



## **Production Performer® Assessment Report**

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Report prepared on: **Joe Applicant**  
Production  
ABC Company  
japplicant@some-isp.org  
555-555-5555

Report Type: Production Worker

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## Production Performer

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### Mental Aptitudes

#### Numerical Perception



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.

#### Math



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.

### Personality Dimensions

#### Energy



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.

#### Flexibility



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.



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### Organization

1	2	3	4	<b>5</b>	6	7	8	9
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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.

### Communication

1	2	3	4	5	6	7	8	<b>9</b>
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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.

### Emotional Development

1	2	3	4	5	<b>6</b>	7	8	9
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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.

### Assertiveness

1	2	3	<b>4</b>	5	6	7	8	9
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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.



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### Competitiveness

1	2	3	4	5	6	7	8	9
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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.

### Mental Toughness

1	2	3	4	5	6	7	8	9
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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.

### Question/Probing

1	2	3	4	5	6	7	8	9
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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.

### Motivation

1	2	3	4	5	6	7	8	9
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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.



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### Validity Scales

#### Distortion



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



He has scored within our acceptable equivocation range.

**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.**



**Production Performer**  
ScoreSheet  
Production Worker

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Mental Aptitudes		1	2	3	4	5	6	7	8	9	
<b>Numerical Perception</b>	Imprecise			<b>3</b>							Accurate
<b>Basic Math</b>	Low Skills								<b>8</b>		High Skills

Personality Dimensions		1	2	3	4	5	6	7	8	9	
<b>Energy</b>	Restless			[ ● — ● — ● ]		<b>5</b>					Calm
<b>Flexibility</b>	Flexible				[ ● — ● — ● — ● ]			<b>7</b>			Rigid
<b>Organization</b>	Disorganized					<b>5</b>	[ ● — ● — ● — ● ]				Planful
<b>Communication</b>	Reserved			[ ● — ● — ● ]						<b>9</b>	Interactive
<b>Emotional Develop.</b>	Impatient					[ ● — ● — ● ]		<b>6</b>			Tolerant
<b>Assertiveness</b>	Cooperative	[ ● — ● — ● ]			<b>4</b>						Authoritative
<b>Competitiveness</b>	Team Player	[ ● — ● — ● ]			<b>3</b>						Individualist
<b>Mental Toughness</b>	Sensitive				<b>4</b>						Tough
<b>Questioning/Probing</b>	Trusting		<b>2</b>								Skeptical
<b>Motivation</b>	Security	[ ● — ● — ● — ● ]				<b>5</b>					Recognition

Validity Scales		1	2	3	4	5	6	7	8	9	
<b>Distortion</b>	Frank Answer	[ ● — ● — ● ]		<b>3</b>	[ ● — ● — ● ]						Exaggerates
<b>Equivocation</b>	Chose Alternate	[ ● — ● — ● — ● ]				<b>5</b>	[ ● — ● — ● ]				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* are areas of concern.

**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. Scores within this range are shown with a number inside a blue circle. Those outside the desired range, or with no range identified, will have a number inside a black circle.



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**Direct Admissions**

**\* NO SIGNIFICANT HISTORY OF STEALING**

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



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# Development Suggestions

## Introduction

The behavior of each individual is influenced by genetics, biochemistry and environment. The individual's scores related in this assessment depict the individual as of the date and time the individual took the assessment.

Major changes in biochemistry and/or environment can change the scores on the assessment. Effective training and/or development that the individual is exposed to can and should also affect scores.

Consequently, 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 have carefully reviewed the training and development materials available in the marketplace and have selected for recommendation those that we deem appropriate to suggest in areas where the person assessed could benefit most from growth and development. The recommended development suggestions are on the following pages. We trust that you will find these suggestions helpful.

Additionally, one year self-directed development programs are available for individuals working in sales, customer service or leadership roles. These programs provide training and development suggestions specifically tailored to these roles. Please contact the employer representative responsible for employment assessments to learn more about these programs.



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**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

1. Your priority is to learn not to be overly talkative at any time, especially at the wrong time.
2. 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.
3. 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.
4. 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.



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**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

1. Gullible people can be taken advantage of very easily; you need to develop the ability to question and develop probing skills.
2. 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."
3. 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.
4. 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.