

# The Guardian

**Assessment For: Joe Applicant**  
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**Position: Machinist**

**Company: ABC Company**  
**Report Type: Machinist**

**Assessment Date: 8/1/2008**

**For More Information**  
**Please Contact:**

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## ----- History of Dishonesty -----

- \* NO SIGNIFICANT HISTORY OF STEALING
- \* NO SIGNIFICANT HISTORY OF DRUG OR ALCOHOL ABUSE

## ----- Mental Aptitudes -----

### Mental Acuity

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

MENTAL ACUITY - How quickly an individual comprehends information and is able to reason through and solve problems -- Average learner who should be capable of learning the job within a reasonable period of time.

### Math Skills

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

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.

### Numerical Perception

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

NUMERICAL PERCEPTION measures an individual's accuracy in handling numeric and alphabetic data. Mr. Applicant's exemplary Numerical Perception score indicates that he can process data quickly and accurately.

## ----- Personality Structure -----

### Energy

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

ENERGY- Energy and drive to get the job done. -- Physically "laidback" person who prefers working in a stationary position for long periods of time, and who may procrastinate on assignments.

### Flexibility

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

FLEXIBILITY - Level of flexibility, creativity, integrity and adaptability to change -- Likes having structured guidelines and rules to follow; not flexible, adaptive to change or creative, but very loyal to his company and honest and straightforward with people.

### Organization

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

ORGANIZATION - Desire to organize assignments to better utilize time and resources -- Extremely disorganized; needs help laying out priorities. Needs a position not heavily detail-oriented.

### Communication

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

COMMUNICATION - Ability to communicate and willingness to share knowledge with others to achieve common goals -- Extremely outgoing; enjoys and needs constant interaction with people during the day. Will also need to develop good listening skills for better communication.

### Emotional Dev

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

EMOTIONAL DEVELOPMENT - Level of ego and confidence -- Patient, mature individual who seldom becomes impatient with situations or people. Could tend to procrastinate when action is needed. May be overly self-confident.

## Assertiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

ASSERTIVENESS - Cooperativeness versus the tendency to be opinionated -- Able to deal with most people in a firm, yet respectful, manner. Good degree of dominance for most positions.

## Competitiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

COMPETITIVENESS - Desire to compete against others and win vs. desire to work as part of a team -- Can work as part of a team, or through individual pursuits. Desires to excel.

## Mental Toughness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

MENTAL TOUGHNESS - Ability to handle negative aspects of job as well as ability to exhibit empathy towards others -- Good ability to handle job pressures and problems; also able to show concern for others.

## Questioning / Probing

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

QUESTIONING/PROBING - Desire to question and probe, rather than accepting things at face value -- Is neither overly gullible, nor overly cynical. Can question to discern motives without appearing untrusting.

## Motivation

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

MOTIVATION - Achievement orientation and internal motivation to initiate changes and take risks in order to advance -- Needs some security in a position, but always has the urge to achieve more. Will respond well to added incentives such as commissions and bonuses.

----- **Validity Scales** -----

**Distortion**

- ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

DISTORTION - Proper vs. improper reporting -- Gave good, frank answers about self.

**Equivocation**

- ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

EQUIVOCATION - Certainty of personal response -- Accurate; represented self clearly and consistently.

**This report is confidential and is an opinion based on assessment results only. Its contents should contribute approximately 1/3 to developmental discussions since it is only one of several evaluatory and feedback resources.**

## Score Sheet

### Machinist

Mental Aptitudes													
		1	2	3	4	5	6	7	8	9			
MENTAL ACUITY	Slow Learn	X										Fast Learn	
MATH SKILLS	Unaware						X					Aware	
NUMERICAL PERCEPTION	Imprecise						X					Accurate	
Personality Dimensions													
		1	2	3	4	5	6	7	8	9			
ENERGY	Restless	[ .....X ]										Calm	
FLEXIBILITY	Flexible						[ .....X ]					Rigid	
ORGANIZATION	Disorganized	X	[ ..... ]										Planful
COMMUNICATION	Reserved	[ ..... ]					X					Interactive	
EMOTIONAL DEV	Impatient	[ .....X... ]										Tolerant	
ASSERTIVENESS	Cooperative	[ ..... ]					X					Authoritative	
COMPETITIVENESS	Team Player	[ .....X ]										Individualist	
MENTAL TOUGHNESS	Sensitive	[ .....X..... ]										Tough	
QUESTIONING /PROBING	Trusting	X										Skeptical	
MOTIVATION	Security	[ .....X ]										Recognition	
Validity Scales													
		1	2	3	4	5	6	7	8	9			
DISTORTION	Frank Answer	[ .....X... ]										Exaggerates	
EQUIVOCATION	Choose Alter.	[ ...X..... ]										Choose Middle	

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

**NOTE:** Areas with dots and brackets ([.....]) are of primary importance with the dots and brackets reflecting the most desirable range for an individual to score in to have those characteristics. Areas without dots and brackets are secondary areas that provide additional information regarding the individual.

**AREAS OF CONCERN -** Scores of 1 OR 2 in any of the following dimensions:

*Energy, Flexibility, Emotional Development OR  
 Mental Toughness are areas of concern.*

