



Report designed for Performance Model

Widget Bender

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ProfileXT[®] Performance Model Analysis

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Profiles International
5205 Lake Shore Dr.
Waco, TX 76710

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Introduction

This report describes the employee whose scores are within the indicated range for each scale. The Scale Description provides insight into the meaning of each scale and will help you understand this employee relative to the scores on each scale.

Employee Descriptions

The Employee Description for each scale describes the employees who would fall into the indicated Performance Model. The shaded boxes on each scale represent the Performance Model for this position. Brief descriptions of Low and High Scorers are provided to demonstrate the range of the characteristic measured. The Scale Description provides insight into the meaning of each scale and will help you understand this employee relative to the scores on each scale.

Thinking Style Scales

Learning Index

Employee Description – Employees who assimilate information within expected norms and can appreciate more complex information processing.



Low Scorers

*Repetition and hands-on learning
can be effective in training*

*Achieves best through learning
that is specific to the job*

High Scorers

*Strong capacity to adapt quickly in a
learning situation*

*Typically finds it easy to learn the
requirements of a new job situation.*

Scale Description

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

Verbal Skill

Employee Description – Employees who communicate within normal expectations and are also comfortable communicating the more complex aspects of their routine functions.



Low Scorers

Can be slow and deliberate in communicating ideas
Most communications are concrete and straightforward

High Scorers

Capable of precise communication, even under strict time constraints
Competent in making analyses involving written and verbal data

Scale Description

A measure of verbal skill through vocabulary.

Verbal Reasoning

Employee Description – Employees who interpret routine communications effectively with an ability to analyze more complex verbal information.



Low Scorers

May require more time to assimilate new information of a verbal or written nature
May be less proficient in information gathering techniques

High Scorers

Strong information gathering ability
Assimilates verbal information rapidly
Can abstract conclusions from verbal information more proficiently than others

Scale Description

Using words as a basis in reasoning and problem solving.

Numerical Ability

Employee Description – Employees who utilize routine numerical information in their work and who may occasionally be required to perform more complex calculations.



Low Scorers

Using mathematics can be challenging

Figuring numerical problems may require the use of a calculator

High Scorers

Quick in mentally determining mathematical solutions to problems

Demonstrates a sound understanding of basic mathematical process

Scale Description

A measure of numeric calculation ability.

Numeric Reasoning

Employee Description – Employees who can make decisions based on basic numerical data and who understand the basic implications of charts and graphs that explain such data.



Low Scorers

May overlook the implications derived from a set of numerical data

May be comfortable using simple calculations for problem solving

High Scorers

Demonstrates little difficulty in assimilating new information of a numerical nature

Can process numerical data to reach conclusions or understand inferences

Scale Description

Using numbers as a basis in reasoning and problem solving.

Behavioral Traits Scales

Energy Level

Employee Description – Employees who respond well to demands on their time and generally work at a brisk pace.



Low Scorers

*Good with methodical processes
Patient, Good task focus*

High Scorers

*Self starter, Multi-tasker
Self-motivated*

Scale Description

Tendency to display endurance and capacity for a fast pace.

Assertiveness

Employee Description – Employees who take on leadership roles comfortably but are still capable of following when necessary.



Low Scorers

*Willing to accept a leader, Diplomatic
Low need to control others*

High Scorers

*Comfortable with self expression and leadership
Achievement oriented, Competitive*

Scale Description

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

Sociability

Employee Description – Employees who are moderately social, motivated by the opportunity to present their ideas and suggestions and are encouraged by the opportunity to work in a team environment.



Low Scorers

Avoids small talk, Keeps to one's self
Is less likely to be frustrated by a lack of social contact

High Scorers

Conversational, People oriented
Comfortable working in a group setting

Scale Description

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

Manageability

Employee Description – Employees who respond well to a structured environment and are willing to accept the leadership of others.



Low Scorers

Can be cautious with authority figures
Tends to defend point of view
Willing to question when not in agreement

High Scorers

Cooperative and agreeable
Works within the rules
Comfortable with authority

Scale Description

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

Attitude

Employee Description – Employees who demonstrate a positive attitude, yet are not required to resist the expression of frustration in order to achieve success in their work.



Low Scorers

Sometimes skeptical
Can be critical of others
Often vigilant

High Scorers

Optimistic, Trusting
Relaxed social style

Scale Description

Tendency to have a positive attitude regarding people and outcomes.

Decisiveness

Employee Description – Employees who are capable of making timely responses but are quite comfortable using a methodical approach to make decisions.



Low Scorers

Not typically impulsive
Prefers a methodical approach
Analyzes before making a decision

High Scorers

Moves quickly when making decisions
Accepts risk in most situations

Scale Description

Uses available information to make decisions quickly.

Accommodating

Employee Description – Employees who can appropriately accommodate the needs of customers and co-workers, and also appreciate the occasional need to take a personal position that is different than the group's position



Low Scorers

May be disagreeable on occasion
Can seem too firm
Will not typically follow the group
just to get along with others

High Scorers

Cooperative, Harmonious
Likeable, Will go along with the group

Scale Description

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

Independence

Employee Description – Employees who demonstrate some level of independence, but function best when provided supervision and structure.



Low Scorers

May seek support, Cautious or reserved
Accepts supervision easily

High Scorers

Adventurous, Slow to follow
Likes to set own direction

Scale Description

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

Objective Judgment

Employee Description – Employees who are most successful when provided ample information to make objective decisions, yet are capable of relying on intuition when necessary.



Low Scorers

*Not overly bound by systematic
thinking*
Subjective, Will follow a hunch

High Scorers

Comfortable with a logical approach
Unemotional thinking

Scale Description

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

Interests

The interest section assesses a person's relative concentration between the six interest areas for the Performance Model under consideration. The top three interests for this model in descending order are: **Financial/Administrative**, **People Service**, and **Enterprising**. The other three interests, Technical, Mechanical, and Creative have no impact on this position.



Financial/Administrative

Employees who are motivated by administrative duties or financial information processing.



People Service

Employees who are motivated by a position that offers the opportunity to help others or provide some facilitative service.



Enterprising

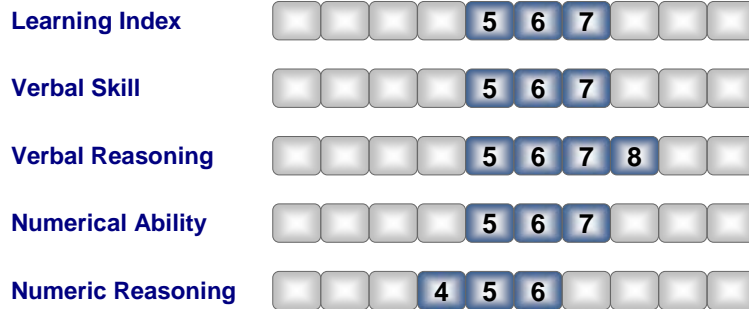
Employees who are motivated by the competitive, fast-paced world of sales and management.

Employee Description

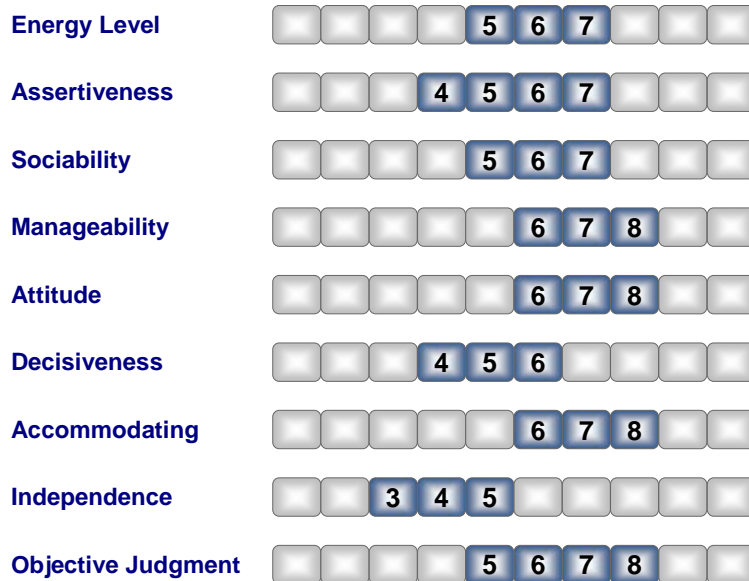
For employees in this position, the interest results are focused in the Financial, People Service and Enterprising themes. This indicates that they should be motivated to attend to the detailed aspects of a position while focusing on profit issues. Their interests help to balance the administrative side of work with the competitive. Their motivation for working with others complements leading or facilitating teams as well as encouraging them.

Summary Graph

The shaded boxes represent the Performance Model for this position.



Thinking Style



Behavioral Traits

These are the top three interests for this Performance Model.

-  **Financial/Administrative**
-  **People Service**
-  **Enterprising**

Interests