



***Confidential
Placement Report***

for

Judy Sample

Demonstration Pattern-NOT FOR ACTUAL USE

Wednesday, April 20, 2005

**The Hampton Roads Assessment Center
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Chesapeake, VA 23320
7574363332**

Pattern Date: 12/30/2002 4:41:40 PM

Introduction

This report provides information about Judy Sample, presented in a manner to help you judge her match with a selected position in your organization. Every employable person will match some positions better than other types of work.

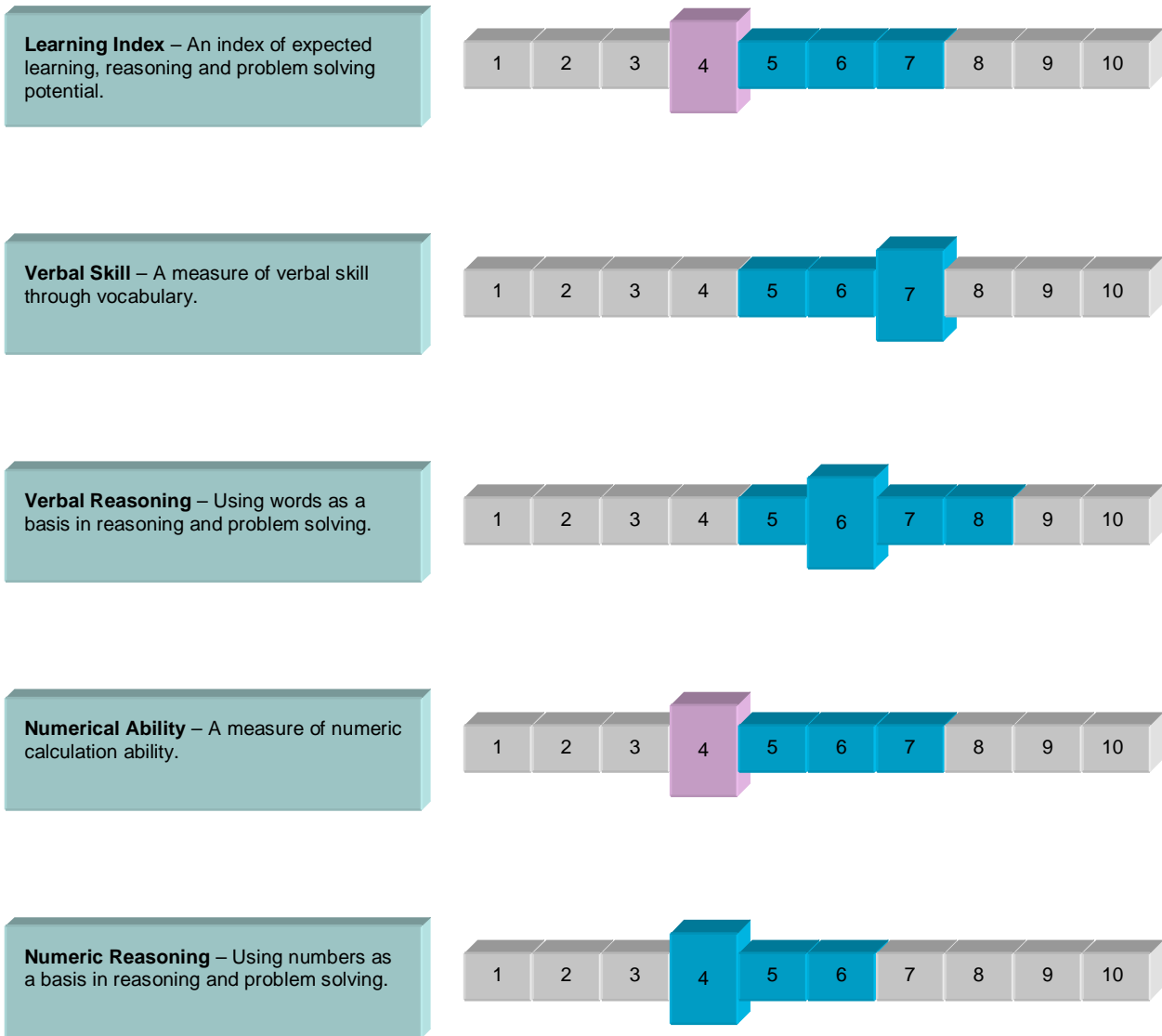
This report reflects the responses provided by Judy Sample when she completed the **Profile XT** assessment. Results are illustrated on a scale from 1 to 10. The darker area on the scale represents the “Job Match” target. The enlarged segment of the scale shows where Judy scored. If the enlarged segment is dark, Judy is in the “Job Match” pattern; if it is light, she is not. Information about Judy 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 Judy and the significance of her 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 Judy.

Profile for Thinking Style

The darker shading represents the Job Match Pattern for the role of Demonstration Pattern-NOT FOR ACTUAL USE. The larger box indicates this individual's score.

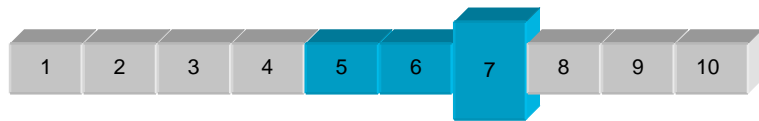


88% match with Thinking Style Pattern for the Demonstration Pattern-NOT FOR ACTUAL USE position.

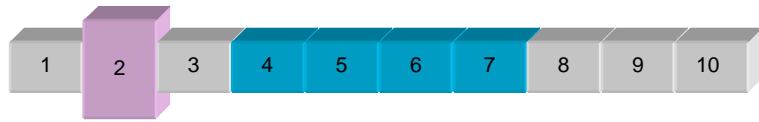
Judy Sample has a 65% overall match for the Demonstration Pattern-NOT FOR ACTUAL USE position.

Profile for Behavioral Traits

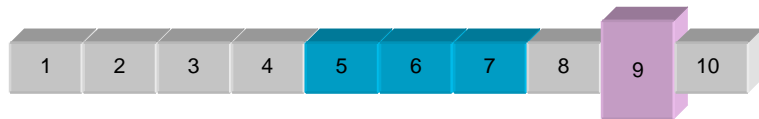
Energy Level – Tendency to display endurance and capacity for a fast pace.



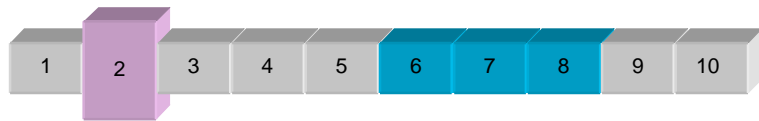
Assertiveness – Tendency to take charge of people and situations. Leads more than follows.



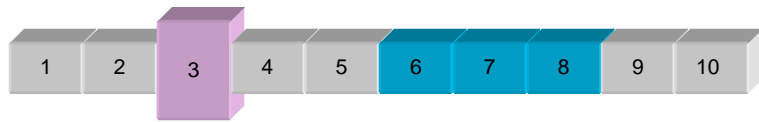
Sociability – Tendency to be outgoing, people-oriented and participate with others.



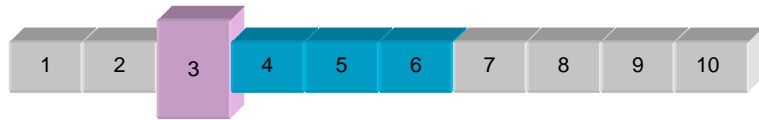
Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.



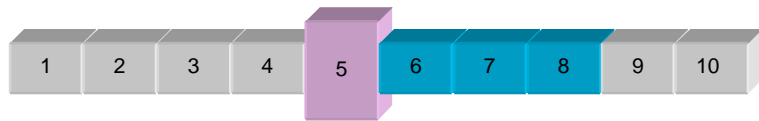
Attitude – Tendency to have a positive attitude regarding people and outcomes.



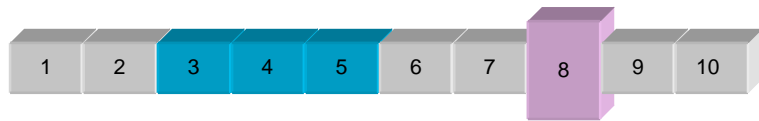
Decisiveness – Uses available information to make decisions quickly.



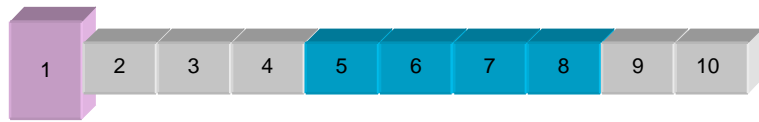
Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.



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.



39% Behavioral Traits Pattern match for the Demonstration Pattern-NOT FOR ACTUAL USE position.

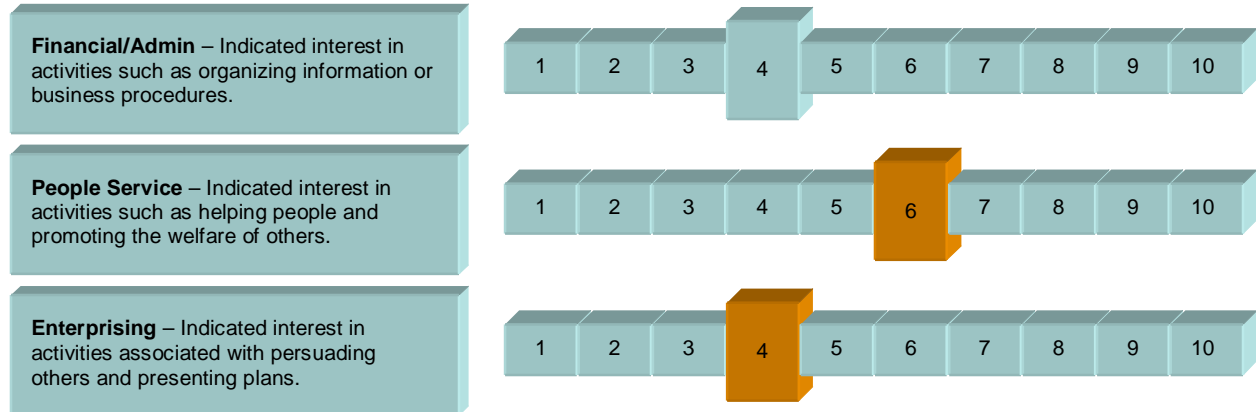
Judy Sample has a 65% overall match for the Demonstration Pattern-NOT FOR ACTUAL USE position.

The Distortion Scale Score on this assessment is **9** 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.

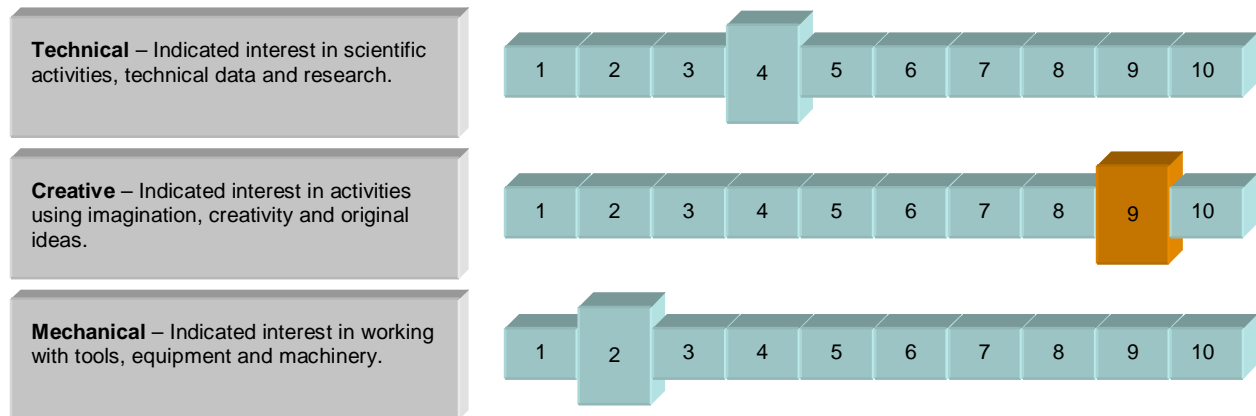
Profile for Interests

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

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.

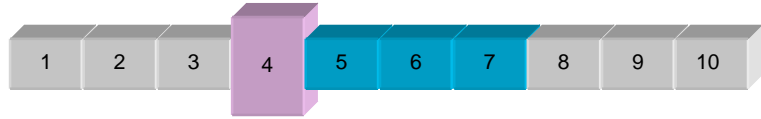
Judy Sample has an 69% match with Interest Pattern for the Demonstration Pattern-NOT FOR ACTUAL USE position.

Judy Sample has an overall match of 65% for the Demonstration Pattern-NOT FOR ACTUAL USE position.

The Total Person

This part of the report discusses the results for Judy 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 5-7 Score 4

- Judy demonstrates an average index for the up-take of information in new learning situations but may need extra time in some areas.
- New information should be presented in steps with the demand for applying it to her work.
- Ms. Sample may require repetition in a training program.
- Ms. Sample could need more time than average to assimilate new information of a complicated or more demanding nature.

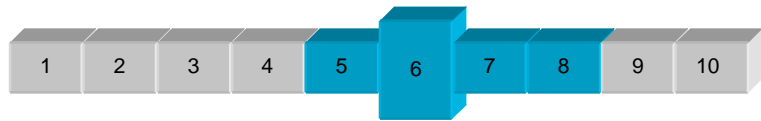
Verbal Skill – A measure of verbal skill through vocabulary.



Job Pattern 5-7 Score 7

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

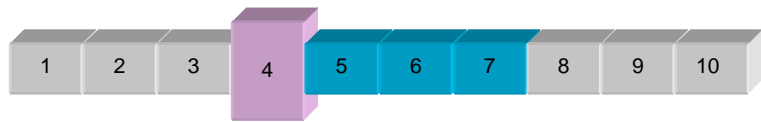
Verbal Reasoning – Using words as a basis in reasoning and problem solving.



Job Pattern 5-8 Score 6

- Ms. Sample is proficient in the use of words and language.
- Judy would not be expected to have any difficulty in effectively communicating thoughts and ideas to others.
- She demonstrates adequate and, in some areas, good verbal skill; certain areas and complexities will need training.
- Ms. Sample probably will assimilate information with success commensurate with the general population.

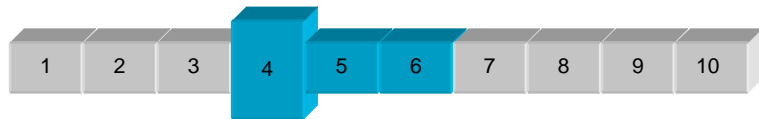
Numerical Ability – A measure of numeric calculation ability.



Job Pattern 5-7 Score 4

- With training and experience Ms. Sample should be able to more quickly and accurately carry out mathematical functions as they apply to the job.
- Judy may not have had much recent opportunity to use numbers in work.
- She may require a calculator or computer to handle some numerical problems.
- Ms. Sample may initially need extra time in mentally computing numerical information.

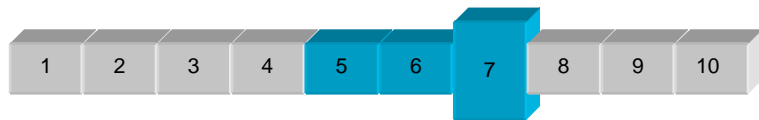
Numeric Reasoning – Using numbers as a basis in reasoning and problem solving.



Job Pattern 4-6 Score 4

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

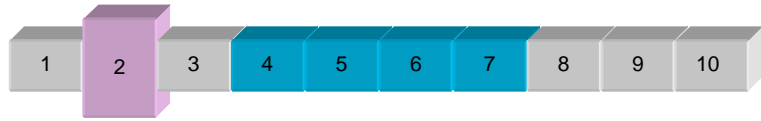
Energy Level – Tendency to display endurance and capacity for a fast pace.



Job Pattern 5-7 Score 7

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

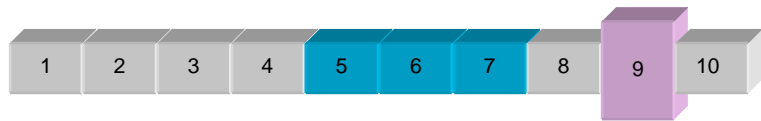
Assertiveness – Tendency to take charge of people and situations. Leads more than follows.



Job Pattern 4-7 Score 2

- She has a low need to steer the course of what is happening, the direction of events.
- Ms. Sample tends to be a quiet, personal producer who works hard for a leader and a cause.
- Ms. Sample prefers not to take action without having the time and opportunity to process information pertaining to the situation. She prefers to wait for specific instructions before taking action.
- Judy is slow to make decisions, enforce company policies and act with authority. She will be slow to make unpopular decisions when necessary.

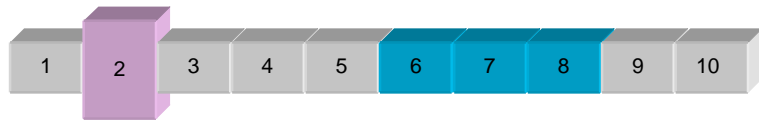
Sociability – Tendency to be outgoing, people-oriented and participate with others.



Job Pattern 5-7 Score 9

- Judy is highly inclined to promote the benefits of teamwork; she likes to confer with others, to involve the team in the discussion of how things will be done.
- Ms. Sample's sociability is highly compatible with establishing a network of contacts. She is open to others, approachable and quick to share feelings and ideas.
- Ms. Sample is quick to initiate relationships and fit in with all types of people.
- She spends a great amount of time interacting with people, engaging them in conversation and being concerned with interpersonal relationships. She would find it extremely difficult to work in isolation from other people.

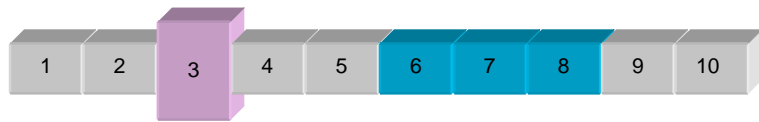
Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.



Job Pattern 6-8 Score 2

- Judy tends to relate to authority in a suspicious, defensive manner.
- She is quick to take and maintain a defensive position. She could be difficult to deal with once her mind is made up.
- Ms. Sample's attitude is more negative than positive. She could be difficult to satisfy.
- Ms. Sample demonstrates a generally negative attitude regarding authority. She could be a challenge to supervise.

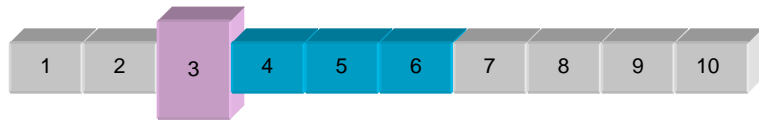
Attitude – Tendency to have a positive attitude regarding people and outcomes.



Job Pattern 6-8 Score 3

- Ms. Sample is slow to show a positive attitude regarding risk, change and unexpected challenges.
- Ms. Sample is inclined to take a negative position, to become critical of self and others.
- Judy is slow to show a positive attitude regarding changes in policies and guidelines.
- She is inclined to become suspicious of risk and change.

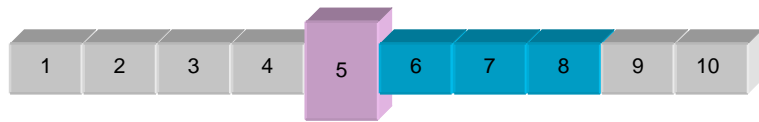
Decisiveness – Uses available information to make decisions quickly.



Job Pattern 4-6 Score 3

- Ms. Sample is capable of making decisions that arise from day to day.
- She can be a competent decision-maker when given enough time, but has difficulty taking decisive action under pressure.
- Judy tends to be cautious, preferring to wait for more information and advice before taking action.
- Ms. Sample is not inclined to delay important decisions, unless ill-prepared or disorganized.

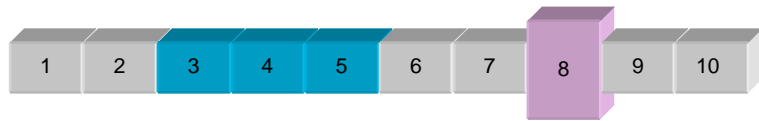
Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.



Job Pattern 6-8 Score 5

- Judy can be slower than others to avoid arguments, disagreements and/or conflict.
- She tends to be agreeable, cooperative, good-natured. Judy is fairly easy to please.
- Ms. Sample can become defensive whenever someone tries to take advantage of her.
- Ms. Sample tends to use a positive, informal approach. She will generally demonstrate a willingness to listen.

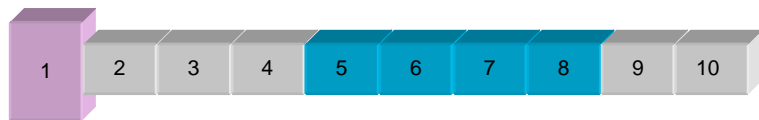
Independence – Tendency to be self-reliant, self-directed, to take independent action and make own decisions.



Job Pattern 3-5 Score 8

- Ms. Sample takes on new developments independently, bringing in co-workers only when absolutely necessary.
- Ms. Sample prefers to run her own show and will quietly fight being restricted. She can become impatient with the traditionalist view that "we've been doing this for the last ten years, so why should we change?"
- She is highly independent, possibly requiring firm supervision and clearly defined guidelines.
- Judy is an independent worker who prefers minimal guidance and coaching.

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



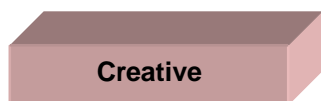
Job Pattern 5-8 Score 1

- Ms. Sample's judgment is not compatible with critical independent decision making responsibilities.
- Ms. Sample's judgment has a strong tendency to become subjective when pressured.
- Ms. Sample has a tendency to be a subjective thinker, to over emphasize personal opinions more than factual data.
- Ms. Sample's thinking can be effective until she allows personal biases and opinions to replace sound judgment.

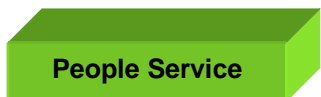
Occupational Interests

The Interest section assesses the relative interests between the six interest areas. The top three interests for Ms. Sample are shown here, along with the top three interests for the Demonstration Pattern-NOT FOR ACTUAL USE position. Note that Judy shares TWO top interests with the requirements of this position.

TOP THREE areas of interest for Judy Sample.



Indicated interest in activities using imagination, creativity and original ideas.



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

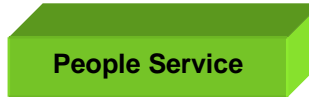


Indicated interest in activities associated with persuading others and presenting plans.

TOP THREE areas of interest for the position of Demonstration Pattern-NOT FOR ACTUAL USE.



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



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



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

Ms. Sample scored highest in the Creative, Enterprising and People Service themes on the inventory. She is attracted to positions in which she can use her creative side in a business environment that allows for a high degree of contact with people. She appears to be drawn toward opportunities to solve problems in an innovative way. The chance to serve the needs of customers and the public in general also relates to this interest pattern.

With Creative as her primary area of interest, Ms. Sample is likely to seek out activities that involve innovative thinking, expression and imagery. This area of interest is likely to be the driving force behind all of her performance. Secondly, she is motivated by the interaction with others that comes with service to an interpersonal cause as demonstrated by her interest in People Service activities. Helping others or providing them with services may help to energize her in what she does at work. Finally, her interest in Enterprising activities rounds out her profile. While not as vital to maintaining her motivation as her higher interests, such dealings can have a positive effect on her long-term job satisfaction.

Notice:

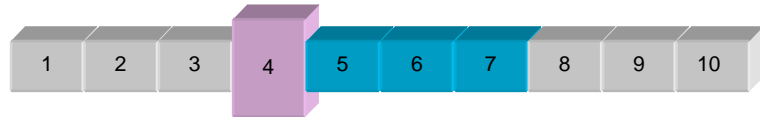
As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than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

Interview Questions

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

THINKING

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



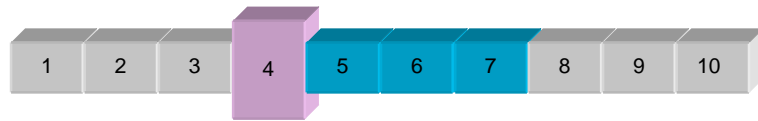
Job Pattern 5-7

Score 4

On the Learning Index scale Ms. Sample is below the designated Profile for this Job Match Pattern. This suggests that her capacity to assimilate new information efficiently is less than the position typically requires and that she could have a problem with learning new information.

- Describe a situation in the past when you were asked to learn a new skill; did you get the idea best by listening to instructions or by practicing over and over?
- When people ask you to do something new, do you prefer they show you or tell you how to do it?
- In school, did you get more out of courses that applied information (said "how to") or courses that talked about theories?
- In the past, what means of training or instruction were most effective for you? Do you prefer clearly laid out steps, generalized information or some other style of training?

Numerical Ability – A measure of numeric calculation ability.



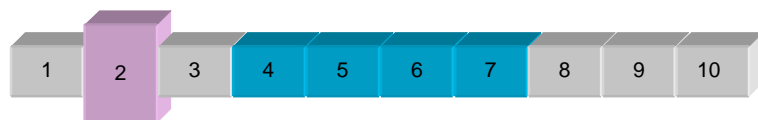
Job Pattern 5-7 Score 4

On the Numerical Ability scale Ms. Sample is below the designated job profile for this position. This suggests that her numeric calculation ability is less than the position typically requires and that she could have a problem with figuring data and computing formulas. Discussions with her should determine Judy's potential for training, otherwise the position may be overly challenging and could lead to frustration.

- How do you deal with figuring percentages or fractions at work?
- What challenges have you encountered in knowing how to figure out a number you need, or how to solve a problem? What do you do in these situations?
- Some people understand numbers better in a graph or picture, others when the information is given in straight numbers can solve equations. Which are you? What do you do when the information is given in the other form?
- When you figure change back from a purchase, do you ever catch an error?

BEHAVIORAL TRAITS

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

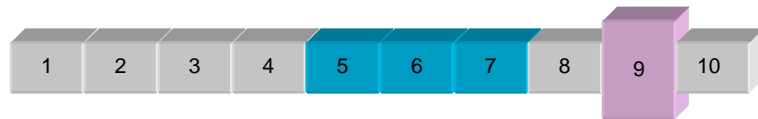


Job Pattern 4-7 Score 2

On the Assertiveness scale, Ms. Sample scored below the job profile for this position. She could find the requirements of a strong presence to be overly challenging. Determine her willingness to enhance her confidence and leadership skills in the future.

- How do you typically handle a situation when you have to be assertive in giving directions to others?
- Tell me about someone you worked with that was too assertive.
- Tell me about a time in which you were able to be very persistent in order to reach goals; be specific.
- What does being assertive mean to you?

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

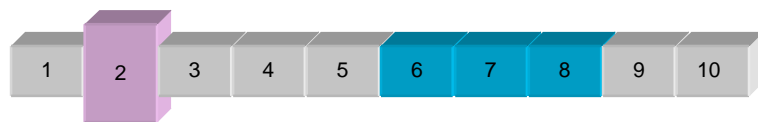


Job Pattern 5-7 Score 9

On the Sociability scale Ms. Sample is above the job profile for this Job Match Pattern. This suggests that her cooperative orientation is greater than the position typically requires and that she may find an individualistic and competitive climate overly frustrating. Discussions with her should explore the possibility that she is better challenged by more group oriented work.

- What processes are involved if and when you solve interpersonal problems at the office?
- What is your favorite method of acquiring contacts and improving client/co-worker relations?
- Tell me about an experience you have had in which you successfully motivated someone to become more involved with the team.
- How do you make the best use of your time when you and your co-workers experience a lull in activity at the office?

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

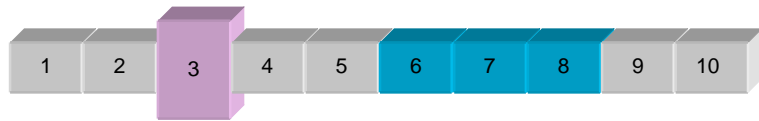


Job Pattern 6-8 Score 2

On the Manageability scale Ms. Sample is below the designated Profile for this Job Match Pattern. This suggests that her willingness to follow standard procedures is less than the position typically requires and that she could have a problem with the capability to perform in this area. Discussions with her should determine her potential for frustration within the constraints of this position.

- What is the role of management, in your own words?
- Describe the results of a past conflict with a supervisor. How did it happen, whose "fault" was it, and how was it resolved?
- When things go badly at the office, who deserves the blame and why?
- It is pretty realistic to say that no job is a complete "bed of roses". Tell me about a time when you were able to express your opinions in spite of disagreements or objections.

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

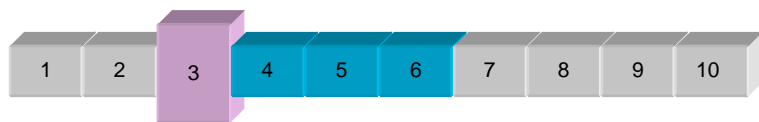


Job Pattern 6-8 Score 3

On the Attitude scale Ms. Sample is below the designated job profile for this position. This suggests that her general response to others will be pessimistic compared to the most successful individuals in this position. Discussions with her should explore the possibility that for Ms. Sample, the position may be overly challenging and could lead to frustration and a reduction in her level of performance.

- Describe for me a specific time when your attitude had an effect on a customer or client.
- What role have you played in the recent past in which your team was unmotivated and how did you resolve the problem?
- Describe the last time you experienced a big change in the workplace, like a new set of regulations, for example. How did you feel about those changes?
- Tell me about a high stress situation when it was desirable for you to keep a positive attitude. What happened?

Decisiveness – Uses available information to make decisions quickly.

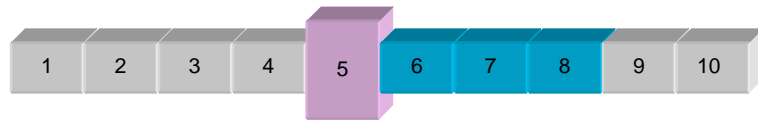


Job Pattern 4-6 Score 3

On the Decisiveness scale Ms. Sample is below the designated Job Match Pattern. This suggests that she may respond more deliberately when making decisions than the position typically requires and that she could lack a sense of urgency. Discussions with her might explore the possibility that Ms. Sample may be frustrated with the need for fast-paced decision-making.

- Describe the way you recently handled an on the job emergency.
- What do you find most challenging about making a hard decision?
- When a decision is needed, how do you prefer to tackle the problem?
- Tell me about a specific experience you have had in which it was necessary for you to react quickly because of a change.

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

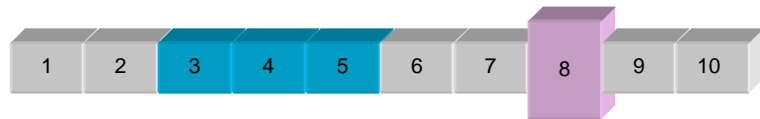


Job Pattern 6-8 Score 5

While Ms. Sample achieved an Accommodating score comparable to most people, it is below the designated Profile for this Job Match Pattern. This suggests that her willingness to cooperate with others is moderately less than the position typically requires and that she may have a problem with the team orientation of this work environment. Discussions with her should explore the possibility that for Ms. Sample, the cooperative climate of this position may be too challenging and could lead to frustration and a reduction in her level of performance.

- When, if ever, is it appropriate to "tell it like it is", that is, to be blunt with a co-worker?
- What is it like for you when it seems that a co-worker or supervisor is trying to manipulate you?
- What role, if any, do conflict and cooperation play in teamwork?
- In the work situation, we must all compromise to make things happen. Tell me about a time when you felt it necessary to compromise your own immediate interests in order to be tolerant of another person's needs.

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

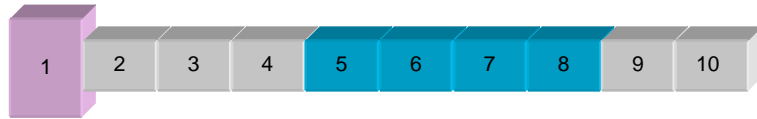


Job Pattern 3-5 Score 8

On the Independence scale Ms. Sample is above the designated job profile for this position. This suggests that her self-reliance is greater than the position typically requires and that she may become frustrated by the level of supervisory attention typical of this position. Discussions with her should explore the possibility the position may be too challenging to maintain her motivation and/or level of performance.

- Creative persons seem to offer fresh insights. Give me an example of a time when one of your insights was particularly well received by others.
- Describe a situation in your experience when you required more breathing room (less supervision than was offered) to accomplish your work.
- Describe your preferences concerning supervision of your work and explain the ideal situation that produces the best work you can do.
- Just about anybody can give a routine, standard answer to common problems; however, the payoff is often in the development of unique solutions to common problems. Give me an example of one of your unique and novel problem solutions.

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



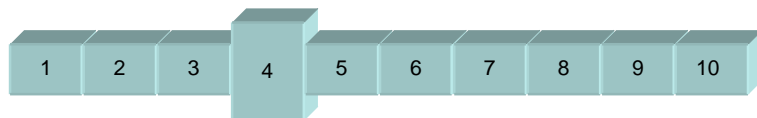
Job Pattern 5-8 Score 1

On the Judgment scale Ms. Sample is below the designated job profile for this position. This suggests that her decision-making process is less objective than the position typically requires and that she could have a problem with the pragmatic nature of the job. Discussions with her should explore the possibility that for Ms. Sample, the position may be overly challenging and could lead to frustration and a reduction in her level of performance.

- Describe the process involved when you have to make a decision under pressure.
- What sources of information do you typically use in reaching a decision at work?
- Describe a high-pressure situation you had to handle at work. Tell me what happened, who was involved and what you did in terms of problem solving.
- It is often important to use a common sense approach in making a decision. Tell me about a time when your common sense paid off for you.

OCUPATIONAL INTERESTS

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 Ms. Sample's primary three interest themes and may not motivate her as much.

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