



Report designed for Performance Model

Widget Bender

CONFIDENTIAL

ProfileXT[®] Performance Model Description

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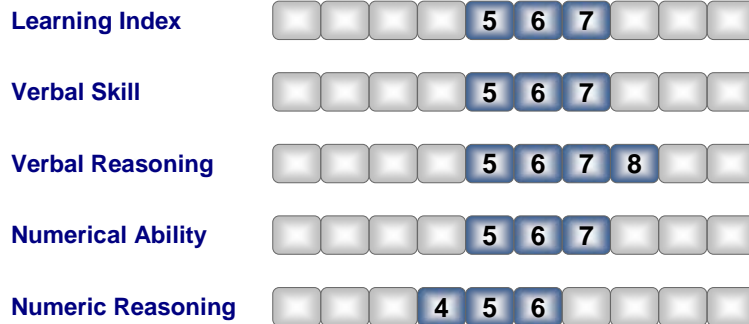
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Introduction

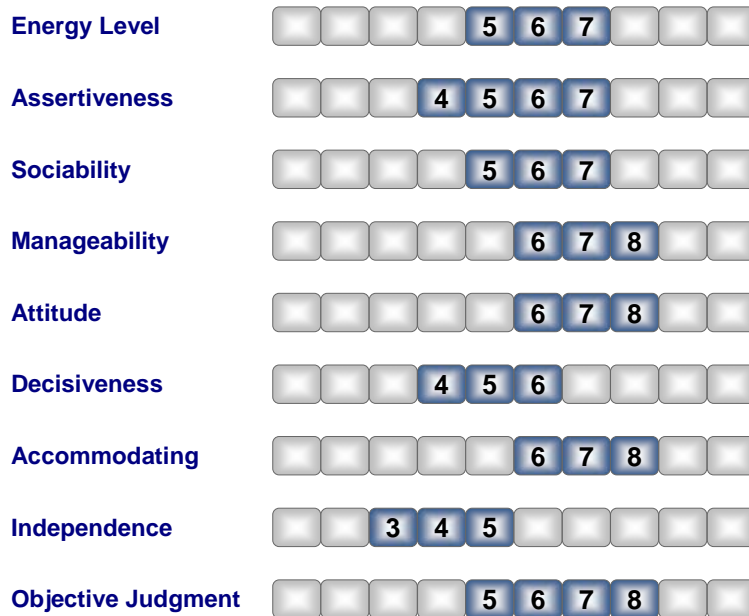
This report describes the employee whose scores are within the Performance Model for each scale. The Scale Description provides insight into the type of individual who will fit well into the Widget Bender position.

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

Employee Descriptions

Thinking Style Scales

Learning Index

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

Verbal Skill

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

Verbal Reasoning

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

Numerical Ability

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

Numeric Reasoning

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

Behavioral Traits Scales

Energy Level

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

Assertiveness

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

Sociability

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.

Manageability

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

Attitude

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

Decisiveness

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

Accommodating

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

Independence

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

Objective Judgment

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

Interests Scales

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.