



***Confidential
Placement Report***

for

**Richard Sample
Sales Representative Sample**

Thursday, October 4, 2007

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Waco, TX 76710
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Pattern Date: 10/4/2007 9:26:27 AM

Introduction

This report provides information about Richard 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 Richard 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 Richard scored. If the enlarged segment is dark, Richard is in the “Job Match” pattern; if it is light, he is not. Information about Richard is reported in these five categories:

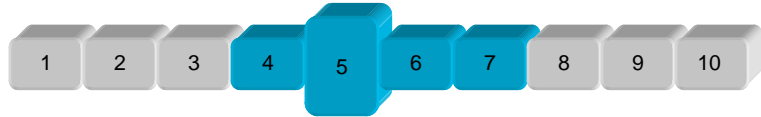
- **Profile for Thinking Style** – Learning index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Profile for Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Profile for Interests** – Enterprising, Financial/Administrative, People Service, Creative, Technical, and Mechanical.
- **The Total Person** – Additional information regarding Richard 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 Richard.

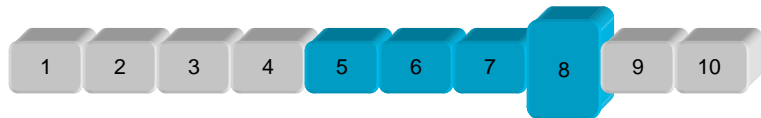
Profile for Thinking Style

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

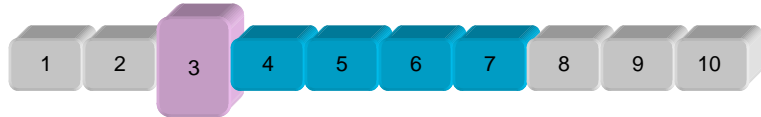
Learning Index – An index of expected learning, reasoning and problem solving potential.



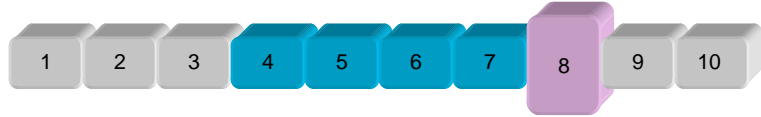
Verbal Skill – A measure of verbal skill through vocabulary.



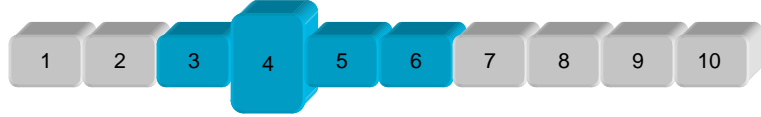
Verbal Reasoning – Using words as a basis in reasoning and problem solving.



Numerical Ability – A measure of numeric calculation ability.



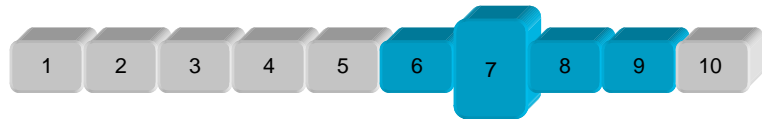
Numeric Reasoning – Using numbers as a basis in reasoning and problem solving.



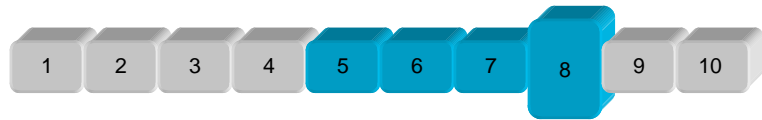
87% match with Thinking Style Pattern for the Sales Representative Sample position.
Richard Sample has a **82%** overall match for the Sales Representative Sample position.

Profile for Behavioral Traits

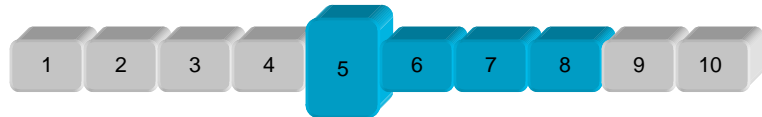
Energy Level – Tendency to display endurance and capacity for a fast pace.



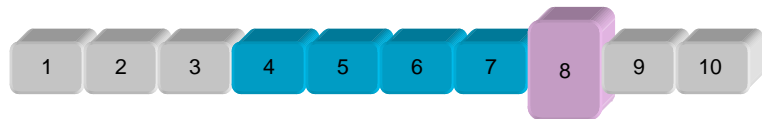
Assertiveness – Tendency to take charge of people and situations. Leads more than follows.



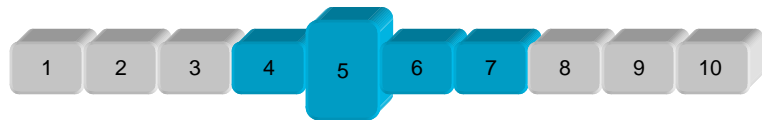
Sociability – Tendency to be outgoing, people-oriented and participate with others.



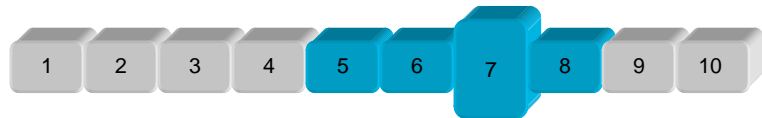
Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.



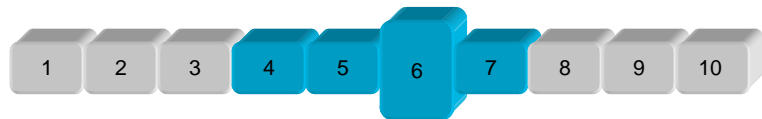
Attitude – Tendency to have a positive attitude regarding people and outcomes.



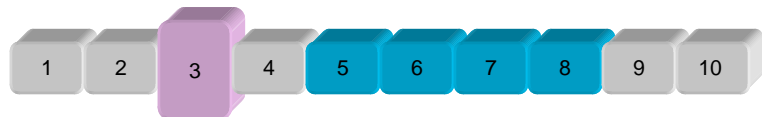
Decisiveness – Uses available information to make decisions quickly.



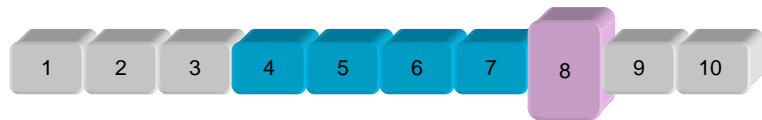
Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.



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.



85% Behavioral Traits Pattern match for the Sales Representative Sample position.

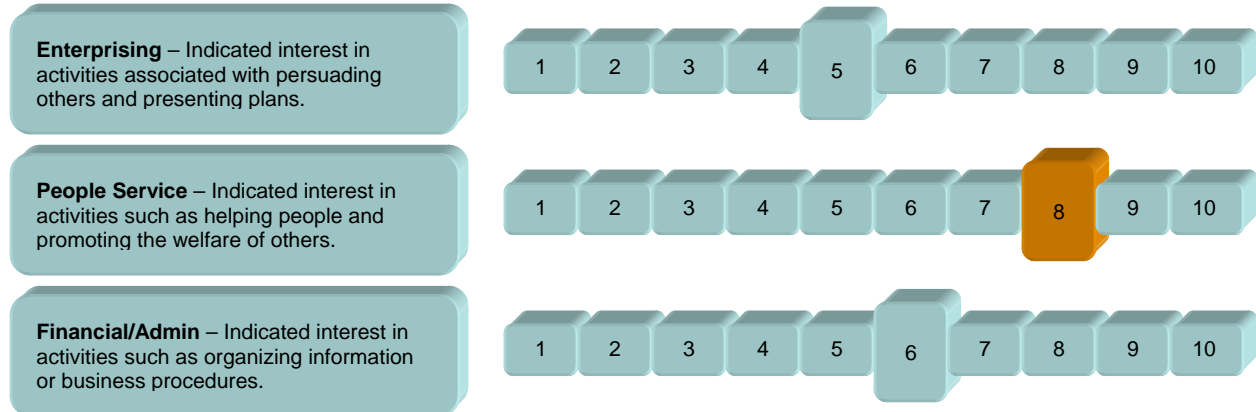
Richard Sample has a 82% overall match for the Sales Representative Sample position.

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.

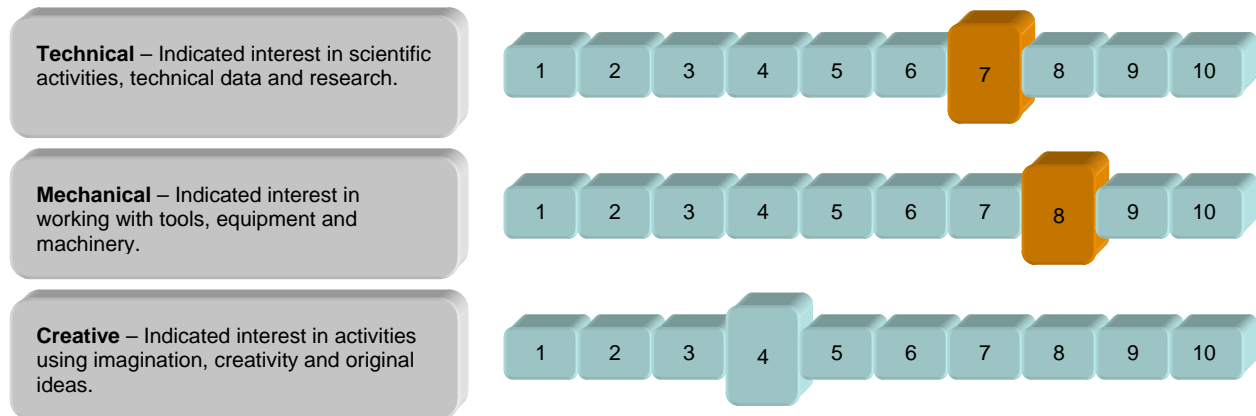
Profile for Interests

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

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.

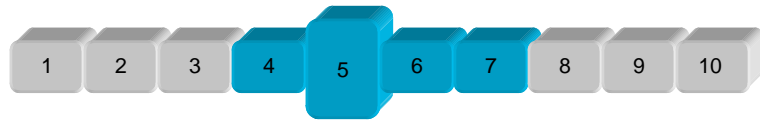
Richard Sample has an 65% match with Interest Pattern for the Sales Representative Sample position.

Richard Sample has an overall match of 82% for the Sales Representative Sample position.

The Total Person

This part of the report discusses the results for Richard 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.

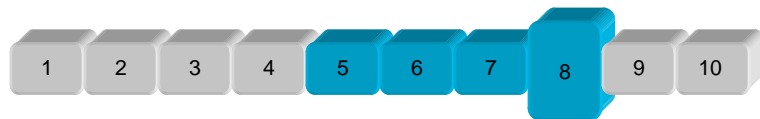
Learning Index – An index of expected learning, reasoning and problem solving potential.



Job Pattern 4-7 Score 5

- o Overall, Mr. Sample may be expected to complete a typical training program with adequate success.
- o He is generally adaptive in the intellectual sense.
- o Richard's overall learning index is above average and suggests a good potential for quickly learning new information.
- o Upon completing a new training program, Mr. Sample should pick up new concepts easily.

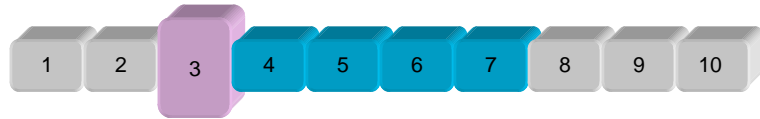
Verbal Skill – A measure of verbal skill through vocabulary.



Job Pattern 5-8 Score 8

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

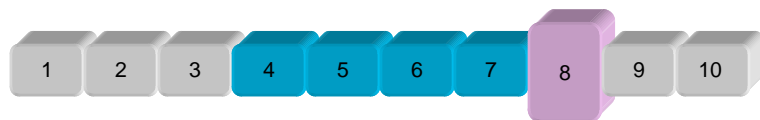
Verbal Reasoning – Using words as a basis in reasoning and problem solving.



Job Pattern 4-7 Score 3

- o Richard may not process thoughts and ideas as effectively as others with stronger verbal learning capabilities.
- o He probably takes more time and strives for exactness when it comes to verbal information.
- o Mr. Sample may experience some difficulty grasping complex oral or written directions.
- o Mr. Sample may need more time to assimilate new information of a verbal nature.

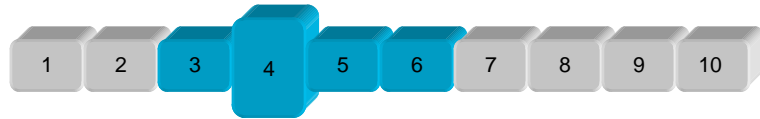
Numerical Ability – A measure of numeric calculation ability.



Job Pattern 4-7 Score 8

- o Mr. Sample can build on a basic numerical foundation as the particular calculations required in performing the job become familiar.
- o Richard shows strong potential for developing existing skills with numbers.
- o Mr. Sample has a sound understanding of basic mathematical processes and is able to mentally figure some numeric combinations.
- o He should be competent in making mental estimations involving numerical data.

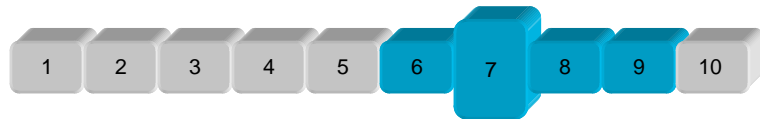
Numeric Reasoning – Using numbers as a basis in reasoning and problem solving.



Job Pattern 3-6 Score 4

- o He may require coaching on some of the more complex numerical calculations.
- o In Richard's case, mechanical aids such as calculators may be necessary for all but routine calculations.
- o Mr. Sample may require more time than usual to assimilate new information and procedures of a mathematical nature.
- o Note instances in which numeric-based training is a great need and pace Mr. Sample's work accordingly.

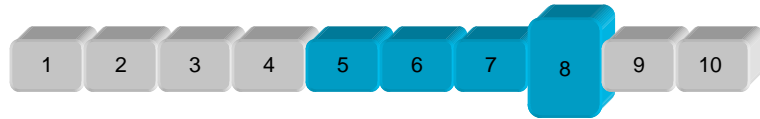
Energy Level – Tendency to display endurance and capacity for a fast pace.



Job Pattern 6-9 Score 7

- o Mr. Sample's work pace is compatible with average performance and consistent results.
- o He can act with a sense of urgency, even under pressure.
- o Mr. Sample can be relied on to complete assignments in a timely manner.
- o Richard's typical work pace should be consistently productive.

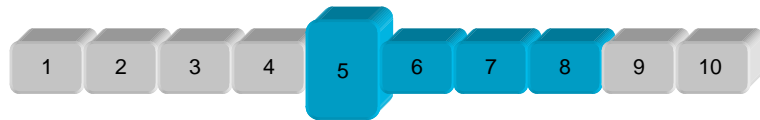
Assertiveness – Tendency to take charge of people and situations. Leads more than follows.



Job Pattern 5-8 Score 8

- o Richard is highly motivated by situations in which he is held accountable for results. He is strongly motivated by power and authority.
- o He has a strong need to make decisions, to determine outcomes.
- o Mr. Sample can make decisions, enforce company policies and act with authority. He is quite capable of making unpopular decisions when necessary.
- o Mr. Sample has a strong need to be in charge, to be the leader.

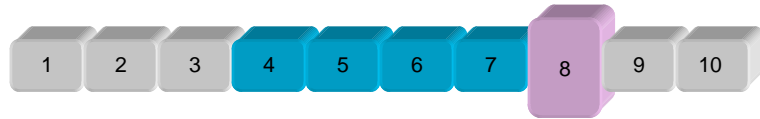
Sociability – Tendency to be outgoing, people-oriented and participate with others.



Job Pattern 5-8 Score 5

- o Mr. Sample prefers direct and to the point communication and may avoid spending time on small talk and social amenities.
- o He expresses limited enjoyment of public contact work.
- o Mr. Sample is moderately motivated by assignments that require contact with people.
- o Richard's sociability is moderately compatible with establishing a network of contacts.

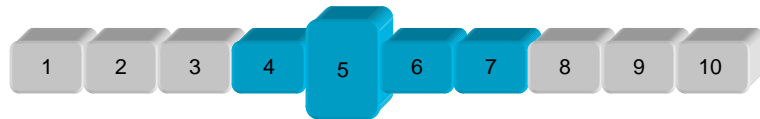
Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.



Job Pattern 4-7 Score 8

- Richard 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's need for autonomy and independence is superseded by his respect for authority.
- Mr. Sample is highly cooperative, agreeable and quite willing to accept supervision and external controls.

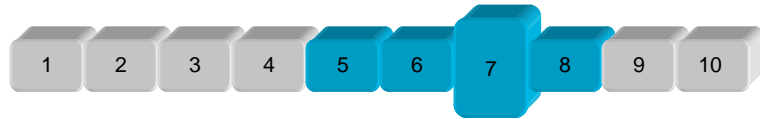
Attitude – Tendency to have a positive attitude regarding people and outcomes.



Job Pattern 4-7 Score 5

- His attitude is moderately compatible with confronting interpersonal problems and frustrations.
- Richard can become impatient sometimes and/or fault-finding with others who do not conform to his expectations.
- Mr. Sample's assessment of others may occasionally be more critical and negative than positive and optimistic.
- Mr. Sample expresses guarded optimism and trust; his attitude toward some people can be more negative than positive, when under stress.

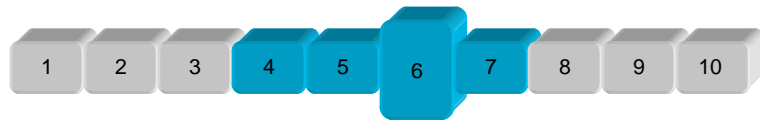
Decisiveness – Uses available information to make decisions quickly.



Job Pattern 5-8 Score 7

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

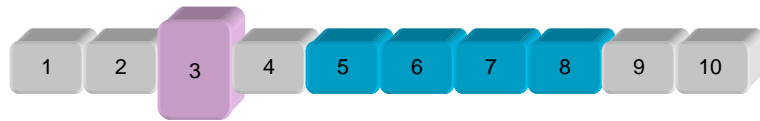
Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.



Job Pattern 4-7 Score 6

- o Mr. Sample tends to have a cooperative outlook, generally prepared to help others.
- o Mr. Sample typically recognizes the need to work with others and he is usually willing to share resources and information.
- o He is generally pleasant, friendly and patient, not inclined to show temper or frustration.
- o Richard is modest, not inclined to take or to maintain an extreme opinion or position.

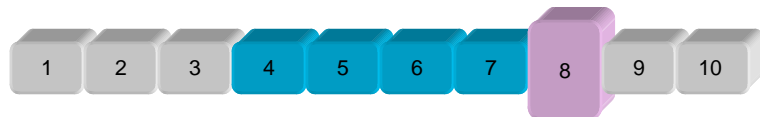
Independence – Tendency to be self-reliant, self-directed, to take independent action and make own decisions.



Job Pattern 5-8 Score 3

- Richard thinks that job responsibilities should be defined so that everybody knows just what is expected. He prefers carefully defined job descriptions, guidelines and policies.
- He appreciates the need for regular supervisory feedback.
- He may seek approval and feedback from his supervisor more often than others.
- Mr. Sample prefers to be provided with a methodical and planned approach to performing the job, with a specific plan for how things are going to be done, including a "to do" list.

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



Job Pattern 4-7 Score 8

- Richard has a consistent tendency to take an objective view and to adjust judgment as needed to reach accurate conclusions.
- Mr. Sample typically shows sound judgment under pressure.
- 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.

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 Sales Representative Sample position. Note that Richard shares ONE top interest with the requirements of this position.

TOP THREE areas of interest for Richard Sample.

- People Service**

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

Indicated interest in working with tools, equipment and machinery.
- Technical**

Indicated interest in scientific activities, technical data and research.

TOP THREE areas of interest for the position of Sales Representative Sample.

- Enterprising**

Indicated interest in activities associated with persuading others and presenting plans.
- People Service**

Indicated interest in activities such as helping people and promoting the welfare of others.
- Financial/Admin**

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

Mr. Sample's results are 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. He is 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. His People Service orientation indicates that he likes 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.

With People Service as his primary area of interest, Mr. Sample is likely to seek out activities that involve working with and serving others, whether team members, the company or customers. As his main area of interest, these kinds of activities will do best to motivate him. Secondly, he is motivated by the hands-on nature of Mechanical activities. These involve working with tools, machinery, industrial concerns etc. which contribute to his overall motivational satisfaction. Finally, his interest in Technical activities rounds out his profile. Other interest areas may have more of an effect on his motivation, but his interest in Technical pursuits contributes.

Notice:

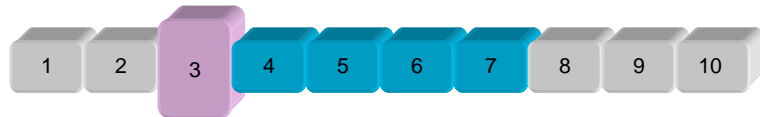
As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than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

Interview Questions

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

THINKING

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

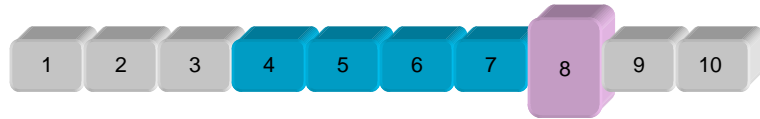


Job Pattern 4-7 Score 3

On the Verbal Reasoning scale Mr. Sample is below the designated Profile for this Job Match Pattern. This suggests that his ability to solve verbal problems is less than the position typically requires and that he could have a problem with processing communications from others efficiently. Discussions with him should determine his capacity for using words as a basis in reasoning without becoming overly stressed.

- Instructions for a project or a task can sometimes be very long and detailed, often covering information that is not required for what you will do. How do you pick out the important pieces and summarize the information? How do you know you are correct?
- When discussing things with people and you "get lost" and lose the train of thought, how do you get back on track? How do you know you understand what they mean?
- When has someone in the past given you the wrong instructions? How did you know?
- When you have to teach someone how to do a task or describe a project to them, how do you know all of the important information has been covered and they understand?

Numerical Ability – A measure of numeric calculation ability.



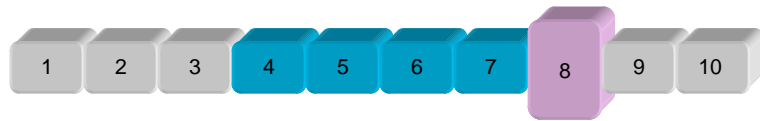
Job Pattern 4-7 Score 8

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.

- o Tell me about an experience you had in which an estimate was asked of you, on the spot; were you on target?
- o 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?
- o When expressing numerical data to others, what method has been most successful for you, even when some of them are not numerically inclined?
- o What kind of high stress situations have you experienced in which important calculations were necessary?

BEHAVIORAL TRAITS

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

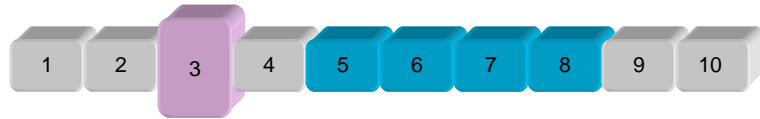


Job Pattern 4-7 Score 8

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?
- In what ways have you successfully unified a group at work despite conflicts?
- How do you typically resolve a conflict between you and a supervisor?
- What are your feelings about the role of authority in the workplace?

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

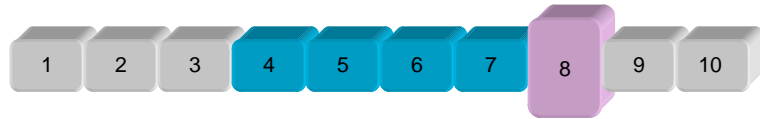


Job Pattern 5-8 Score 3

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.

- o How do you prefer your supervisor to explain his or her directions or instructions?
- o Have you ever found yourself in a situation with little structure? How did you resolve your work and achieve goals?
- o 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?
- o What is the best thing about clearly defined objectives or goals?

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



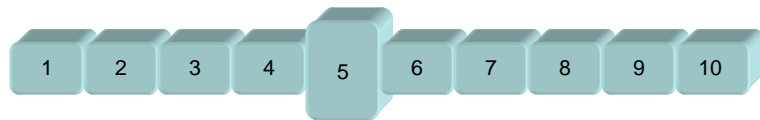
Job Pattern 4-7 Score 8

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 that the position could be somewhat frustrating for him.

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

OCUPATIONAL INTERESTS

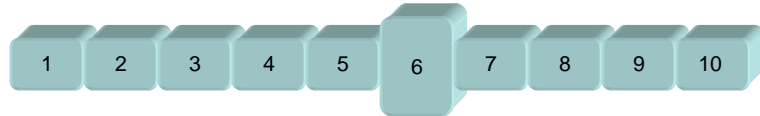
Enterprising – Indicated interest in activities associated with persuading others and presenting plans.



Activities that involve entrepreneurial pursuits are preferred most by those who match the Interest Pattern for this position. However, the activities associated with the Enterprising theme are not among Mr. Sample's primary three interest themes and may not motivate him as much.

- o What is most frustrating about leading or persuading others?
- o Describe some motivational aspects of entrepreneurial activities you have experienced before.
- o How often do you take the role of a persuasive leader in a group; why so often? (or so infrequently)
- o How do you feel about using skills of persuasion to convince others to do what you need?

Financial/Admin – Indicated interest in activities such as organizing information or business procedures.



Administrative duties are preferred most by those who match the Interest Pattern for this position. However, the activities associated with the Financial/Administrative theme are not among Mr. Sample's primary three interest themes and may not motivate him as much.

- If you work for extended lengths of time on detailed paperwork, how do you maintain your focus for the task at hand?
- What is most frustrating for you about doing paperwork or keeping records organized?
- How do you encourage yourself to keep interested when working with numbers and data, especially in a records-keeping role?
- How do you feel about work that requires lots of administrative details?