



***Confidential
Individual Report***

for

Joey Deann Sample

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Assessments USA & Canada

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A Message to Joey Sample

Behavioral science has proven that the most successful people are those who know themselves, both their strengths and weaknesses. This knowledge is important to them as they develop the strategies necessary to meet the demands and challenges of achieving success.

The purpose of this report is to help you to identify and make full use of your strengths, and to help you develop an awareness of any areas that could be limiting your effectiveness. The goal of this report is to help you to achieve greater success for yourself.

The report gives you a Profile of the Total Person

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

The information in your report can be useful in planning a self improvement program for your professional development and personal growth.

A Profile of the Total Person

Thinking Style

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

- o You handle fairly complex tasks with relative efficiency, demonstrating strong problem-solving abilities.
- o You generally learn by paying attention to detail and determining how the information applies to various relevant areas of your work.
- o Your understanding and utilization of new information will be better than most individuals in the general population.
- o You are an effective learner in most situations.

Verbal Skill (A measure of verbal skill through vocabulary.)

- o You should be capable of learning to apply basic communication principles to new, more complex problems as necessary.
- o You demonstrate a level of verbal skill equivalent to most people in the general population.
- o You should be able to grasp everyday communication principles that apply to the job.
- o You are comfortable analyzing basic written and verbal information.

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

- o You demonstrate adequate and, in some areas, good verbal skill.
- o You do not typically have any difficulty in effectively communicating thoughts and ideas to others.
- o You probably assimilate verbal information as easily as the general population.
- o You are proficient in the use of words and language.

Numerical Ability (A measure of numeric calculation ability.)

- You should be competent in making mental estimations involving numerical data.
- You have a sound understanding of basic mathematical processes and are able to mentally figure some numeric combinations.
- You show strong potential for developing existing skills with numbers.
- You can build on your basic foundation as the particular calculations required in performing the job become familiar.

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

- You are certainly adaptive when handling complex numerical decisions.
- You likely have little difficulty in assimilating new information of a numerical nature.
- You should effectively solve numerical problems and mathematical applications.
- You rapidly grasp numerical information.

Behavioral Traits

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

- You may benefit from clearly defined priorities and deadlines as well as some external pacing.
- You prefer not to be pressured by critical deadlines. You may prefer time to think things through, to check things out.
- You are not inclined to project a high sense of urgency. You might appreciate input from others when beginning a new project.
- You express a low energy level; your work style is compatible with a more relaxed, sedentary-level of work.

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

- o You tend to be a quiet, personal producer who works hard for a leader and a cause.
- o You prefer to take action after having the time and opportunity to process information pertaining to the situation. You likely prefer to wait for specific instructions before taking action.
- o You tend to wait before making decisions, enforcing company policies and acting with authority. You may defer unpopular decisions when necessary.
- o You express a low need to steer the course of what is happening or the direction of events.

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

- o You prefer to foster good relations across departments, maintain friendly contact and keep up with the issues of common concern.
- o You are moderately inclined to be sociable. You tend to be aware of the necessity for keeping lines of communication open.
- o You prefer democratic supervision, in which two-way dialogue is encouraged.
- o You are generally inclined to promote the benefits of teamwork and to involve the team in the discussion of how things will be done.

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

- o You relate to authority in a cooperative manner in most routine situations; however, occasionally you may express a need for more personal freedom.
- o You relate to most directives in a generally cooperative and accommodating manner, but may resent high-pressure leadership.
- o Your attitude is typical of most people regarding authority and rules, with a generally cooperative interpersonal style.
- o You have a generally accommodating interpersonal style. You can usually work cooperatively with others.

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

- o You may be inclined to become skeptical or suspicious of risk and change.
- o You prefer to avoid risk, change and unexpected challenges.
- o You may feel uncomfortable with changes in policies and guidelines.
- o It can be a challenge for you to not become critical of yourself and others.

Decisiveness (Uses available information to make decisions quickly.)

- o You prefer to make conservative, carefully considered decisions when confronted with a problem.
- o You demonstrate a tendency to pursue problems slowly, taking little risk.
- o You may prefer to think-out and analyze decisions, to hesitate making decisive solutions.
- o You may take longer to make decisions, which arise from day to day.

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

- o For the most part, you tend to be agreeable, cooperative, good-natured, and fairly easy to please.
- o You do not back away from important arguments, disagreements and/or conflict.
- o Potentially, you can become defensive whenever someone tries to take advantage of you.
- o You tend to use a positive, informal approach and generally demonstrate a willingness to listen.

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

- You take on new developments independently, bringing in co-workers only when absolutely necessary.
- You are highly independent, functioning well on your own, but could benefit by making room for the advice of others.
- You likely prefer to run your own show and may quietly resist being restricted. You can become impatient with the traditionalist view that "we've been doing this for the last ten years, so why should we change?"
- You are an independent worker who prefers minimal guidance and coaching.

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

- Your judgment and decisions should indicate generally consistent usage of your thinking capabilities.
- You generally make sensible, on the spot judgments.
- Your judgment should reflect a balance of common sense and practical experience.
- Your thinking process will probably emphasize logical deduction more than intuitive capabilities.

Occupational Interests

Your interests are a combination of the Enterprising, Creative and Mechanical areas. You are someone who appreciates innovative solutions to problems in industry and business. The combination of Enterprising and Mechanical interests is common among leaders in all sizes and types of industry. Your interests suggest favoring product development, leadership and producing creative solutions.