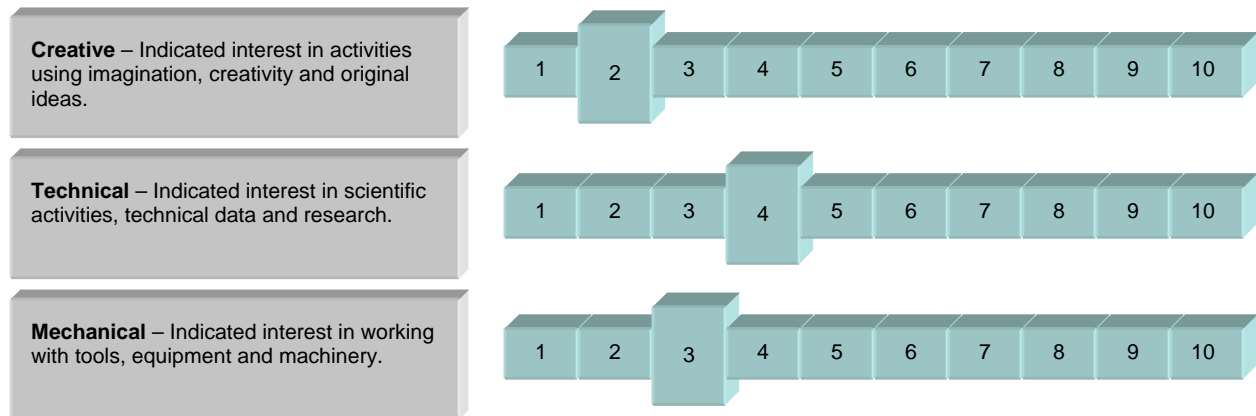
Profile for Interests

For the Job Match Pattern under consideration, the top three interests in descending order are: **People Service, Enterprising** and **Financial/Admin**. The other three interests have no impact on this position. The top three interests for Mike in descending order are: **Enterprising, People Service** and **Financial/Admin**. **Mr. Sample shares all of these interest areas.**

Top three Interests for this position



Interests not relevant to this Position



When the top three interests are in common, the Job Match Percentage is greater than if there are fewer than three in common.

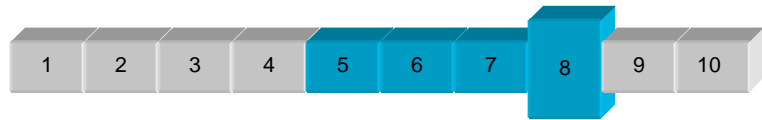
Mike Sample has an 93% match with Interest Pattern for the Mission Developer position.

Mike Sample has an overall match of 73% for the Mission Developer position.

The Total Person

This part of the report discusses the results for Mike Sample on each of the scales in all three sections. The reported scores relate to the working population in general, and not to any specific Job Match Pattern.

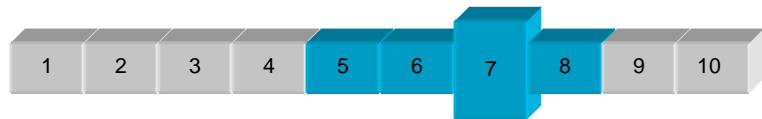
Learning Index – An index of expected learning, reasoning and problem solving potential.



Job Pattern 5-8 Score 8

- Mr. Sample is an effective learner in most situations.
- His assimilation of new information will be better than most individuals in the general population.
- Mike generally learns by paying attention to detail.
- Mr. Sample handles fairly complex tasks with relative efficiency; he has strong problem-solving abilities.

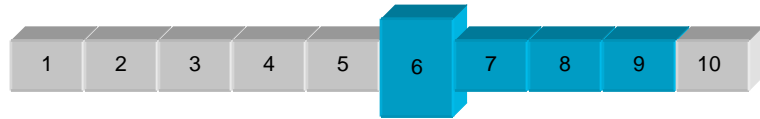
Verbal Skill – A measure of verbal skill through vocabulary.



Job Pattern 5-8 Score 7

- Mr. Sample shows strong potential for developing his existing communication skills.
- He has a sound understanding of basic communication processes.
- Mr. Sample should be competent in making analyses involving written and verbal data.
- Mike can build on his basic foundation as the particular communication skills required in performing the job become familiar.

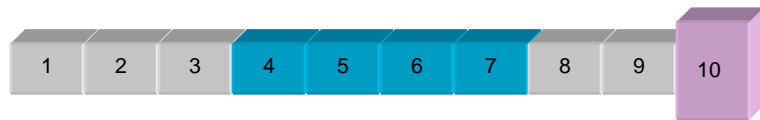
Verbal Reasoning – Using words as a basis in reasoning and problem solving.



Job Pattern 6-9 Score 6

- He demonstrates adequate and, in some areas, good verbal skill; certain areas and complexities will need training.
- Mike would not be expected to have any difficulty in effectively communicating thoughts and ideas to others.
- Mr. Sample is proficient in the use of words and language.
- Mr. Sample probably will assimilate information with success commensurate with the general population.

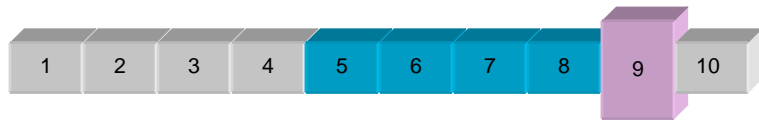
Numerical Ability – A measure of numeric calculation ability.



Job Pattern 4-7 Score 10

- Mr. Sample's analysis of business-related numbers should be sharp and on target.
- Mr. Sample is capable of precise numerical accounting even under the pressure of strict time constraints.
- He excels in a job that requires the accurate application of mathematical procedures in order to make correct decisions.
- Mike is quick in mentally determining correct mathematical solutions to problems.

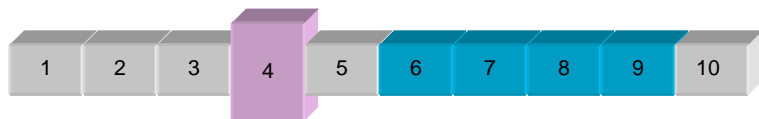
Numeric Reasoning – Using numbers as a basis in reasoning and problem solving.



Job Pattern 5-8 Score 9

- Mr. Sample should effectively solve numerical problems and mathematical applications.
- Mike rapidly grasps numerical information.
- He will likely have little difficulty in assimilating new information of a numerical nature.
- Mr. Sample is certainly adaptive when handling complex numerical decisions.

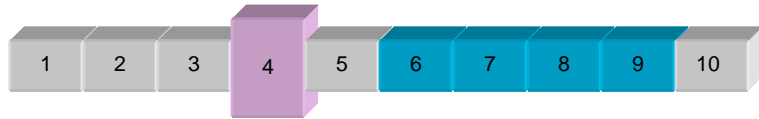
Energy Level – Tendency to display endurance and capacity for a fast pace.



Job Pattern 6-9 Score 4

- He is moderately energetic; his work pace will show few peaks and valleys.
- Mr. Sample generally focuses on timely results.
- Mr. Sample is capable of taking action in a timely manner.
- Mr. Sample acts with a sense of urgency under routine conditions.

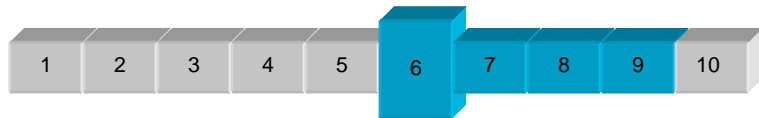
Assertiveness – Tendency to take charge of people and situations. Leads more than follows.



Job Pattern 6-9 Score 4

- He tends to be a good listener, to be more comfortable as a participant in a group rather than as the leader.
- Mike tends to prefer solutions that are low risk and that have proven effective in the past.
- Mr. Sample is slow to be assertive and tends to be more of a follower than a leader.
- Mr. Sample has a limited need to be in charge or be in control of people and situations.

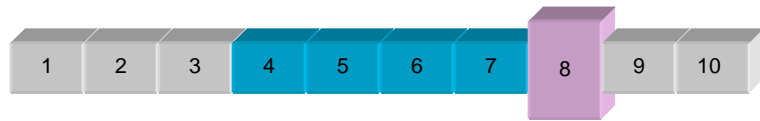
Sociability – Tendency to be outgoing, people-oriented and participate with others.



Job Pattern 6-9 Score 6

- He works to foster good relations across departments, maintains friendly contact and keeps up with the issues of common concern.
- Mr. Sample is generally inclined to promote the benefits of teamwork, to involve the team in the discussion of how things will be done.
- Mike prefers democratic supervision, in which two-way dialogue is encouraged.
- Mr. Sample is moderately sociable. He tends to be aware of the necessity for keeping lines of communication open.

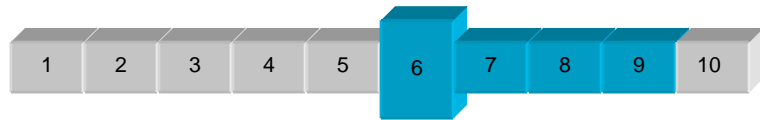
Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.



Job Pattern 4-7 Score 8

- Mr. Sample's need for autonomy and independence is superseded by his respect for authority.
- Mike readily accepts authority and rules with a cooperative and friendly interpersonal style.
- He has a highly positive attitude concerning organizational constraints and restrictions.
- Mr. Sample is highly cooperative, agreeable and quite willing to accept supervision and external controls.

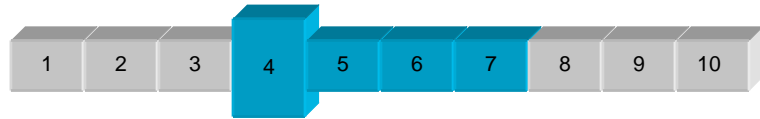
Attitude – Tendency to have a positive attitude regarding people and outcomes.



Job Pattern 6-9 Score 6

- Mike has positive expectations for the outcome of problems and difficult situations.
- He is usually enthusiastic about risk, change and unexpected challenges.
- Mr. Sample demonstrates a positive attitude regarding changes in policies and guidelines.
- Mr. Sample has a tendency to trust most people.

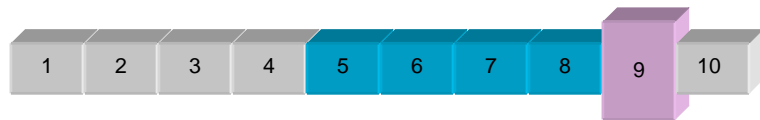
Decisiveness – Uses available information to make decisions quickly.



Job Pattern 4-7 Score 4

- He can be a competent decision-maker when given enough time, but has difficulty taking decisive action under pressure.
- Mike tends to be cautious, preferring to wait for more information and advice before taking action.
- Mr. Sample is not inclined to delay important decisions, unless ill-prepared or disorganized.
- Mr. Sample is capable of making decisions that arise from day to day.

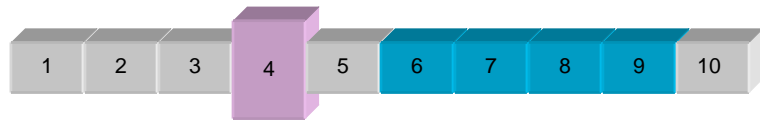
Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.



Job Pattern 5-8 Score 9

- Mr. Sample shares a high commitment to reducing conflict and establishing cooperation. He is comfortable working as part of a team and with sharing ideas and information.
- He is highly motivated by an informal, positive and relaxed work environment.
- Mike tends to minimize serious problems and negative information. He is quick to seek solutions which are acceptable to everyone.
- Mr. Sample is quick to accommodate others, to avoid interpersonal conflict.

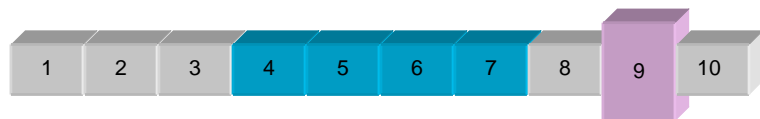
Independence – Tendency to be self-reliant, self-directed, to take independent action and make own decisions.



Job Pattern 6-9 Score 4

- Mr. Sample is comfortable with the normal restraints of organizational life.
- Mike is usually satisfied with the status quo. He is comfortable working within the system.
- He generally prefers to follow established procedures.
- Mr. Sample is willing to function in a coordinated, interrelated way, wanting to participate in group decision making.

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



Job Pattern 4-7 Score 9

- Mike has a consistent tendency to take an objective view and to adjust judgment as needed to reach accurate conclusions.
- Mr. Sample's judgment and decisions should indicate highly consistent usage of his thinking capabilities.
- He is highly inclined to make considered judgments, applying experience to current problems and situations.
- Mr. Sample shows sound judgment under pressure.

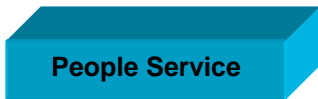
Occupational Interests

The Interest section assesses the relative interests between the six interest areas. The top three interests for Mr. Sample are shown here, along with the top three interests for the Mission Developer position. Note that Mike shares ALL top interests with the requirements of this position.

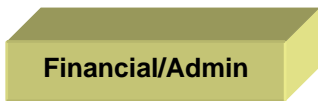
TOP THREE areas of interest for Mike Sample.



Indicated interest in activities associated with persuading others and presenting plans.

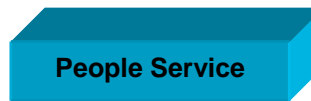


Indicated interest in activities such as helping people and promoting the welfare of others.



Indicated interest in activities such as organizing information or business procedures.

TOP THREE areas of interest for the position of Mission Developer.



Indicated interest in activities such as helping people and promoting the welfare of others.



Indicated interest in activities associated with persuading others and presenting plans.



Indicated interest in activities such as organizing information or business procedures.

Mr. Sample's interest results are focused in the Financial, People Service and Enterprising themes. This indicates that he should be motivated to attend to the detailed aspects of a position while focusing on profit issues. His interests help to balance the administrative side of work with the competitive. His motivation for working with others complements leading or facilitating teams as well as encouraging them.

With Enterprising as his primary area of interest, Mr. Sample is likely to seek out activities that involve entrepreneurial pursuits and leadership. His focus, above all other areas of interest, lies in pursuing objectives in the lively world of business. These kinds of activities motivate him most effectively. Secondly, he is motivated by the interaction with others that comes with service to an interpersonal cause as demonstrated by his interest in People Service activities. Helping others or providing them with services may help to energize him in what he does at work. Finally, his interest in Financial/Administrative activities rounds out his profile. While organizing information or keeping records and balancing budgets may not be the central focus of his motivation, these activities play a part in his interest profile.

Notice:

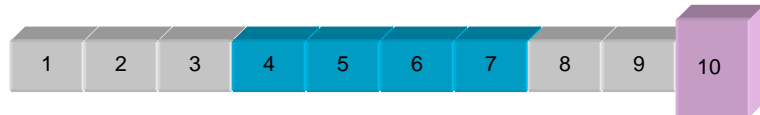
As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than a third of the final decision.

Interview Questions

Mike Sample scored outside the position match pattern in the following areas. When interviewing Mike Sample, you should consider the following information:

THINKING

Numerical Ability – A measure of numeric calculation ability.

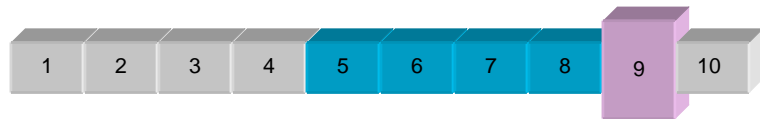


Job Pattern 4-7 Score 10

On the Numerical Ability scale Mr. Sample is above the designated Profile for this Job Match Pattern. This suggests that his computation of data is more proficient than the position typically requires and that he may not be sufficiently challenged to maintain his interest and/or level of motivation.

- What kind of high stress situations have you experienced in which important calculations were necessary?
- Does it take the other people you work with longer to figure results or understand the numerical information than it does for you? How do you handle this?
- When expressing numerical data to others, what method has been most successful for you, even when some of them are not numerically inclined?
- Tell me about an experience you had in which an estimate was asked of you, on the spot; were you on target?

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



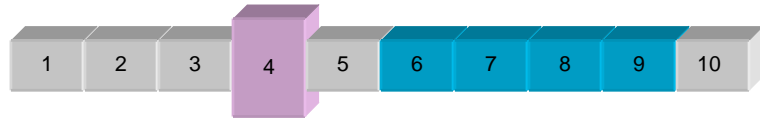
Job Pattern 5-8 Score 9

On the Numerical Reasoning scale Mr. Sample is above the job profile for this position. This suggests that his ability to analyze data as part of the decision making process is greater than the position typically requires and that he may not be sufficiently challenged to maintain his interest and/or level of performance.

- Have you ever drawn conclusions based on numbers, graphs or figures that were quite obvious to you, but others had a hard time following? Describe an example.
- When making budgetary decisions, can you rapidly see where resources can be reallocated or redistributed?
- Describe your methods for expressing complex numerical concepts to those with less training; how frustrating can this be for you?
- When discussing trends, production values or finances do you seem to understand the conclusions more quickly than the other people involved? Describe a situation when this happened.

BEHAVIORAL TRAITS

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

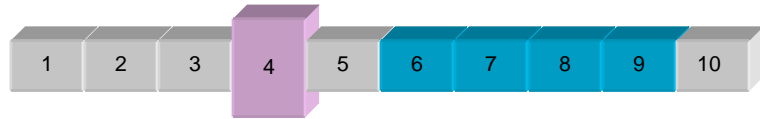


Job Pattern 6-9 Score 4

On the Energy Level scale Mr. Sample is below the designated Profile for this Job Match Pattern. This suggests that his capacity to endure hard work is less than the position typically requires and that he could have a problem with the high demands of this job. Discussions with him should explore the possibility that for Mr. Sample, the energy required for this position may be above what he is willing to exert.

- We all have to make decisions on the job about the delicate balance between personal and work objectives. When do you feel you have had to make personal sacrifices in order to get the job done?
- Tell me about a time when you had to cope with strict deadlines or time demands. Give me an example.
- What kind of experiences have you had involving multiple projects; how do you prefer to cope with the stress of such a situation?
- Give me an example of any specific time in which you found it necessary to give long hours to the job and how you coped with the effect on your ability to perform.

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

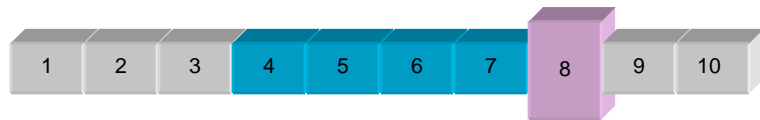


Job Pattern 6-9 Score 4

On the Assertiveness scale, Mr. Sample scored below the job profile for this position. He could find the requirements of a strong presence to be overly challenging. Determine his willingness to enhance his confidence and leadership skills in the future.

- Tell me about someone you worked with that was too assertive.
- Tell me about a time in which you were able to be very persistent in order to reach goals; be specific.
- What does being assertive mean to you?
- How do you typically handle a situation when you have to be assertive in giving directions to others?

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

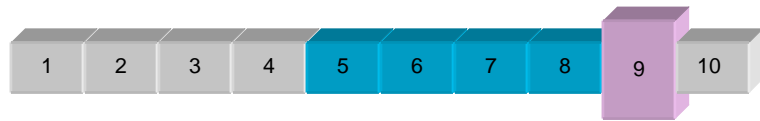


Job Pattern 4-7 Score 8

On the Manageability scale Mr. Sample is above the designated Profile for this Job Match Pattern. This suggests that his preference for operating within a routine procedural fashion is greater than the position typically requires and that he may become frustrated by the need for flexibility inherent with this position. Discussions with him should determine the extent of his potential frustration and ability to adapt.

- When is it appropriate to confront a supervisor about when he or she is wrong? How would you go about doing that?
- How do you typically resolve a conflict between you and a supervisor?
- In what ways have you successfully unified a group at work despite conflicts?
- What are your feelings about the role of authority in the workplace?

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

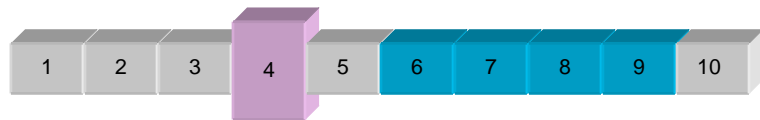


Job Pattern 5-8 Score 9

On the Accommodating scale Mr. Sample is above the designated profile for this position. This suggests that his willingness to productively challenge the opinions of others is less than the position typically requires and that this could cause a problem. Discussions with him should explore the possibility the position may require a more direct style than is usual for him.

- Describe a time when you were able to be personally supportive and reassuring to a person who needed a friend.
- When, if ever, is conflict a positive factor in the workplace?
- What is more productive for the team: communication, group unity, or something else? Explain.
- When a co-worker is wrong about a work issue, what is the best way to confront him or her?

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

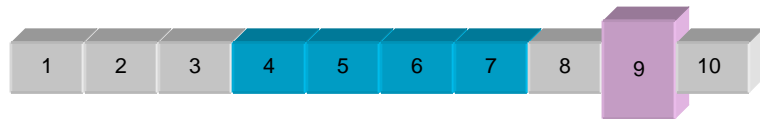


Job Pattern 6-9 Score 4

On the Independence scale Mr. Sample is below the designated Profile for this Job Match Pattern. This suggests that his tendency is to seek guidance from supervisors is greater than that of successful individuals in this position. He could have a problem with the capability to work independently and resourcefully. Discussions with him should explore the possibility that for Mr. Sample, the position may be overly challenging and could lead to frustration and a reduction in his level of performance.

- How do you prefer your supervisor to explain his or her directions or instructions?
- What is the best thing about clearly defined objectives or goals?
- Have you ever found yourself in a situation with little structure? How did you resolve your work and achieve goals?
- Describe a time when you were under pressure to make an immediate decision (perhaps without the aid of a supervisor or a manager.) Did you take action IMMEDIATELY or were you more DELIBERATE and slow?

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



Job Pattern 4-7 Score 9

On the Judgment scale Mr. Sample is above the designated Profile for this Job Match Pattern. This suggests that his decision-making process involves less of a perspective for the "big picture" than the position typically requires. Discussions with him should explore the possibility the position may be too challenging for him to maintain his level of performance which may lead to his frustration.

- What sources of information have provided you with the best data for decision-making; be specific.
- Describe a situation you have experienced when an immediate decision had to be made, even if most of the relevant data was not available.
- Explain when a decision is best made with subjective information, like opinions from relevant sources, or intuitive hunches?
- Good judgment is needed to complement logic in choosing a practical solution. Describe an event when you used good judgment in solving a problem.