



Report designed for

**Sally Sample**

**CONFIDENTIAL**

# ProfileXT<sup>®</sup> Individual Profile

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## Message to Sally Sample

Behavioral science has proven that the most successful people are those who know themselves, both their strengths and weaknesses. This knowledge is important to them as they develop the strategies necessary to meet the demands and challenges of achieving success.

The purpose of this report is to help you to identify and make full use of your strengths, and to help you develop an awareness of any areas that could be limiting your effectiveness. The goal of this report is to help you to achieve greater success for yourself.

### The report gives you a Profile of the Total Person

- **Thinking Style**– Learning Index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Interests** – Enterprising, Financial/Administrative, People Service, Technical, Mechanical, and Creative.

The information in your report can be useful in planning a self improvement program for your professional development and personal growth.

## Thinking Style

### Learning Index

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An index of expected learning, reasoning, and problem solving potential.

- Your overall learning capacity is good; you should demonstrate an adequate understanding of the requirements of a new job.
- You are generally adaptive in how you acquire new knowledge.
- Upon completing a new training program you are typically capable of picking up new concepts on your own.
- Overall, you are usually successful at learning new information from a variety of training situations.

### Verbal Skill

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A measure of verbal skill through vocabulary.

- You may not have had much recent opportunity to use verbal skills in a work situation.
- On occasion, communicating ideas and directions could present a challenge for you.
- You may initially need extra time when using verbal and written information.
- With training and experience, you should be able to develop a higher level of verbal ability.

## Verbal Reasoning

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Using words as a basis in reasoning and problem solving.

- You are proficient in the use of words and language.
- You demonstrate adequate and, in some areas, good verbal reasoning ability; certain areas and complexities will need training.
- You do not typically have any difficulty in effectively communicating thoughts and ideas to others.
- You probably assimilate verbal information as easily as the general population.

## Numerical Ability

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A measure of numeric calculation ability.

- You may need assistance with complex mathematics or technical calculations.
- You should be capable of learning basic mathematical principles as necessary.
- You should be comfortable analyzing basic numerical material and performing some mathematical functions without relying on a calculator.
- You should be able to grasp common mathematical principles that apply to the job.

## Numeric Reasoning

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Using numbers as a basis in reasoning and problem solving.

- You complete numerical problems with comparable success to the general population.
- You demonstrate a relatively strong ability to solve problems of a numerical nature.
- You grasp numerical concepts readily.
- You work well with numbers and numerical concepts.

## Behavioral Traits

### Energy Level

Tendency to display endurance and capacity for a fast pace.

- Your typical work pace should be consistently productive.
- You can act with a sense of urgency, even under pressure.
- You can be relied upon to complete assignments in a timely manner.
- Your work pace is compatible with an average pace.

### Assertiveness

Tendency to take charge of people and situations. Leads more than follows.

- You have a preference for making the hard decisions, to determine outcomes.
- You can be highly motivated by situations in which you are held accountable for results. You're strongly motivated by power and authority.
- You can make decisions, enforce company policies and act with authority. You are quite capable of making unpopular decisions when necessary.
- You express a strong need to be in charge, to be the leader.

## Sociability

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Tendency to be outgoing, people-oriented, and participate with others.

- Your sociability is moderately compatible with establishing a network of contacts.
- You usually prefer work that doesn't require contact with the public.
- You prefer direct and to the point communication and may avoid spending time on small talk and social amenities.
- You are generally motivated by assignments that require contact with people.

## Manageability

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Tendency to follow policies, accept external controls and supervision, and work within the rules.

- You demonstrate a willingness to conform to company policies without feeling any loss of personal freedom.
- You have a moderately positive attitude concerning organizational constraints and restrictions.
- You typically are willing to accept guidance and suggestions from others.
- You are friendly, cooperative and should be fairly easy to work with.

## Attitude

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Tendency to have a positive attitude regarding people and outcomes.

- It can be a challenge for you to be less critical of yourself and others.
- You may be inclined to become skeptical or suspicious of risk and change.
- You prefer to avoid risk, change and unexpected challenges.
- You may feel uncomfortable with changes in policies and guidelines.

## Decisiveness

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Uses available information to make decisions quickly.

- You can stand firm on decisions and are not inclined to back down once a decision is made.
- You are inclined to take decisive action to move decisions forward.
- You are capable of responding to emergencies and resolving problems.
- You are decisive, quick to act and likely to enjoy positions which require immediate action.

## Accommodating

Tendency to be friendly, cooperative, agreeable. To be a team person.

- You can easily become defensive whenever someone tries to take advantage of you.
- You tend to use a positive, informal approach and generally demonstrate a willingness to listen.
- For the most part, you tend to be agreeable, cooperative, good-natured, and fairly easy to please.
- You do not back away from important arguments, disagreements and/or conflict.

## Independence

Tendency to be self-reliant, self-directed, to take independent action, and make own decisions.

- You likely prefer to run your own show and may quietly resist being restricted. You can become impatient with the traditionalist view that "we've been doing this for the last ten years, so why should we change?"
- You are an independent worker who prefers minimal guidance and coaching.
- You are highly independent, functioning well on your own, but could benefit by making room for the advice of others.
- You take on new developments independently, bringing in co-workers only when absolutely necessary.

## Objective Judgment

The ability to think clearly and be objective in decision-making.

- You tend to be a subjective thinker and to emphasize personal opinions more than factual data.
- Your thinking can be most effective when you are aware of how personal biases and opinions might affect sound judgment.
- You have a strong tendency to rely on intuition when you feel pressured.

## Interests

You scored highest in the Creative, Enterprising and People Service themes on the inventory. You are attracted to positions in which you can use your creative side in a business environment that allows for a high degree of contact with people. You appear to be drawn toward opportunities to solve problems in an innovative way. The chance to serve the needs of customers and the public in general also relates to this interest pattern.