



**Confidential  
Individual Report**

for

**Trevor Sample**

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## A Profile of the Total Person

### Thinking Style

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

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

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

- You can build on your foundation as the particular communication skills required in performing the job become familiar.
- You have a sound understanding of everyday communication processes.
- You show strong potential for developing existing skills with communication.
- You should be competent in making analyses involving written and verbal data.

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

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

**Numerical Ability** (A measure of numeric calculation ability.)

- 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.
- 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.

## A Profile of the Total Person

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

- You complete numerical problems with comparable success to the general population.
- You grasp numerical concepts readily.
- You work well with numbers and numerical concepts.
- You demonstrate a relatively strong ability to solve problems of a numerical nature.

## Behavioral Traits

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

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

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

- You can make decisions, enforce company policies and act with authority. You are quite capable of making unpopular decisions when necessary.
- You express a strong need to be in charge, to be the leader.
- You can be highly motivated by situations in which you are held accountable for results. You're strongly motivated by power and authority.
- You have a preference for making the hard decisions, to determine outcomes.

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

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

## A Profile of the Total Person

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

- You typically are willing to accept guidance and suggestions from others.
- You demonstrate a willingness to conform to company policies without feeling any loss of personal freedom.
- You have a moderately positive attitude concerning organizational constraints and restrictions.
- You are friendly, accommodating and should be fairly easy to work with.

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

- You have a positive attitude regarding changes in policies and guidelines.
- You are usually enthusiastic about risk, change and unexpected challenges.
- You demonstrate a tendency to trust most people.
- You express positive expectations for the results, for the outcome of problems and difficult situations.

**Decisiveness** (Uses available information to make decisions quickly.)

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

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

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

## A Profile of the Total Person

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

- You are comfortable with the normal restraints of organizational life.
- You are usually satisfied with the status quo and are comfortable working within the system.
- You generally prefer to follow established procedures.
- You are willing to function in a coordinated, interrelated way, wanting to participate in group decision-making.

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

- Your decisions might not consistently indicate objective judgment and logical deduction.
- Your judgment is compatible with routine problems and decisions.
- Your judgment is best utilized in concrete situations and with tangible data.
- Your conclusions have a tendency to be inconsistent under pressure.

## Occupational Interests

Your interest results are focused in the Enterprising, People Service and Technical themes. Enterprising describes activities that involve persuading other people and People Service suggests that this contact with others drives your performance in a positive way. You may be drawn into situations in which you can help people in an advisory capacity. Your Technical interests indicate you may prefer an analytically-oriented work setting which also fits with the role of advisor this pattern suggests.