



**Confidential  
Individual Report**

for

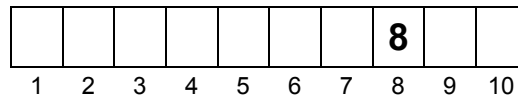
**Kenneth Sample**

Tuesday, October 12, 2000

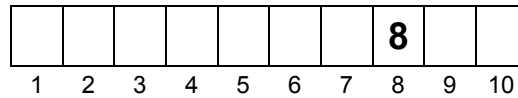
# Profile for Thinking

**Scale Name**  
(Scale Description)

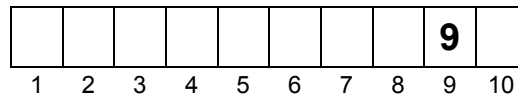
**Learning Pace**  
(The rate at which learning takes place.)



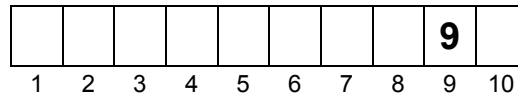
**Verbal Skill**  
(A measure of verbal skill through vocabulary.)



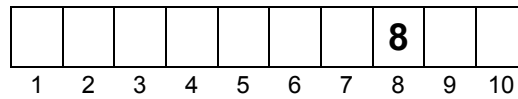
**Verbal Reasoning**  
(Using words as a basis in reasoning and problem solving.)



**Numerical Ability**  
(A measure of numeric calculation ability.)



**Numeric Reasoning**  
(Using numbers as a basis in reasoning and problem solving.)



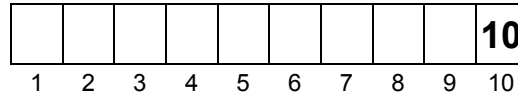
## Profile for Occupational Interests

**Scale Name**

(Scale Description)

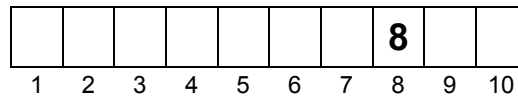
**Enterprising**

(Indicated interest in occupations where they use persuasiveness and enjoy presenting plans.)



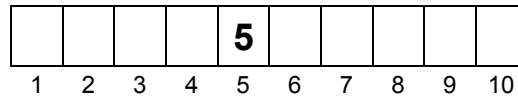
**Financial/Administrative**

(Indicated interest in occupations that work with financial data, business systems, administrative procedures, etc.)



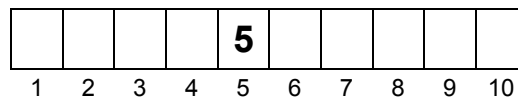
**People Service**

(Indicated interest in occupations that help people and they are concerned with the welfare of others.)



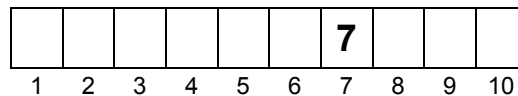
**Technical**

(Indicated interest in occupations that center on scientific and technical activities, research and intellectual skills.)



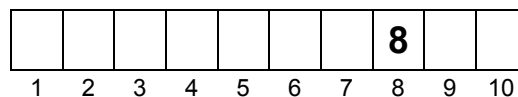
**Mechanical**

(Indicated interest in occupations that work with tools, equipment and machinery.)



**Creative**

(Indicated interest in occupations where they are imaginative, original and aesthetic.)



## Profile for Behavioral Traits

**Scale Name**

(Scale Description)

**Energy Level**

(Tendency to display endurance and capacity for a fast pace.)

					6				
1	2	3	4	5	6	7	8	9	10

**Assertiveness**

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

					6				
1	2	3	4	5	6	7	8	9	10

**Sociability**

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

				5					
1	2	3	4	5	6	7	8	9	10

**Manageability**

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

					6				
1	2	3	4	5	6	7	8	9	10

**Attitude**

(Tendency to have a positive attitude regarding people and outcomes.)

						7			
1	2	3	4	5	6	7	8	9	10

**Decisiveness**

(Uses available information to make decisions quickly.)

						7			
1	2	3	4	5	6	7	8	9	10

**Accommodating**

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

				5					
1	2	3	4	5	6	7	8	9	10

**Independence**

(Tendency to be self-reliant, self-directed, to takes independent action and make own decisions.)

			4						
1	2	3	4	5	6	7	8	9	10

**Objective Judgement**

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

						7			
1	2	3	4	5	6	7	8	9	10

**A Profile of the Total Person**

**THINKING**

**Learning Pace** (The rate at which learning takes place.)

- |     |
|-----|
| 10  |
| 9   |
| → 8 |
| 7   |
| 6   |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- You are an effective learner in most situations.
  - You generally learn by paying attention to detail.
  - You handle fairly complex tasks with relative efficiency, demonstrating strong problem-solving abilities.
  - Your rate of assimilation of new information will be better than most individuals in the general population.

**Verbal Skill** (A measure of verbal skill through vocabulary.)

- |     |
|-----|
| 10  |
| 9   |
| → 8 |
| 7   |
| 6   |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- You show strong potential for developing existing skills with communication.
  - You can build on your foundation as the particular communication skills required in performing the job become familiar.
  - You have a sound understanding of everyday communication processes.
  - You should be competent in making analyses involving written and verbal data.

**Verbal Reasoning** (Using words as a basis in reasoning and problem solving.)

- |     |
|-----|
| 10  |
| → 9 |
| 8   |
| 7   |
| 6   |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- You demonstrate a good range of vocabulary and an excellent capability for verbal expression.
  - Information gathering is a strength of yours.
  - You communicate verbally with others effectively.
  - You learn verbal information at a rate of speed that is well above average.

**Numerical Ability** (A measure of numeric calculation ability.)

- |     |
|-----|
| 10  |
| → 9 |
| 8   |
| 7   |
| 6   |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- You are capable of precise numerical accounting even under the pressure of strict time constraints.
  - You excel in a job that requires the accurate application of mathematical procedures in order to make correct decisions.
  - Your analysis of business-related numbers should be sharp and on target.
  - You are quick in mentally determining correct mathematical solutions to problems.

## A Profile of the Total Person

**Numeric Reasoning** (Using numbers as a basis in reasoning and problem solving.)

- |     |
|-----|
| 10  |
| 9   |
| → 8 |
| 7   |
| 6   |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- You grasp numerical concepts readily.
  - You complete numerical problems at a faster rate of time than the general population.
  - You work well with numbers and numerical concepts.
  - You demonstrate a relatively strong ability to solve problems of a numerical nature.

### OCCUPATIONAL INTERESTS

Your interests are focused in the Creative, Enterprising, and Financial themes on the inventory. You are creative, energetic, look for new ideas, enjoy work that allows for creative solutions, are interested in numerical analysis for finance purposes and are at your best when able to practice this creative-level work in a for-profit enterprise.

### BEHAVIORAL TRAITS

**Energy Level** (Tendency to display endurance and capacity for a fast pace.)

- |     |
|-----|
| 10  |
| 9   |
| 8   |
| 7   |
| → 6 |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- You can act with a sense of urgency, even under pressure.
  - Your typical work pace should be consistently productive.
  - You can be relied on to complete assignments in a timely manner.
  - Your work pace is compatible with average performance and consistent results.

**Assertiveness** (Tendency to take charge of people and situations. Leads more than follows.)

- |     |
|-----|
| 10  |
| 9   |
| 8   |
| 7   |
| → 6 |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- You typically use direct statements and seem to enjoy the opportunity to lead others.
  - You are motivated by situations where you are held accountable for results.
  - You can be a moderately assertive leader who gets results.
  - You are willing to assert yourself, to be more of a leader than a follower.

**Sociability** (Tendency to be outgoing, people-oriented and participate with others.)

- |     |
|-----|
| 10  |
| 9   |
| 8   |
| 7   |
| 6   |
| → 5 |
| 4   |
| 3   |
| 2   |
| 1   |
- 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 people content.
  - You experience limited enjoyment of public contact work.
  - Your sociability is moderately compatible with establishing a network of contacts.

## A Profile of the Total Person

**Manageability** (Tendency to follow policies, accept external controls and supervision and work within the rules.)

- |     |
|-----|
| 10  |
| 9   |
| 8   |
| 7   |
| → 6 |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- You are friendly, accommodating and should be fairly easy to work with.
  - 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.

**Attitude** (Tendency to have a positive attitude regarding people and outcomes.)

- |     |
|-----|
| 10  |
| 9   |
| 8   |
| → 7 |
| 6   |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- You demonstrate a tendency to trust most people.
  - You are usually enthusiastic about risk, change and unexpected challenges.
  - You express positive expectations for the results, for the outcome of problems and difficult situations.
  - You have a positive attitude regarding changes in policies and guidelines.

**Decisiveness** (Uses available information to make decisions quickly.)

- |     |
|-----|
| 10  |
| 9   |
| 8   |
| → 7 |
| 6   |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- You are decisive, quick to act and likely to enjoy positions which require immediate action.
  - You are capable of responding to an emergency and resolving problems.
  - You are inclined to take decisive action, to move decisions forward.
  - You can stand firm on decisions and may not be inclined to back down once a decision is made.

**Accommodating** (Tendency to be friendly, cooperative, agreeable. To be a team person.)

- |     |
|-----|
| 10  |
| 9   |
| 8   |
| 7   |
| → 6 |
| 5   |
| 4   |
| 3   |
| 2   |
| 1   |
- 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, fairly easy to please.
  - Potentially, you can become defensive whenever someone tries to take advantage of you.
  - You do not back away from important arguments, disagreements and/or conflict.

## A Profile of the Total Person

**Independence** (Tendency to be self-reliant, self-directed, to takes independent action and make own decisions.)

- |     |  |
|-----|--|
| 10  | • You are comfortable with the normal restraints of organizational life.   |
| 9   |  |
| 8   | • You are usually satisfied with the status quo and are comfortable working within the system.                     |
| 7   |  |
| 6   |  |
| 5   |  |
| → 4 | • You generally prefer to follow established procedures.   |
| 3   |  |
| 2   | • You are willing to function in a coordinated, interrelated way, wanting to participate in group decision making. |
| 1   |  |

**Objective Judgement** (The ability to think clearly and be objective in decision-making.)

- |     |  |
|-----|--|
| 10  | • Your judgement and decisions should indicate generally consistent usage of your thinking capabilities. |
| 9   |  |
| 8   |  |
| → 7 | • Your judgement should reflect a balance of common sense and practical experience.                      |
| 6   |  |
| 5   | • You generally make sensible, on the spot judgements.   |
| 4   |  |
| 3   |  |
| 2   | • Your thinking requirements will probably emphasize logical deduction more than intuitive capabilities. |
| 1   |  |