

PROFILES

The Profile

INTERNATIONAL



Confidential Multi Job Match Report

for

Kenneth Sample

Thursday, November 2, 2000



Job Match Profiles

Profiles International, Inc. has developed customized Job Match Profiles. This graph shows how Kenneth Sample's characteristics match the requirements of several different jobs.

Strategic Business Partner	79%
Manager Profile Sample	76%
Program Manager	68%
RN	67%
National Sales Exec.- Argentina	58%

Please note this report does not measure or consider the candidate's education, training, or experience, nor does it indicate job skill requirements.

A Profile of the Total Person**THINKING STYLE**

Learning Index (An index of expected learning, reasoning and problem solving potential.)

- His assimilation of new information will be better than most individuals in the general population.
- Mr. Sample is an effective learner in most situations.
- Mr. Sample handles fairly complex tasks with relative efficiency; he has strong problem-solving abilities.
- Kenneth generally learns by paying attention to detail.

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

- Mr. Sample should be able to grasp simple communication principals that apply to the job.
- Kenneth should be capable of learning to apply basic communication principles to new, more complex problems as necessary.
- He demonstrates a level of verbal skill equivalent to most people in the general population.
- Mr. Sample is comfortable analyzing basic written and verbal information.

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

- He likely prefers to work with verbal information.
- Kenneth is proficient in information gathering and expression of thoughts and ideas.
- Mr. Sample assimilates verbal information fairly rapidly when compared to the general population.
- Mr. Sample should communicate thoughts and ideas to others effectively.

Numerical Ability (A measure of numeric calculation ability.)

- Mr. Sample has a sound understanding of basic mathematical processes and is able to mentally figure some numeric combinations.
- Kenneth shows strong potential for developing existing skills with numbers.
- Mr. Sample can build on a basic numerical foundation as the particular calculations required in performing the job become familiar.
- He should be competent in making mental estimations involving numerical data.

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

- Mr. Sample should effectively solve numerical problems and mathematical applications.
- He will likely have little difficulty in assimilating new information of a numerical nature.
- Kenneth rapidly grasps numerical information.
- Mr. Sample is certainly adaptive when handling complex numerical decisions.

OCCUPATIONAL INTERESTS

Mr. Sample is focused in the Enterprising and People Service themes on the interest inventory. This combination, particularly the business-oriented aspect, is very common in the human resource management of a company. Training others and motivating a team to fulfill its goals can be appealing to individuals of this combination of interests. However, he may appreciate the chance to negotiate with a team before leading them to his personal

A Profile of the Total Person

conclusions.. Sample's interests were focused in the People Service and, to a lesser degree, Financial themes on the inventory. This is a pattern of scores that we find in people who like serving people in a facilitative way, but who also have an inclination toward work in traditional settings where organization and procedures are applied.

BEHAVIORAL TRAITS

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

- Mr. Sample is capable of taking action in a timely manner.
- Mr. Sample generally focuses on timely results.
- He is moderately energetic; his work pace will show few peaks and valleys.
- Mr. Sample acts with a sense of urgency under routine conditions.

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

- Mr. Sample is motivated by situations where he is held accountable for results.
- He typically uses direct statements and seems to enjoy the opportunity to lead others.
- Kenneth can be a moderately assertive leader who gets results.
- Mr. Sample is willing to be assertive, to be more of a leader than a follower.

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

- Mr. Sample is moderately sociable. He tends to be aware of the necessity for keeping lines of communication open.
- He works to foster good relations across departments, maintains friendly contact and keeps up with the issues of common concern.
- Kenneth prefers democratic supervision, where two way dialogue is encouraged.
- Mr. Sample is generally inclined to promote the benefits of teamwork, to involve the team in the discussion of how things will be done.

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

- Kenneth tends to relate to authority in a suspicious, defensive manner.
- He is quick to take and maintain a defensive position. He could be difficult to deal with once his mind is made up.
- Mr. Sample attitude is more negative than positive. He could be difficult to satisfy.
- Mr. Sample demonstrates a generally negative attitude regarding authority. He could be a challenge to supervise.

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

- Mr. Sample has a tendency to trust most people.
- He is usually enthusiastic about risk, change and unexpected challenges.
- Kenneth has positive expectations for the outcome of problems and difficult situations.
- Mr. Sample demonstrates a positive attitude regarding changes in policies and guidelines.

A Profile of the Total Person**Decisiveness** (Uses available information to make decisions quickly.)

- Mr. Sample is decisive and quick to act. He is likely to enjoy positions which require immediate action.
- He is inclined to take decisive action, to move decisions forward.
- Kenneth is capable of responding to an emergency and resolving problems.
- Mr. Sample 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.)

- Mr. Sample can become defensive whenever someone tries to take advantage of him.
- Kenneth can be slower than others to avoid arguments, disagreements and/or conflict.
- He tends to be agreeable, cooperative, good-natured. Kenneth is fairly easy to please.
- Mr. Sample tends to use a positive, informal approach. He will generally demonstrate a willingness to listen.

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

- Mr. Sample takes on new developments independently, bringing in co-workers only when absolutely necessary.
- He is highly independent, possibly requiring firm supervision and clearly defined guidelines.
- Kenneth is an independent worker who prefers minimal guidance and coaching.
- Mr. Sample prefers to run his own show and will quietly fight being restricted. He can become impatient with the traditionalist view that "we've been doing this for the last ten years, so why should we change?"

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

- Mr. Sample's judgement is compatible with fairly simple, routine problems and decisions.
- Mr. Sample's decisions might not consistently indicate sound judgement and common sense.
- Mr. Sample's conclusions have a tendency to be inconsistent when pressured.
- Kenneth's judgement is compatible with concrete situations and tangible data.