

# BestHire

Jane Smith

Report Type: General



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## 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



- Energy Level
- Level of Internalized Tension
- Physical Activity

Jane has the energy level required to effectively perform the job, yet is also able to stay focused on tasks and handle pressure well.

7

### Flexibility



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

Jane is flexible and adaptable to change, but generally follows policies and procedures.

4

### Communication



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

Jane enjoys people and is very sociable. She may spend too much time talking.

8

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Emotional Development



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

Jane has good self-confidence and patience. She won't procrastinate, nor will she be impatient with others.

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Assertiveness



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

Jane is assertive and can easily control situations and instruct others as necessary. She may occasionally appearing overly domineering.

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Mental Toughness



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

Jane is tough enough to handle the ups and downs of a job, yet remains sensitive to the needs of others.

5



Dependability and Job Fit Ratings

The Dependability rating is: **A**

The general Job Fit rating is: **A**

**Performance Scales**

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



Energy	Restless							7			Calm
Flexibility	Flexible				4						Rigid
Communication	Reserved								8		Interactive
Emotional Development	Impatient					5					Tolerant
Assertiveness	Cooperative								7		Authoritative
Mental Toughness	Sensitive						5				Tough

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