

theProfileXT

Confidential Placement Report

for

Maria Sample

TELEMARKETER

Saturday, February 7, 2004

Assessments USA & Canada

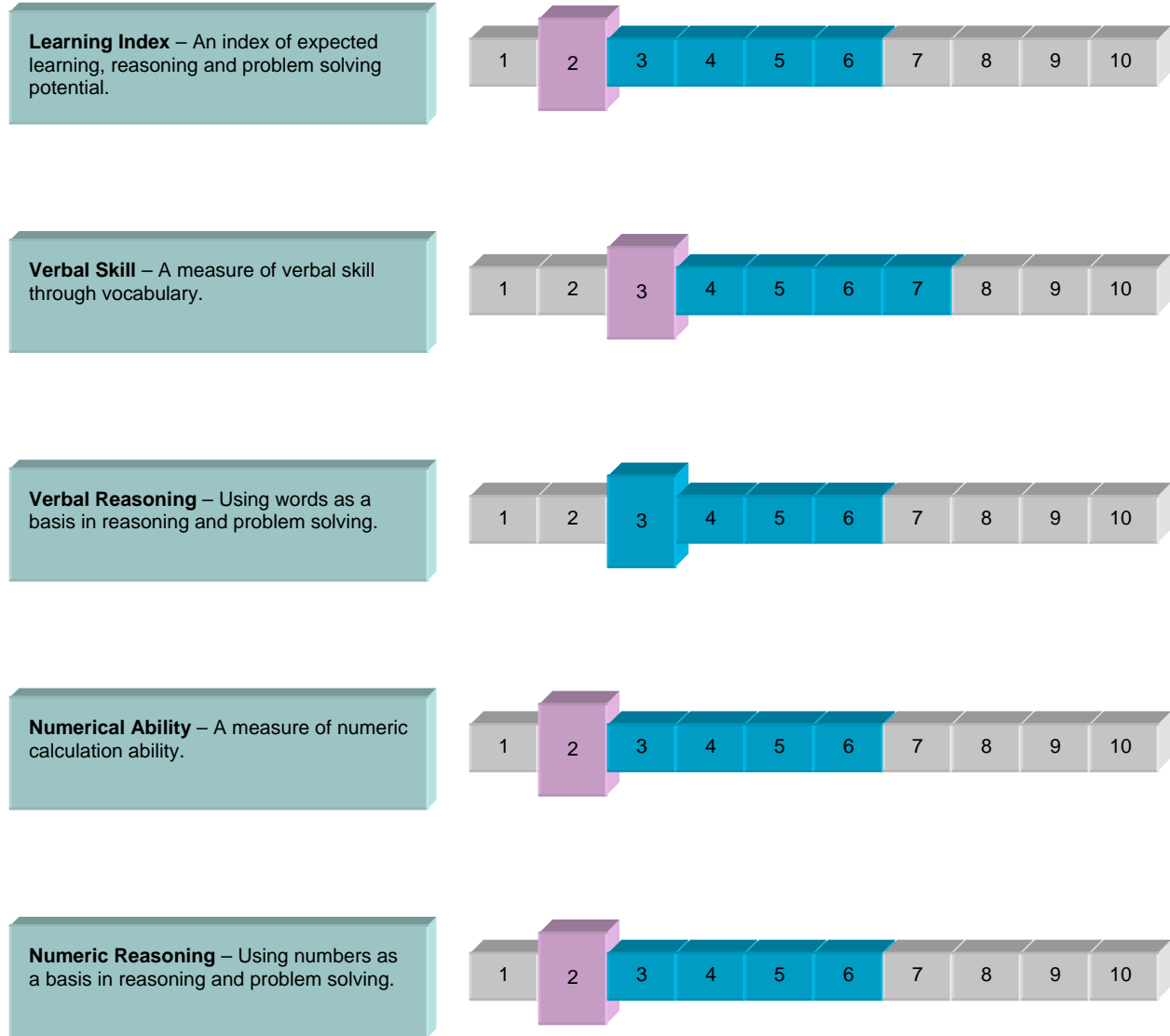
www.Assessments.Biz

800-808-6311 805-934-5956

Pattern Date: 2/7/2004 8:27:26 PM

Profile for Thinking Style

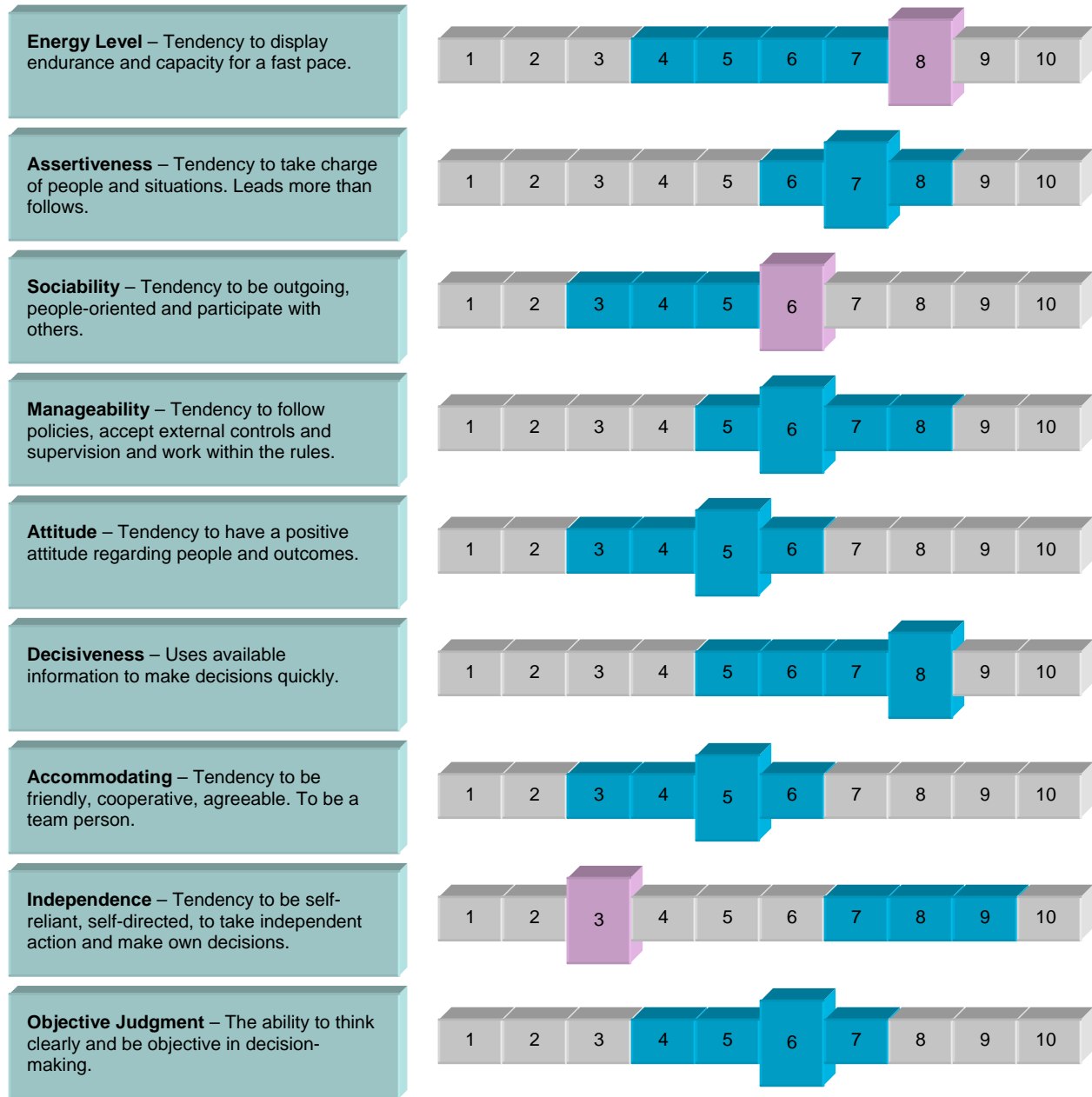
The Darker shading represents the Job Match Pattern for the role of TELEMARKETER [Preliminary].
The larger box indicates this individual's score.



73% match with Thinking Style Pattern for the TELEMARKETER [Preliminary] position.

Maria Sample has a **73%** overall match for the TELEMARKETER [Preliminary] position.

Profile for Behavioral Traits



81% Behavioral Traits Pattern match for the TELEMARKETER [Preliminary] position.

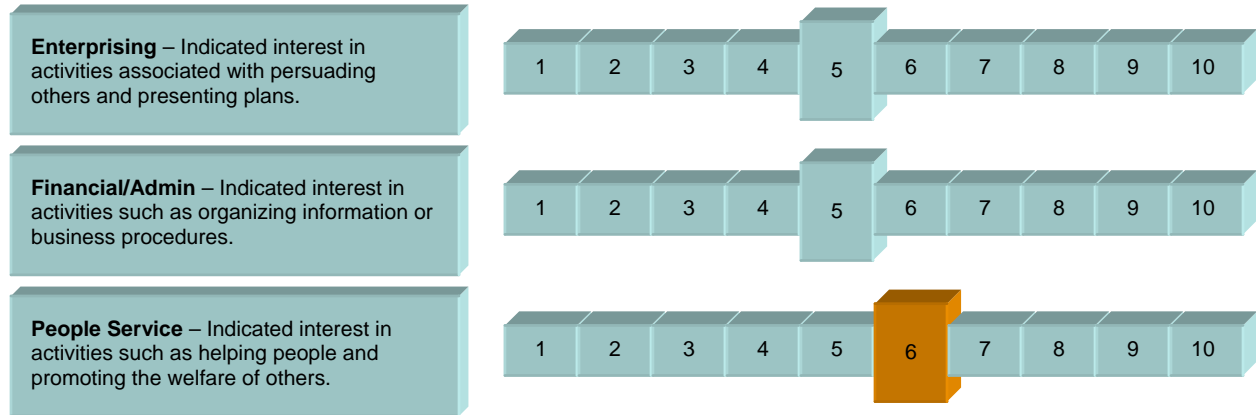
Maria Sample has a 73% overall match for the TELEMARKETER [Preliminary] position.

The Distortion Scale Score on this assessment is **5**. 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.

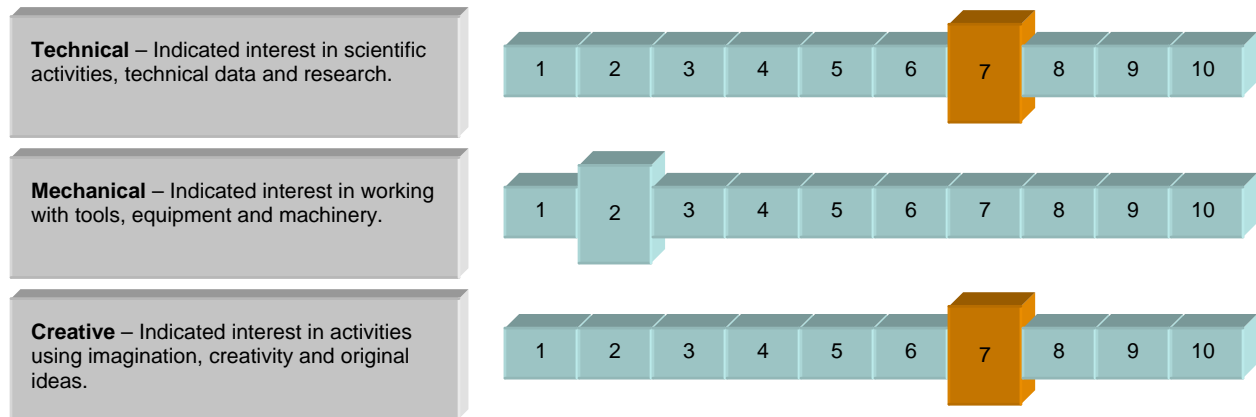
Profile for Interests

For the Job Match Pattern under consideration, the top three interests in descending order are: **Enterprising, Financial/Admin** and **People Service**. The other three interests have no impact on this position. The top three interests for Maria in descending order are: **Creative, Technical** and **People Service**. **Ms. 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.

Maria Sample has an **59%** match with Interest Pattern for the **TELEMARKETER [Preliminary]** position.

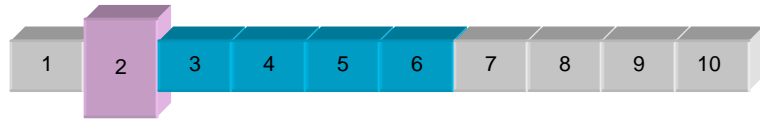
Maria Sample has an overall match of **73%** for the **TELEMARKETER [Preliminary]** position.

Interview Questions

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

THINKING

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



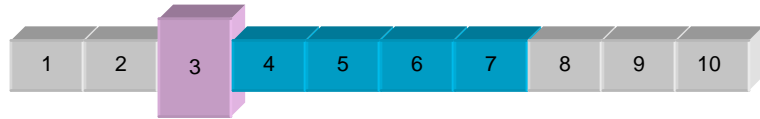
Job Pattern 3-6 Score 2

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?
- 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?
- When people ask you to do something new, do you prefer they show you or tell you how to do it?

Interview Questions

Verbal Skill – A measure of verbal skill through vocabulary.

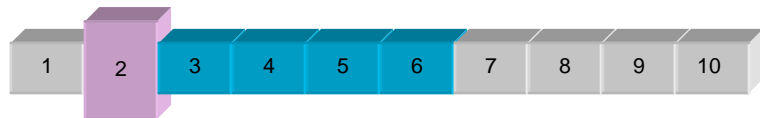


Job Pattern 4-7 Score 3

On the Verbal Skill scale Ms. Sample is below the designated Profile for this Job Match Pattern. This suggests that her ability to use a thorough vocabulary is less than the position typically requires and that she could have a problem with communicating ideas and concepts. 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.

- How often do you read instructions or memos and have difficulty understanding what they mean? Give some examples.
- Have you ever had someone become upset because you needed instructions repeated? How have you dealt with such a situation?
- Some people read well but don't always remember what they have read. Do you ever experience this type of situation? How do you deal with it?

Numerical Ability – A measure of numeric calculation ability.



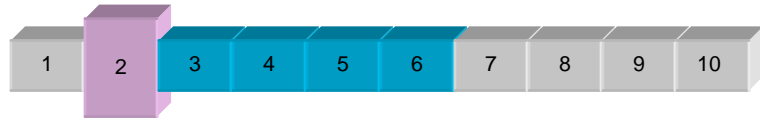
Job Pattern 3-6 Score 2

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 Maria's potential for training, otherwise the position may be overly challenging and could lead to frustration.

- 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?
- 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?

Interview Questions

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



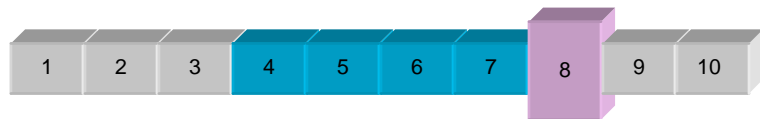
Job Pattern 3-6 Score 2

On the Numerical Reasoning scale Ms. Sample is below the designated Profile for this Job Match Pattern. This suggests that her ability to analyze data as part of the decision making process is less than the position typically requires and that she could have a problem with using numbers as a basis in reasoning. Discussions with her should explore the possibility that for Ms. Sample, the position may be overly challenging.

- Tell me about how you respond to learning, when numbers are involved, such as interpreting graphs or telling someone else how to understand a gauge or chart.
- Have you ever tried to make sense of a budget? Give an example.
- When people give you information on volume, quantity, finance or other numerical information and ask you to make a decision, how do you handle it?
- If you are required to do calculations without pencil and paper, how do you handle it?

BEHAVIORAL TRAITS

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



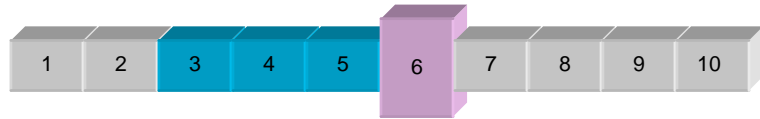
Job Pattern 4-7 Score 8

On the Energy Level scale Ms. Sample is above the designated Profile for this Job Match Pattern. This suggests that her drive and enthusiasm is greater than the position typically requires. Discussions with her should explore the possibility the position may not be sufficiently challenging to maintain her interest and/or level of performance.

- Tell me about a time in your background when you were a driving, highly motivated worker.
- Describe for me a situation you have experienced in which you successfully motivated others to accomplish more work for a deadline.
- Hard work is necessary in order to achieve. Tell me about a time when you had to work very hard to reach your goals and be specific about what you achieved.
- Tell me about a time when you were able to provide your own motivation to produce even though you were working alone. How did you manage to motivate yourself?

Interview Questions

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

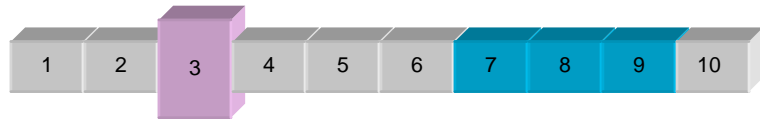


Job Pattern 3-5 Score 6

On the Sociability scale Ms. Sample scored comparably to most people. However, the score is above the designated job profile for this particular position. This suggests that her outgoing style is greater than the position typically requires but that she should have no problem with interacting with others. Discussions with her should explore her potential for maintaining a more distant or "business-like" demeanor.

- Describe a situation in which you had the opportunity to bring the team together to accomplish a common goal; how did you do it?
- Describe a situation recently in which you were required to host a group of clients or lead a discussion with co-workers.
- Describe the usefulness of "small talk" with clients and co-workers.
- Describe your preferences in networking. How comfortable are you in the process.

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



Job Pattern 7-9 Score 3

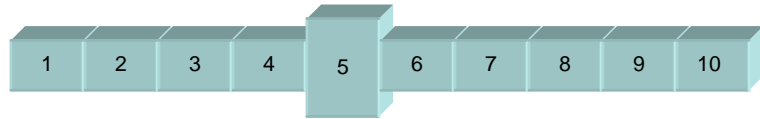
On the Independence scale Ms. Sample is below the designated Profile for this Job Match Pattern. This suggests that her tendency to seek guidance from supervisors is greater than that of successful individuals in this position. She could have a problem with the capability to work independently and resourcefully. 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.

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

Interview Questions

OCCUPATIONAL INTERESTS

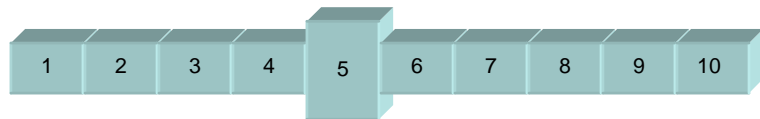
Enterprising – Indicated interest in activities associated with persuading others and presenting plans.



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

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

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



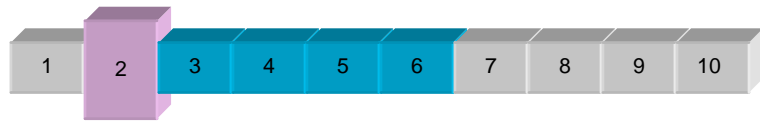
Administrative duties are preferred most by those who match the Interest Pattern for this position. However, the activities associated with the Financial/Administrative theme are not among Ms. Sample 's primary three interest themes and may not motivate her as much.

- 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 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?

The Total Person

This part of the report discusses the results for Maria 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.

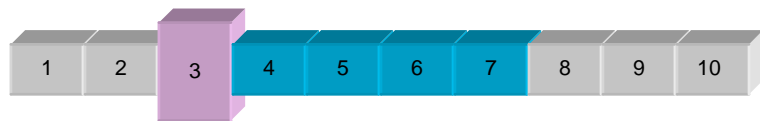
Learning Index – An index of expected learning, reasoning and problem solving potential.



Job Pattern 3-6 Score 2

- Ms. Sample may take longer than most people to assimilate new information and procedures.
- It may be necessary to pattern Ms. Sample's training toward applied techniques over descriptions of "why" a particular technique is effective.
- Her training should focus on a broad range of basic skills followed by intermediate-level work.
- Stress repetition and hands-on learning for Maria in key areas.

Verbal Skill – A measure of verbal skill through vocabulary.

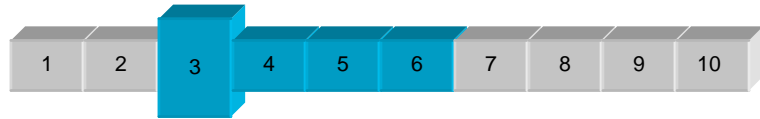


Job Pattern 4-7 Score 3

- She demonstrates a level of verbal skill slightly below that of some people in the general population.
- With training and experience, Ms. Sample should be able to more quickly and accurately carry out communications as they apply to the job.
- Maria may initially need extra time in analyzing verbal and written information.
- Ms. Sample may not have had much recent opportunity to use verbal analysis and communication in work.

The Total Person

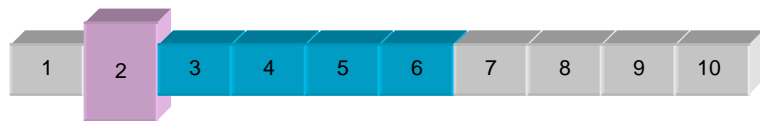
Verbal Reasoning – Using words as a basis in reasoning and problem solving.



Job Pattern 3-6 Score 3

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

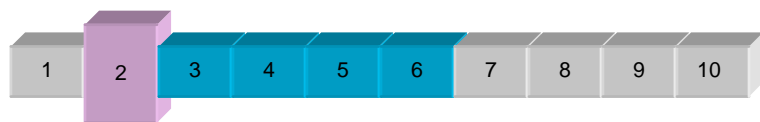
Numerical Ability – A measure of numeric calculation ability.



Job Pattern 3-6 Score 2

- She requires computational aids, such as calculators to solve many numerical problems.
- Ms. Sample needs instruction and extensive practice with numbers before taking on job responsibilities that include the quick computation of basic numerical problems.
- At this time, it is difficult for Maria to mentally calculate numerical combinations.
- Ms. Sample demonstrates a lack of fundamental mathematical skills.

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

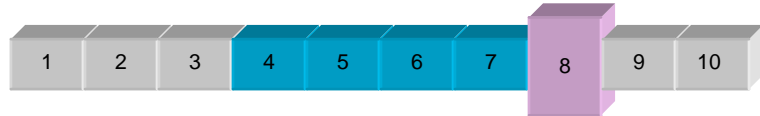


Job Pattern 3-6 Score 2

- Look for ways to bring Ms. Sample's numerical reasoning into line with her job duties.
- She may have an aversion to tackle items which demand number concepts, possibly impacting the focus of her duties and training.
- Maria will likely need some repetition when being presented with new mathematical or numerical concepts.
- Ms. Sample's ability to assimilate numerical information requires more time than most people.

The Total Person

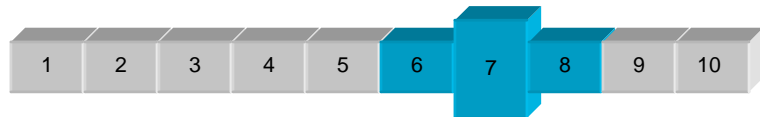
Energy Level – Tendency to display endurance and capacity for a fast pace.



Job Pattern 4-7 Score 8

- Ms. Sample enjoys a quick pace and a fast track. She has a strong focus on critical deadlines and timely results.
- Ms. Sample has an unusually high energy level and probably would not enjoy sedentary work.
- She would very likely enjoy positions which call for a high energy level, fast work pace and critical deadlines.
- Ms. Sample is a self-starter, an energetic personal producer with a high sense of urgency.

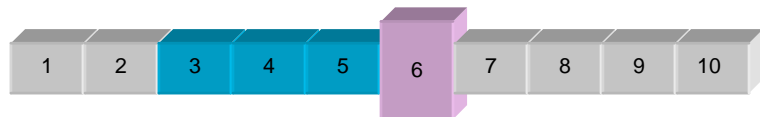
Assertiveness – Tendency to take charge of people and situations. Leads more than follows.



Job Pattern 6-8 Score 7

- Ms. Sample is willing to be assertive, to be more of a leader than a follower.
- She typically uses direct statements and seems to enjoy the opportunity to lead others.
- Maria can be a moderately assertive leader who gets results.
- Ms. Sample is motivated by situations in which she is held accountable for results.

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

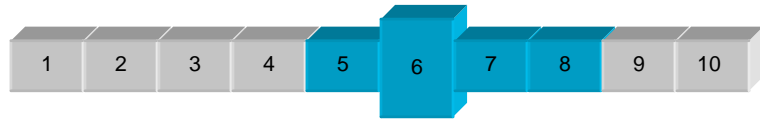


Job Pattern 3-5 Score 6

- Maria prefers democratic supervision, in which two-way dialogue is encouraged.
- Ms. Sample is moderately sociable. She tends to be aware of the necessity for keeping lines of communication open.
- Ms. Sample is generally inclined to promote the benefits of teamwork, to involve the team in the discussion of how things will be done.
- She works to foster good relations across departments, maintains friendly contact and keeps up with the issues of common concern.

The Total Person

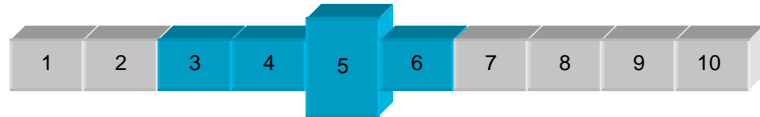
Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.



Job Pattern 5-8 Score 6

- Maria demonstrates a moderately positive attitude concerning organizational constraints and restrictions.
- Ms. Sample is friendly, accommodating and should be fairly easy to manage.
- She should be willing to conform to company policies without feeling any loss of personal freedom.
- Ms. Sample is typically willing to accept guidance and suggestions from others.

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

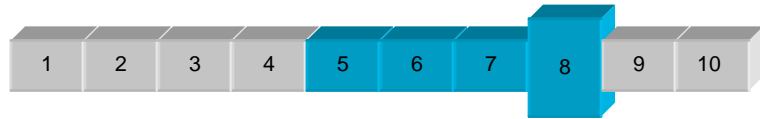


Job Pattern 3-6 Score 5

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

The Total Person

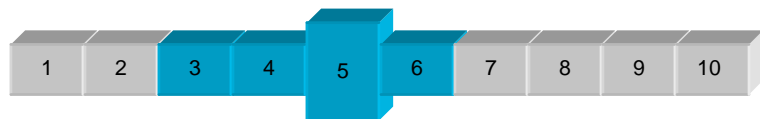
Decisiveness – Uses available information to make decisions quickly.



Job Pattern 5-8 Score 8

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

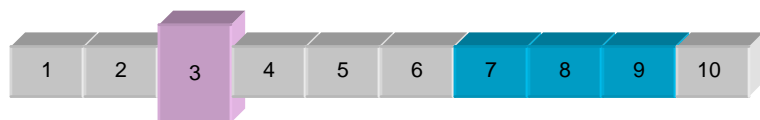
Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.



Job Pattern 3-6 Score 5

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

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

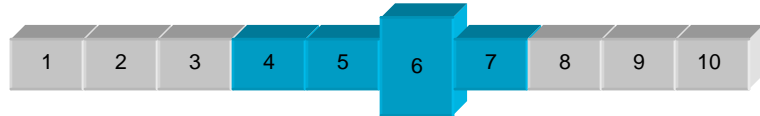


Job Pattern 7-9 Score 3

- Maria thinks that job responsibilities should be defined so that everybody knows just what is expected. She prefers carefully defined job descriptions, guidelines and policies.
- She appreciates the need for structure in an organization.
- Ms. Sample tends to prefer 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.
- She prefers instructions in a methodical, step-by-step fashion with feedback at regular intervals.

The Total Person

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



Job Pattern 4-7 Score 6

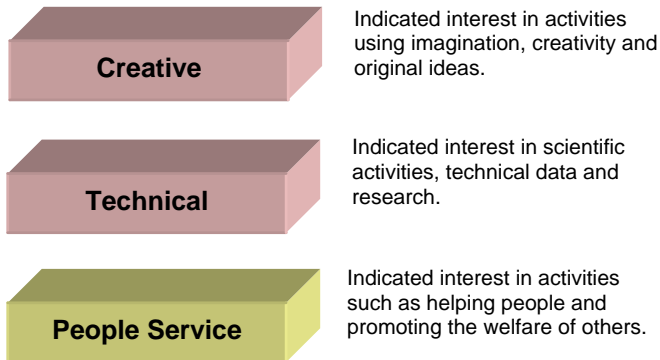
- Ms. Sample 's thinking requirements should emphasize logical deduction more than intuitive capabilities.
- Ms. Sample 's judgment and decisions should indicate generally consistent usage of her thinking capabilities.
- Maria generally makes sensible, on the spot judgments.
- Ms. Sample 's judgment should reflect a balance of common sense and practical experience.

The Total Person

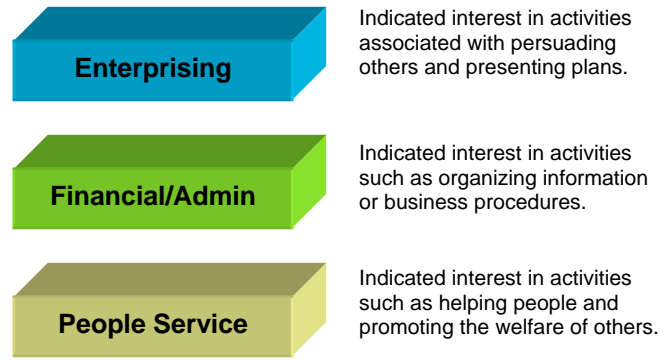
Occupational Interests

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 TELEMARKETER [Preliminary] position. Note that Maria shares ONE top interest with the requirements of this position.

TOP THREE areas of interest for Maria Sample .



TOP THREE areas of interest for the position of TELEMARKETER [Preliminary].



Ms. Sample 's interest results are focused in the Creative, Technical and People Service themes. This is the pattern of an individual who enjoys the creative aspects of dealing with people and technology or theories. One would expect such an individual to be drawn toward technical opportunities especially as such technical information applies to the service and improvement of people's lives. She is likely to be attracted to the opportunity to use creative thinking toward such endeavors.

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 Technical aspects of a job. Working with data and drawing conclusions from them helps her to maintain a positive level of motivation on the job. Finally, her interest in People Service activities rounds out her profile. This may not be the central focus of her interests, but these activities are likely to enhance the work experience nonetheless.

Notice:

As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a job 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.