

# Production Performer

**Assessment For: Joe Applicant**  
**Phone: 555-555-5555**  
**Email: japplicant@some-isp.org**

**Position: Production**

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

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

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

**Staci Dalton**  
**Leadership Management Inc.**  
**4567 Lake Shore Drive**  
**Waco, TX 76710**  
**800-568-1241**  
**SDalton@lmi-usa.com**

## Basic Math

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 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.

## Energy

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

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

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

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.

## Organization

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

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 ⑨

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 Dev

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

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 ④ ⑤ ⑥ ⑦ ⑧ ⑨

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.

## Competitiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

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

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.

## Questioning / Probing

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

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

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.

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

**Distortion**

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

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 ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

He has scored within our acceptable equivocation range.

**----- History of Dishonesty -----**

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

**This report is confidential and is an opinion based on assessment results only. Its contents should contribute approximately 1/3 of the decision process along with the interview, reference check, education and experience.**

## Score Sheet

Mental Aptitudes														
		1	2	3	4	5	6	7	8	9				
BASIC MATH	Low Skills								X			High Skills		
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.