CONFIDENTIAL

TM

Profile Evaluation System™

Prepared For:

Sample Company

Profile Personal Report

ON

Sam Sample

Prepared By:

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March 1, 2001

Name: Sam Sample

Mental Aptitudes

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Mental Alertness	A1	gradual							7			rapid
Business Terms	A2	low						6				high
Memory Recall	A3	low								8		high
Vocabulary	A4	low word knowledge			3							high vocabulary
Scanning Accuracy	A5	low perception							7			high perception
Mechanical Interest	A6	low				4						high

Personality Dimensions

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Nervous Tension	D1	restless				4						calm
Character Strength	D2	flexible							7			traditional
Work Habits	D3	spontaneous			3							plans ahead
Sociability	D4	reserved							7			outgoing
Emotional Maturity	D5	impatient			3							tolerant
Dominance	D6	cooperative			3							assertive
Competitiveness	D7	team oriented									9	winning oriented
Stamina	D8	sensitive									9	tough minded
Naivete	D9	trusting			3							skeptical
Motivation	D10	security							7			recognition

Validity Scales

| DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Distortion	V1	very frank					5					exaggerates
Equivocation	V2	low					5					high

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Sample Company

Name: Sam Sample

Validity and Recommendation

The objective of this Profile Evaluation is to assist an individual in better understanding his/her mental aptitudes and personality dimensions so as to lead a more effective and fulfilled life. By gaining more knowledge about these key traits, one may be better able to communicate with family, friends, and co-workers. This information may also build more satisfying and results-oriented relationships in both personal and business/professional environments.

Validity Scale Number 1   **85%**
Frankness

Validity Scale Number 2   **85%**
Equivocation

NOTE:

When properly implemented and utilized in conjunction with other hiring and interviewing tools, this profile will strengthen the employer's position to ensure that applicants and employees are treated fairly without regard to race, color, religion, sex, or national origin. Achievement Tec., Inc. will defend the validation of the profile evaluation Program system™ booklet's contents.

This report is confidential. It is an opinion based on test results and other available data. The accuracy of the scoring input for these test results are the responsibility of the client. Leadership Management®, Inc. accepts no responsibility when given incorrect information.

Name: Sam Sample

Personal Combinations

In most profile evaluation results there exists a series of combinations derived from the relationship between seemingly unrelated traits of our personality and mental attitudes. Often these combinations provide a more accurate indication of the individual than just the scores by themselves. In fact, strengths in some dimensions may compensate for weaknesses in others. Of course the opposite may also be true, which means that a negative combination may offset a positive trait to some degree.

MID & HIGH A1 HIGH D2

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Mental Alertness	A1 gradual							7			rapid
Character Strength	D2 flexible							7			traditional

Even with your higher score in Learning Style, you may at times be set in your ways and slow to respond to change. You usually hate to make mistakes and as a result will stick to the tried and true. With these strong views you may not always be open to communication.

HIGH A1 MID & HIGH D1 LOW D3

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Mental Alertness	A1 gradual							7			rapid
Nervous Tension	D1 restless				4						calm
Work Habits	D3 spontaneous			3							plans ahead

With this combination you may find you become bored very quickly. In many cases, it is best that you are less organized and have several things on the go at once to keep your job interesting. You may also ask for a workload increase in your position.

Name: Sam Sample

HIGH A1 (LOW A2 A3 or A4)

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Mental Alertness	A1	gradual							7			rapid
Business Terms	A2	low						6				high
Memory Recall	A3	low								8		high
Vocabulary	A4	low word knowledge			3							high vocabulary

These aptitudes usually have a very high degree of interrelationship. This implies that for the most part, with this score in Mental Alertness, you should have similar scores on the other mental aptitudes. With this particular combination, you may not be striving to perform to your maximum potential in all mental aptitudes.

HIGH A1 A5

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Mental Alertness	A1	gradual							7			rapid
Scanning Accuracy	A5	low perception							7			high perception

These results indicate that you have the excellent ability to unify sensations and perceptions into meaningful composites - a process called closure. This means that you process data expediently and place concepts and situations into perspective quickly. This combination of scores also indicates the probability that you will handle most mathematical calculations very well.

HIGH A1 D2 LOW D9

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Mental Alertness	A1	gradual							7			rapid
Character Strength	D2	flexible							7			traditional
Naivete	D9	trusting			3							skeptical

This combination may indicate that you are a person of strong moral convictions who likes to lead others by setting a good example.

Name: Sam Sample

HIGH A1 A5 LOW D9

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Mental Alertness	A1 gradual							7			rapid
Scanning Accuracy	A5 low perception							7			high perception
Naivete	D9 trusting			3							skeptical

You require this combination of Mental Alertness and Perception to offset your Naivete score.

HIGH A1 D4 D10

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Mental Alertness	A1 gradual							7			rapid
Sociability	D4 reserved							7			outgoing
Motivation	D10 security							7			recognition

This combination of scores indicates that you would make a good trainer or speaker. You are sociable, bright and enjoy recognition.

HIGH A1 LOW D5

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Mental Alertness	A1 gradual							7			rapid
Emotional Maturity	D5 impatient			3							tolerant

Fast learning coupled with impatience could mean that you expect everyone to be as sharp as you are. Not everyone is as smart as you are. Therefore, some patience on your part is necessary.

Name: Sam Sample

LOW D3 HIGH A1

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Work Habits	D3 spontaneous			3							plans ahead
Mental Alertness	A1 gradual							7			rapid

This combination of scores indicates that you are a quick thinker and able to think "on your feet."

HIGH D4 D10

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Sociability	D4 reserved							7			outgoing
Motivation	D10 security							7			recognition

This combination indicates an individual who is forceful, optimistic, effervescent, and an enthusiastic communicator. As a result, you are probably a "people" person.

LOW D5 HIGH D7

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Emotional Maturity	D5 impatient			3							tolerant
Competitiveness	D7 team oriented									9	winning oriented

You have a burning desire to win, meet, and beat any challege, trying to excel whenever possible. You will have to learn that circumstances beyond your control can lead to periodic failure; therefore, you competitive spirit should be tempered somewhat at times.

Name: Sam Sample

HIGH D2 D8

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Character Strength	D2	flexible							7			traditional
Stamina	D8	sensitive									9	tough minded

You are very rigid and tough-minded and therefore may lack the orientation to see and recognize color, art, and conceptual form. As a result you would not be expected to be aesthetically creative.

HIGH D2 LOW D9

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Character Strength	D2	flexible							7			traditional
Naivete	D9	trusting			3							skeptical

This pattern indicates that you believe in established institutions and values. You tend to practice what you preach by being loyal, conscientious, and persevering. You follow rules, policies and procedures and expect others to do the same. You should be cautious not always take things at face value, and should investigate all the parameters.

HIGH D4 LOW D6

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Sociability	D4	reserved							7			outgoing
Dominance	D6	cooperative			3							assertive

With your gregarious and easygoing nature, you may at times, not manage people well. You prefer a harmonious business atmosphere and as such would likely benefit from some assistance in managing this cooperative style.

Name: Sam Sample

HIGH D2 LOW D6

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Character Strength	D2	flexible							7			traditional
Dominance	D6	cooperative			3							assertive

Although you are not assertive by nature, this combination of scores indicates that you will stand up for things you believe are important.

HIGH D4 D10 LOW D5

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Sociability	D4	reserved							7			outgoing
Motivation	D10	security							7			recognition
Emotional Maturity	D5	impatient			3							tolerant

As an outgoing and recognition-oriented person you enjoy attention and will actively seek it out. You enjoy being the "life of the party."

HIGH D4 LOW D9

DIMENSION	DESCRIPTION		Stanine									DESCRIPTION
			1	2	3	4	5	6	7	8	9	
Sociability	D4	reserved							7			outgoing
Naivete	D9	trusting			3							skeptical

These scores in Sociability and Naivete indicate you are both gregarious and trusting of others.

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Name: Sam Sample

Training Analysis

Organizational Skills

Dimension	Description		Stanine									Description
			1	2	3	4	5	6	7	8	9	
Work Habits	D3	spontaneous			3							plans ahead

By nature you may have some weak organizational habits. With your score it would be advisable for you to enroll in a program to enhance your planning skills. Many time management programs are available through a variety of professional training firms, and they may be of great benefit to you.

Motivational Skills

Dimension	Description		Stanine									Description
			1	2	3	4	5	6	7	8	9	
Sociability	D4	reserved							7			outgoing
Motivation	D10	security							7			recognition

You are very talkative and recognition-motivated person. As a result, you could benefit in a course in listening skills to aid you in better responding to the needs of others.

Assertiveness Training

Dimension	Description		Stanine									Description
			1	2	3	4	5	6	7	8	9	
Dominance	D6	cooperative			3							assertive

With this low score in dominance, you will benefit from a general awareness program in both confidence and assertiveness. Often, an extra-curricular course in the evening is available through your local college.

Probing/Questioning

Dimension	Description		Stanine									Description
			1	2	3	4	5	6	7	8	9	
Naivete	D9	trusting			3							skeptical

Lower scores in naivete mean that you could benefit from a course in questioning and probing skills. You often tend to take things for granted, and as such lack the natural desire to question facts presented to you. Any program developing questioning techniques would be helpful. Alternatively, a probing module from a variety of Sales Training programs could be adapted to suit your needs.

Name: Sam Sample

Dimension Descriptions

A1:   Mental Alertness

Areas tested in this category include reading and practical, deductive and logical reasoning. A low score in this area does not necessarily indicate an inability to learn, but the respondent may have to concentrate harder on some details.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Mental Alertness	A1 gradual							7			rapid

Your high score in the Mental Alertness segment of this Profile indicates that you assimilate information well on first exposure. You are able to deal equally effectively with abstract and concrete data. High scorers are strong in the ability to use strategy and selection to reach their goals and are also effective in teaching and training positions. You enjoy long-range planning, restructuring and require a challenge in your work in order to continue to be highly motivated.

A2: Business Terms

Business Terminology measures knowledge and use of terms normally utilized in a business environment. A person's interest in business matters is normally reflected by this measurement.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Business Terms	A2 low						6				high

You have a high-average grasp of business and financially-related terminology. You have the skills to understand and discuss material presented in business terms.

A3: Memory Recall

Memory Recall is designed to determine the extent to which the applicant knows and retains information on what is going on in the world around them. This measurement is not only indicative of a person's range of interests, but is also closely related to the applicant's observational skills, attention span, ability to concentrate, and desire to practice.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Memory Recall	A3 low								8		high

Your high score in Memory Recall indicates that you are aware of competitive and market trends which affect industry. You are also quite adept at conversing on a wide range of topics.

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Name: Sam Sample

A4: Vocabulary

This measurement tests the person's knowledge and use of vocabulary. With good vocabulary skills it is easier to understand, communicate, find solutions, command respect and motivate others. Additionally, a strong vocabulary promotes confidence in oral and written form when dealing with others.

Dimension	Description		Stanine									Description
			1	2	3	4	5	6	7	8	9	
Vocabulary	A4	low			3							high

With a score in the lower range of the Vocabulary Dimension, you may sometimes find communication difficult. If you want to improve your word knowledge a word guide or reading program would be helpful.

A5: Scanning Accuracy

This measures the person's ability to handle matching numbers, symbols and signs. This aptitude further measures ability to identify critical features, and focus attention.

Dimension	Description		Stanine									Description
			1	2	3	4	5	6	7	8	9	
Scanning Accuracy	A5	low							7			high

With your high score in Perception you have a good ability to scan quickly and accurately. This ability may transcend to other areas enabling you to speed-read and process data rapidly. You have a good ability to concentrate as well as quickly sort and code data.

A6: Mechanical Interest

The Mechanical Interest measurement is designed to quickly identify whether the person being evaluated is interested in mechanical devices. This is not a measure of aptitude but instead reflects the respondent's interest level. It measures whether a respondent will spend the time and put forth the effort to understand mechanical devices. For most positions, however, this dimension is not a critical one.

Dimension	Description		Stanine									Description
			1	2	3	4	5	6	7	8	9	
Mechanical Interest	A6	low				4						high

With your score in the mid-range of Mechanical Interest you will put forth the necessary effort to understand equipment which is used in the job. You would probably make minor repairs if required.

Name: Sam Sample

D1:   Nervous Tension

Nervous Tension stems from the combination of the person's genetic background, environment, and biochemistry. It is the innate energy level that the person exhibits, such as nervous tension, drive and energy.

Dimension	Description		Stanine									Description
		1	2	3	4	5	6	7	8	9	
Nervous Tension	D1 restless				4						calm

The optimum level of Nervous Tension lies in the average stanines. Your score indicates that you enjoy being out and on the go, making things happen and getting things done, yet you retain the ability to concentrate and follow through.

D2:   Character Strength

Character Strength measures the strength of conscience in an individual. This is a subconscious dimension which governs behavior.

Dimension	Description		Stanine									Description
		1	2	3	4	5	6	7	8	9	
Character Strength	D2 flexible							7			traditional

You have scored in the higher range of the Character Strength dimension which could indicate that you may often be fixed in the way you feel and see situations. You may also be rule-oriented in your outlook and actions. You probably like to have solid guidelines under which to operate and change may not come easily for you.

D3:   Work Habits

This segment measures the person's attitudes about organization and how one's work is best performed. It is also indicative of the general outlook a person has concerning the necessity of planning one's work.

Dimension	Description		Stanine									Description
		1	2	3	4	5	6	7	8	9	
Work Habits	D3 spontaneous			3							plans ahead

Your score indicates that you are a fairly spontaneous individual and tend to feel that planning takes too much time. You prefer to flow with the tide and are a good improviser, able to conform to circumstances as they arise. You prefer to think "on your feet" and enjoy a flexible schedule.

Name: Sam Sample

D4: Sociability

Sociability measures the degree to which an individual has the desire and motivation to interact with others. Some people enjoy interaction with others, while other people would prefer very little interaction.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Sociability	D4　　reserved							7			outgoing

Your high score in Sociability indicates that you are highly gregarious and outgoing. You sincerely like people and rarely tire of talking and interacting with others. You are probably highly skilled in interpersonal relationships. Without a good deal of interaction with others in both your business and personal lives you would probably be unhappy.

D5: Emotional Maturity

The Emotional Maturity dimension measures ego strength and as such is the key not only to emotional adjustment, but also to how well an individual deals with environmental and situational stress.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Emotional Maturity	D5　　impatient			3							tolerant

With a THREE score in Emotional Maturity you probably feel a strong sense of urgency involving tasks. You may have some difficulty expressing feelings and affection for others. Noise or stress bother you and sometimes you feel frustration when working on a difficult task. If you are prone to stress, you should release it through an exercise program, for example.

D6: Dominance

Dominance carries the heaviest hereditary rating in the personality dimensions. It is the power dimension of personality and is primarily a measurement of self-assertiveness. This dimension can be augmented or modified through proper training and personal effort.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Dominance	D6　　cooperative			3							assertive

You work to maintain a cooperative working environment and avoid confrontations. You respect authority, but may have difficulty voicing an opinion to the person in authority, or in taking control. You will generally compromise, rather than start a controversy.

D7: Competitiveness

This dimension measures the competitive nature of an individual. This competitive nature is environmentally produced. This measurement evaluates the person as an individual competitor, rather than as part of a team.

Dimension	Description		Stanine									Description
			1	2	3	4	5	6	7	8	9	
Competitiveness	D7	team oriented									9	Winning oriented

You have a burning desire to win and to meet and beat any challenge whenever possible. You are generally high in self discipline and competitive desire. You take a great deal of pride in accomplishments and have a driving need to be doing something that will be productive and result in success and achievement.

D8: Stamina

Stamina refers to both physical and mental attributes and is a measurement of an individual's vigor or capacity for endurance. "Tender-minded" or "tough-minded" individuals result from their environmental influences.

Dimension	Description		Stanine									Description
			1	2	3	4	5	6	7	8	9	
Stamina	D8	sensitive									9	tough minded

You are a resilient person who is oblivious to physical discomforts. You are a self-reliant individual who bounces back quickly from any misfortune or setback. You expect others to be as resilient as you are.

D9: Naivete

This dimension measures the worldliness of an individual. Extreme scores in this dimension may hamper job effectiveness.

Dimension	Description		Stanine									Description
			1	2	3	4	5	6	7	8	9	
Naivete	D9	trusting			3							skeptical

You are an optimistic person who looks for the good in all situations. You will not always probe into unclear situations and can remain unaware of hidden motives.

Name: Sam Sample

D10: Motivation

Work Motivation is one of the most critical dimensions in the profile evaluation. It describes how a person can best be motivated, which is of primary concern to employers. This dimension outlines the rewards that the business establishment can most appropriately confer. These rewards should be, when possible, what particular individuals consider key to their lifestyles.

Dimension	Description		Stanine									Description
		1	2	3	4	5	6	7	8	9	
Motivation	D10 security							7			recognition

You will take risks to make faster progress or greater gains. You work well on a commission or bonus basis where quick gains reward personal effort. Anything new, interesting, challenging, or exciting is right down your alley. Others enjoy your enthusiasm.

V1: Distortion

This dimension measures the frankness of the respondent in reporting about himself. Certain questions interspersed through the Profile Evaluation System™ Booklet's Personality Section require the candidate to acknowledge his or her own weaknesses. It is assumed that if the individual answers these questions frankly, they will respond correspondingly to the other questions.

Dimension	Description		Stanine									Description
		1	2	3	4	5	6	7	8	9	
Distortion	V1 very frank					5					exaggerates

Your FIVE score indicates that you have an understanding of your own strengths and weaknesses, yet sometimes you feel a need to maintain a somewhat protective exterior.

V2: Equivocation

This dimension measures the number of times an individual chooses the middle-of-the-road response (b), rather than either of the two extremes (a or c). It is assumed that the fewer middle-of-the-road responses given, the more accurate the Profile of the individual will be.

Dimension	Description		Stanine									Description
		1	2	3	4	5	6	7	8	9	
Equivocation	V2 low					5					high

Your score is in the average range of the Equivocation dimension. You chose an acceptable number of B responses which indicate your ability to select between polar opposites.