

Production Performer

Joe Applicant

Production
ABC Company
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Report Type: Production Worker



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Mental Aptitudes



The Achiever Performance Assessment correlates two cognitive learning skills to create a comprehensive, multi-faceted profile for your candidate or employee to better assist you in determining job fit, training and development needs, and leadership ability with a better coaching tool to improve performance.

Numerical Perception



- Visual Acuity Dealing with Numbers and Symbols
- Skill with Detail Work

NUMERICAL PERCEPTION measures an individual's accuracy in handling numeric and alphabetic data. Mr. Applicant has scored below average in this aptitude indicating an inability to quickly and accurately scan lists or reports containing numerical data. This aptitude differs from the Math Skills aptitude in that it is a measurement of visual accuracy. Mr. Applicant's score may be the result of a vision problem which can be corrected.

3

Math



- Understanding of Basic Arithmetic
- Ability to Perform Simple Calculations

MATH SKILLS measures the general knowledge of arithmetic an individual possesses. Mr. Applicant's knowledge of general arithmetic is excellent. He can be expected to add, subtract or multiply with the speed and degree of accuracy required of a position that requires excellent knowledge of general arithmetic.

8

Performance Scales



Performance Scales are the values and behaviors that are consistent with successful on job performance in the specific job being assessed. These key values and behaviors not only determine job fit, but also identify areas of need for training, development and coaching to engage employees more effectively for better overall job performance.

Energy

3-5



- Energy Level
- Level of Internalized Tension
- Physical Activity

ENERGY measures the individual's stress and drive level, and ability to work under pressure. Mr. Applicant has an excellent energy and drive level, and can handle job-related stress and pressure well. he will exert the energy to be physically involved in accomplishing job requirements.

5
Fit

Flexibility

4-7



- Adherence to Precedent, Rules, and Policies
- Adaptability to Change
- Reliability and Consistency

FLEXIBILITY measures an individual's attitude toward ethics, honesty, reliability and dependability. Mr. Applicant is oriented to be a highly ethical, reliable individual who will strictly adhere to the policies and procedures of the organization as they relate to job requirements.

7
Fit

Organization

6-9



- Planning and Organizational Habits
- Time Management
- Ability to Multi-task

ORGANIZATION measures an individual's mental orientation to plan and organize his life events and job requirements. Joe has an average ability to plan and organize, and can basically accomplish job objectives and requests in a timely manner with strong supervision.

5

Communication

3-5



- Need for Social Interaction
- Ability to Focus on Listening
- Communication Style

COMMUNICATION measures an individual's desire to communicate verbally with co-workers in the course of his workday. Joe is an extremely outgoing individual who seldom tires of talking and interacting with co-workers. He will be highly adept at communicating with others, but may waste time in idle conversation.

9

Emotional Development

5-7



- Sense of Urgency
- Ability to Adjust to Emotional Stress
- Level of Self-esteem

EMOTIONAL DEVELOPMENT measures an individual's ego, self-confidence and self-esteem. Mr. Applicant has good ego, self-esteem and self-confidence, and can usually deal with fellow workers with an appropriate degree of patience.

6
Fit

Assertiveness

1-3



- Desire for Authority and Control
- Decision Making Style
- Attitude Towards Confrontation

ASSERTIVENESS measures an individual's desire to interact with fellow workers in a cooperative manner, rather than attempting to control a situation. Joe is more cooperative than controlling, yet is able to hold his own in most situations. He may have difficulty controlling a situation involving fellow workers who are more assertive than he.

4

Competitiveness

1-3



- Need for Individual Achievement
- Team Compatibility
- Response to Incentives

COMPETITIVENESS measures whether an individual desires to be a participating team member versus being individually responsible for results. Joe is a team player who prefers working and achieving through a team-oriented effort, rather than individually.

3
Fit

Mental Toughness



- Attitude Towards Criticism
- Level of Empathy
- Stamina and Endurance Levels

MENTAL TOUGHNESS measures an individual's orientation to deal with life and job problems, as well as the ability to work under less favorable physical conditions. Mr. Applicant is sensitive to his own needs, as well as those of his fellow, but is tough enough to handle a moderate amount of life or job pressures or problems.

4

Question/Probing



- Willingness to Ask Questions
- Degree of Shrewdness
- Level of Trust in Others

QUESTIONING/PROBING measures an individual's orientation towards accepting things at face value versus having the tendency to ask questions and probe to find hidden or underlying motives. Joe will do little probing or questioning to determine people's real motives or objectives for what they say or do, preferring instead to accept information as it is told to him by others.

2

Motivation



- Motivated by Security vs. Recognition
- Willingness to Take Risks
- Desire for Change

MOTIVATION measures an individual's desire for job security rather than recognition, incentives and change. Mr. Applicant prefers some security in his job, but is also motivated by recognition and incentives.

1-5

5

Fit

Validity

Distortion

1-6



- Willingness to be Candid About Strengths and Weaknesses
- Desire for Social Conformity

Mr. Applicant is a secure person who is not afraid to admit his weaknesses. He is also good at assessing his strengths. He tends to be open and frank, with these assessment results having a high degree of accuracy.



Equivocation

1-6



- Ability to Follow Instructions
- Indicates the Ability to Commit to an Opinion or Viewpoint

He has scored within our acceptable equivocation range.





Mental Aptitudes

Provides distinct measurements of cognitive ability assessing how an individual will approach job functions from a mental standpoint.

	Numerical Perception	Imprecise			3						Accurate
	Basic Math	Low Skills							8		High Skills

Performance Scales

Provides measurements of behavior representing an individual's primary personality traits and how they typically behave.

	Energy	Restless			3	4	5				Calm	
	Flexibility	Flexible			4	5	6	7			Rigid	
	Organization	Disorganized					5	6	7	8	9	Planful
	Communication	Reserved			3	4	5				9	Interactive
	Emotional Development	Impatient					5	6	7			Tolerant
	Assertiveness	Cooperative	1	2	3	4						Authoritative
	Competitiveness	Team Player	1	2	3							Individualist
	Mental Toughness	Sensitive				4						Tough
	Question/Probing	Trusting		2								Skeptical
	Motivation	Security	1	2	3	4	5					Recognition

Validity Scales

Provides measurements of internal validity providing insight into the accuracy of the individual's responses to the Performance Scales.

	Distortion	Frank Answer	1	2	3	4	5	6			Exaggerates
	Equivocation	Chose Alternate	1	2	3	4	5	6			Chose Middle

STANINE: The STANINE is a system of measurements which divides the population into nine parts.

AREAS OF CONCERN: Scores of 1 OR 2 in any of the following dimensions: *Energy, Flexibility, Emotional Development OR Mental Toughness.*

NOTE: Blue blocks are of primary importance as they represent the desired range for that characteristic. Scores within that range, or with no range identified, have a white circle. Scores outside the desired range will have a gray circle.

Joe Applicant
ABC Company
10/1/2007

Production Performer

Direct Admissions



* NO SIGNIFICANT HISTORY OF STEALING

* NO SIGNIFICANT HISTORY OF DRUG OR ALCOHOL ABUSE

Production Performer

Development Suggestions

Introduction



Investing in training and development is not what is ultimately important, PERFORMANCE is! What is learned through training and development will yield a higher return on investment, resulting in improved job performance!



The pressure on organizations to improve training and development continues to intensify. Advances in technology, shifts in demographics, and the constant competitive necessity to upgrade workforce skills are challenging every organization.

Utilizing these assessment results provides leadership with credible behavioral information that enables them to take an objective and systematic approach to analyzing and managing the training and development needs of individuals to improve their performance in the workplace. For example, the information provided in the assessment results can assist management in developing and executing a plan to train a new hire during the onboarding process, thereby accelerating their learning curve. It can also prove to be an invaluable tool for management to evaluate and coach current employees to reach their potential.

Engagement is the key. These assessment results can be used as an effective tool to assist management in learning more about their people in their effort to build better employee relationships and employee engagement.

Introduction



For those individuals who seek to achieve higher levels of productivity and success in their jobs and life, and for those employers who desire such for the people they employ, we offer the following suggestions where the person assessed could benefit from growth and development. We trust you will find these suggestions helpful.

Communication

Measures introversion vs. extroversion and the ability to meet and deal with people.



You are a very interactive communicator who seldom tires of sharing ideas and information with others. You may not listen to, or take seriously, what other people are saying, however. You comfortably articulate thoughts to people, genuinely enjoy being around people and would be unhappy working alone.

Your self-affirmation sentence:

"I listen well."

Steps to Effect Change

Your priority is to learn not to be overly talkative at any time, especially at the wrong time.

Role playing can take place to stress the need for allowing others to take their turn communicating. An overly talkative individual should especially take heed not to divulge confidential information to others.

People who are too sociable can over talk at the expense of others and true communication can suffer because of it. When in a discussion with someone, periodically ask yourself if you are responding to everything the other person is saying with a "story" of your own. If you are, there's a good chance you're thinking about what you want to say next, rather than really listening to what the other person is saying.

Pay close attention to your actions to see if you find yourself interrupting others or monopolizing the conversation. One clue that you are not a good listener is when misunderstandings frequently occur when the other person says they told you something, but you don't remember. Developing good listening skills begins by admitting that such skills are needed.

Question/Probing

Measures the tendency not to accept information at face value.



You have a very trusting nature and tend to accept most instructions, directives and information at face value. Even though you have a positive, enthusiastic attitude, you may be so trusting that you allow others to take advantage. When problem-solving or troubleshooting complex issues, you may not probe far enough to see the whole picture.

Your self-affirmation sentence:

"I ask questions."

Steps to Effect Change

Gullible people can be taken advantage of very easily; you need to develop the ability to question and develop probing skills.

Mental exercises, such as word games, mathematics and logic puzzles, even newspaper crossword puzzles, help to develop the "probing" process and are quite useful in developing your "brain power."

Cynicism is not attractive, but the trusting person can often be a detriment by disclosing private information much better kept confidential. Develop the ability to be a little more closed and therefore a little less open to exploitation.

Prior to making any type of commitment, signing any legal contracts, making any big purchases, etc., give yourself time to research and think about the situation, rather than entering into the matter too quickly.

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