

theProfileXT

Confidential Job Profile Summary Report

for

Kelly Sample

Electronic Equipment Salesperson

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LMI's Center for Effective Organizations

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Job Pattern: Electronic Equipment Salesperson

Overall Job Match



80%

Thinking Style

Learning Index					5	6				
Verbal Skill					5	6				
Verbal Reasoning					5	6				
Numerical Ability					5	6				
Numeric Reasoning				4	5	6				9

Job Match Percentage
83%

Behavioral Traits

Energy Level						6		8	9	
Assertiveness					5	6				
Sociability					5	6				
Manageability						6		8	9	
Attitude					5	6				
Decisiveness						6		8		
Accommodating					5	6				
Independence		2				6		8		
Objective Judgment						6	7	8		

Job Match Percentage
83%

Distortion - 7

Occupational Interests

Interests Ranking

Top three interests for this position

People Service		2								
Technical							7			
Mechanical								8		

Job Match Percentage
70%

Lowest three interests for this position

Enterprising				4						
Financial/Admin								7		
Creative		2								

The Job Matching process for Interests is concerned with the top three interests of a Job Match Pattern and how a candidate's top three interests match. The three top interests for this Pattern are indicated and ranked from top to bottom.

Note: The bolder scores indicate the three highest interests of this individual.

A Brief Profile of the Total Person

Note: This is a summary report. For additional information about this applicant, please consult the full Placement Report.

THINKING

Learning Index (An index of expected learning, reasoning and problem solving potential.) Score-6 (in the pattern)

- He is generally adaptive in the intellectual sense.

Verbal Skill (A measure of verbal skill through vocabulary.) Score-6 (in the pattern)

- Mr. Sears should be able to grasp simple communication principals that apply to the job.

Verbal Reasoning (Using words as a basis in reasoning and problem solving.) Score-5 (in the pattern)

- He demonstrates adequate and, in some areas, good verbal skill; certain areas and complexities will need training.

Numerical Ability (A measure of numeric calculation ability.) Score-5 (in the pattern)

- Kelly is comfortable analyzing basic numerical material and performing some mathematical functions without relying on a calculator.

Numeric Reasoning (Using numbers as a basis in reasoning and problem solving.) Score-9 (above the pattern)

- Mr. Sears is certainly adaptive when handling complex numerical decisions.

BEHAVIORAL TRAITS

Energy Level (Tendency to display endurance and capacity for a fast pace.) Score-6 (below the pattern)

- Mr. Sears's work pace is compatible with average performance and consistent results.

Assertiveness (Tendency to take charge of people and situations. Leads more than follows.) Score-6 (in the pattern)

- He typically uses direct statements and seems to enjoy the opportunity to lead others.

A Brief Profile of the Total Person

Sociability (Tendency to be outgoing, people-oriented and participate with others.)
Score–7 (in the pattern)

- Kelly prefers democratic supervision, in which two-way dialogue is encouraged.

Manageability (Tendency to follow policies, accept external controls and supervision and work within the rules.) Score–9 (above the pattern)

- Mr. Sears is highly cooperative, agreeable and quite willing to accept supervision and external controls.

Attitude (Tendency to have a positive attitude regarding people and outcomes.) Score–6 (in the pattern)

- Mr. Sears demonstrates a positive attitude regarding changes in policies and guidelines.

Decisiveness (Uses available information to make decisions quickly.) Score–6 (in the pattern)

- Mr. Sears is typically decisive and inclined to act. He can be effective in positions which require timely results.

Accommodating (Tendency to be friendly, cooperative, agreeable. To be a team person.)
Score–5 (in the pattern)

- Mr. Sears can become defensive whenever someone tries to take advantage of him.

Independence (Tendency to be self-reliant, self-directed, to take independent action and make own decisions.) Score–2 (below the pattern)

- He appreciates the need for structure in an organization.

Objective Judgment (The ability to think clearly and be objective in decision-making.)
Score–8 (in the pattern)

- Mr. Sears shows sound judgment under pressure.

OCCUPATIONAL INTERESTS

Mr. Sears may be attracted to positions that allow him to work with details, systems and methods for standard business practices, especially in the industrial/technical arena. His interest focus lies among the Technical, Financial and Mechanical themes on the ProfileXT. This is a common pattern for people who enjoy operations responsibilities and who enjoy the detailed, technical aspects of solving problems, setting up systems and establishing methods in the technical/industrial world.