

July 31, 2001

Profile Job Pattern Graph

Manager Profile Sample

Creation Date: 6/4/99 4:36:58 PM

Thinking

Learning Pace	1	2	3	4	5	6	7	8	9	10
Verbal Skill	1	2	3	4	5	6	7	8	9	10
Verbal Reasoning	1	2	3	4	5	6	7	8	9	10
Numerical Ability	1	2	3	4	5	6	7	8	9	10
Numeric Reasoning	1	2	3	4	5	6	7	8	9	10

Occupational Interests

Enterprising	1	2	3	4	5	6	7	8	9	10
Financial/Administrative	1	2	3	4	5	6	7	8	9	10
People Service	1	2	3	4	5	6	7	8	9	10
Technical	1	2	3	4	5	6	7	8	9	10
Mechanical	1	2	3	4	5	6	7	8	9	10
Creative	1	2	3	4	5	6	7	8	9	10

Behavioral Traits

Energy Level	1	2	3	4	5	6	7	8	9	10
Assertiveness	1	2	3	4	5	6	7	8	9	10
Sociability	1	2	3	4	5	6	7	8	9	10
Manageability	1	2	3	4	5	6	7	8	9	10
Attitude	1	2	3	4	5	6	7	8	9	10
Decisiveness	1	2	3	4	5	6	7	8	9	10
Accommodating	1	2	3	4	5	6	7	8	9	10
Independence	1	2	3	4	5	6	7	8	9	10
Objective Judgement	1	2	3	4	5	6	7	8	9	10

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Profile Job Pattern Description

The "Manager Profile Sample" position will require:

Candidate Description

Learning Pace	Candidates who can learn quickly and understand complex information without difficulty.
Verbal Skill	Candidates who communicate effectively in a variety of settings and can assimilate complex instructions easily.
Verbal Reasoning	Candidates who can analyze and make reliable interpretations of complex verbal information.
Numerical Ability	Candidates who utilize routine numerical information in their work and who may occasionally be required to perform more complex calculations.
Numeric Reasoning	Candidates who are reasonably efficient about utilizing numerical data in decision-making and who require little assistance in processing graphic representations of this data.
Enterprising	Candidates who are motivated by competitive profit seeking, yet also possess less entrepreneurial interests.
Financial/Administrative	Candidates who are motivated by administrative duties, making budgets and processing numerical information, yet also possess other interests.
People Service	Candidates who are somewhat motivated by facilitation or counseling tasks, yet whose primary motivation probably lies in other interests.
Technical	Candidates who are somewhat motivated by scientific or computer-related work, yet whose primary motivation probably lies in other interests.
Mechanical	Candidates who are somewhat motivated by realistic, hands-on tasks, yet whose primary motivation probably lies in other interests.
Creative	Candidates who rarely seek out work that involves creating new ways to perform their duties or other creative outlets.
Energy Level	Candidates who respond well to demands on their time but are not required to make unusual sacrifices in order to succeed.
Assertiveness	Candidates who are highly motivated by authoritative positions and who rarely seek out the role of follower. Highly assertive and dominant.
Sociability	Candidates 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.

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Profile Job Pattern Description

Manageability	Candidates who are effective without direct management, yet welcome some structure and supervision as needed.
Attitude	Candidates who demonstrate a positive attitude, yet are not required to resist the expression of frustration in order to achieve success in their work.
Decisiveness	Candidates who are consistently responsive in a timely fashion and who can make quick decisions under pressure.
Accommodating	Candidates who can appropriately accommodate the needs of customers and co-workers, yet are not depending on consistent performance in order to succeed in their work.
Independence	Candidates who are moderately independent yet can accept necessary supervision and structure.
Objective Judgement	Candidates who are most successful when provided ample information to make objective decisions, yet are capable of relying on intuition when necessary.