



Confidential
Job Profile Summary Report

for

Joe Sample

HUMAN RESOURCE MANAGER

Tuesday, November 16, 2004

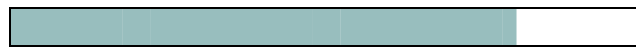


**705-B Street Andrews Blvd.
Charleston, SC 29407
843-225-2840**

Pattern Date: 10/12/2004 12:02:52 PM

Job Pattern: HUMAN RESOURCE MANAGER

Overall Job Match



83%

Thinking Style

Learning Index					5	6	7	8		
Verbal Skill						6	7	8		
Verbal Reasoning						6	7	8		
Numerical Ability					4		6	7	8	
Numeric Reasoning						6	7	8		

Job Match Percentage
83%

Behavioral Traits

Energy Level					5	6	7			
Assertiveness					5	6	7		9	
Sociability					5	6	7			
Manageability					4		6	7	8	
Attitude						6	7	8		
Decisiveness					5	6	7			
Accommodating					4	5	6	7		
Independence						5	6	7	8	
Objective Judgment					5	6	7	8		

Job Match Percentage
78%

Distortion - 9

Occupational Interests

Interests Ranking

Top three interests for this position

Enterprising							7			
People Service								8		
Financial/Admin						5				

Job Match Percentage
93%

Lowest three interests for this position

Technical				4						
Mechanical					5					
Creative						5				

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 Style

Learning Index (An index of expected learning, reasoning and problem solving potential.) Score–5 (below the pattern)

- He is generally adaptive in the intellectual sense.

Verbal Skill (A measure of verbal skill through vocabulary.) Score–7 (in the pattern)

- He has a sound understanding of basic communication processes.

Verbal Reasoning (Using words as a basis in reasoning and problem solving.) Score–7 (in the pattern)

- He likely prefers to work with verbal information.

Numerical Ability (A measure of numeric calculation ability.) Score–4 (below the pattern)

- Mr. Sample may initially need extra time in mentally computing numerical information.

Numeric Reasoning (Using numbers as a basis in reasoning and problem solving.) Score–6 (in the pattern)

- He may prefer calculators for more complex mathematical calculations.

Behavioral Traits

Energy Level (Tendency to display endurance and capacity for a fast pace.) Score–5 (in the pattern)

- Mr. Sample generally focuses on timely results.

Assertiveness (Tendency to take charge of people and situations. Leads more than follows.) Score—9 (above the pattern)

- Joe is highly motivated by situations in which he is held accountable for results. He is strongly motivated by power and authority.

Sociability (Tendency to be outgoing, people-oriented and participate with others.) Score—6 (in the pattern)

- 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.) Score—4 (below the pattern)

- Joe demonstrates a generally accommodating interpersonal style. He can usually work smoothly with others.

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

- He is usually enthusiastic about risk, change and unexpected challenges.

Decisiveness (Uses available information to make decisions quickly.) Score—5 (in the pattern)

- Joe stands firm on some decisions and may not be inclined to back down once a decision is made, unless under pressure.

Accommodating (Tendency to be friendly, cooperative, agreeable. To be a team person.) Score—4 (below the pattern)

- He tends to be agreeable, cooperative, good-natured. Joe is fairly easy to please.

Independence (Tendency to be self-reliant, self-directed, to take independent action and make own decisions.) Score—8 (above the pattern)

- Mr. Sample prefers to run his own show and will quietly fight being restricted. He can become impatient with the traditionalist view that "we've been doing this for the last ten years, so why should we change?"

Objective Judgment (The ability to think clearly and be objective in decision-making.) Score—5 (below the pattern)

- Joe's judgment is compatible with concrete situations and tangible data.

Occupational Interests

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.