

theProfileXT

Confidential Individual Report

for

Chuck Sample

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LMI's Center for Effective Organizations

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A Profile of the Total Person

Thinking Style

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

- Repetition in the training program could be beneficial for you.
- A step-by-step training program is best for your needs.
- You demonstrate average up-take of information in new learning situations, and yet a need for extra time in some particularly challenging areas.
- You probably need extra motivation to assimilate new information of a complicated or more demanding nature.

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

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

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

- Complex oral or written directions may sometimes present a challenge for you.
- You probably prefer to take more time and strive for exactness when it comes to verbal information.
- On occasion, you may want more time to assimilate new information of a verbal nature.
- You may not always express thoughts and ideas as effectively as you would like.

Numerical Ability (A measure of numeric calculation ability.)

- With training and experience, you should be able to improve your accuracy in carrying out mathematical functions as they apply to the job.
- You sometimes may prefer to use a calculator or computer to handle some numerical problems.
- You may not have had much recent opportunity to use numbers in work.
- You may need extra time at first in mentally computing numerical information.

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

- You may have an aversion to tackle items that demand number concepts.
- You probably benefit by taking extra time to assimilate numerical information.
- If numerical tasks are challenging at work, you would benefit by extra training and practice.
- You will likely benefit from repetition when being presented with new mathematical or numerical concepts.

Behavioral Traits

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

- Your typical work pace should be consistently productive.
- You can act with a sense of urgency, even under pressure.
- Your work pace is compatible with average performance and consistent results.
- You can be relied on to complete assignments in a timely manner.

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

- You typically use direct statements and seem to enjoy the opportunity to lead others.
- You can be a moderately assertive leader who gets results.
- You are willing to assert yourself, to be more of a leader than a follower.
- You are motivated by situations in which you are held accountable for results.

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

- You are generally motivated by assignments that require people content.
- You experience limited enjoyment of public contact work.
- Your sociability is moderately compatible with establishing a network of contacts.
- You prefer direct and to the point communication and may avoid spending time on small talk and social amenities.

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

- You relate to authority in a cooperative manner in most routine situations; however, occasionally you may express a need for more personal freedom.
- You relate to most directives in a generally cooperative and accommodating manner, but may resent high-pressure leadership.
- Your attitude is typical of most people regarding authority and rules, with a generally cooperative interpersonal style.
- You have a generally accommodating interpersonal style. You can usually work cooperatively with others.

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

- You may express guarded optimism and trust. When under stress, your attitude toward some people can be more tense than open.
- You can potentially become impatient or faultfinding with others who do not conform to your expectations.
- Your attitude is moderately compatible with confronting interpersonal problems and frustrations.
- Your assessment of others may occasionally be more critical than optimistic.

Decisiveness (Uses available information to make decisions quickly.)

- You are typically confident of your decisions and do not spend too much time analyzing a problem.
- You respond quickly to an emergency, displaying a sense of urgency.
- You stand firm on decisions and are not inclined to back down once a decision is made.
- You are readily decisive and quick to act, addressing situations that require immediate action.

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

- You typically recognize the need for working with others and are usually willing to share resources and information.
- 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.
- You tend to be modest, not inclined to take or to maintain an extreme opinion or position.

A Profile of the Total Person

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

- 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.
- You generally prefer to follow established procedures.
- You are comfortable with the normal restraints of organizational life.

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

- Your judgment is compatible with routine problems and decisions.
- Your judgment is best utilized in concrete situations and with tangible data.
- Your conclusions have a tendency to be inconsistent under pressure.
- Your decisions might not consistently indicate objective judgment and logical deduction.

Occupational Interests

Your results are strongly focused in the Technical, Mechanical and People Service themes on the ProfileXT. This is the pattern of an individual who is most at home in an information or data-oriented environment. You are drawn toward technical and industrial work: anything that has to do with technical ideas, product or resource production, public service to some extent or methodology applied to data and information. People Service orientation indicates that you like to work with people in terms of service/consultation or individual development. Together, these interests signify motivation for utilizing technical information in an applied fashion for the betterment of others.