



RIGHT-HIRE

Assessment Precision in Hiring and
Talent Management

Basic Management Employability Screen

Prepared for:

Demo Sample

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Basic Management Employability Screen

Introduction

This report is the reflection of years of development and research based upon the groundbreaking work of Nobel nominee, Dr. Robert S. Hartman. The information in the report was codified and tested by one of Hartman's students, Wayne Carpenter, and uses a process based in mathematics for capturing clearly and precisely, one's thinking and decision-making processes. This Axiometrics International assessment is set apart from self-report instruments that rely on the respondent to tell you about themselves and that almost assuredly will contain many biases. The science behind this report has been used by individuals and organizations around the world and the Standard Hartman Profile, used by Axiometrics, provides data that is objective, quantitative, universally applicable, and virtually impossible to bias. Selecting the right person for a job is one of the single most important factors that determine an Organization's success. The Basic Management Employability Screen is designed as a critical aid in support of this process.

The report is divided into five sections with the first being the Personal Management Inventory. This section gives a verbal description of the candidate being looked at, what type of attitudes they have, how they will solve problems, their self-image, personal motivators, and stress points. The second section provides a verbal description of how the individual will contribute to Team Synergy.

The third section of the Basic Management Employability Screen represents the risk of the individual being able to access the talent to perform specific capacities consistently in all situations at work. There are two components, a Core Skills Graph and a two page Capacities Risk Chart. Each is organized by categories, such as Planning and Organizing, Getting Things Done, and Managing Self. The higher the risk the less chance the candidate will be able to access the talent needed to perform the specific competency. To make the best use of this section, review the graph and look over the capacities listed in the charts to determine which five capacities are the most critical to job performance. Over time you will also come to easily recognize the capacities that are consistently found in your top performers and the positions they hold within your organization.

The fourth section provides a list of Prioritized Strengths and Prioritized Development comments. This section is designed to let you know the strengths and limitations of the candidate, not only in the direct comments made, but also by the number of comments made. The strongest candidates will have 9 Prioritized Strengths and 3 Prioritized Development comments. The next strongest candidates will have 8 and 4, the next 7 and 5 and the weakest 6 and 6. The comments are also designed to let you know what capacities the candidate will be able to access readily on the job and which competencies they will have the most difficulty accessing.

The fifth and final section contains Prioritized Interview Notes which are intended to provide suggestions and guidance for the interview process while giving you a deeper understanding of the individual's capabilities and developmental needs.

Personal Synopsis

ATTITUDES:

- Optimistic about self and world
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

PROBLEM SOLVING:

- Excellent intuitive insights, 'gut instincts'
- Proactive thinking, focuses on consequences

SELF IMAGE:

- Doubts and questions about the future
- No fear of failure or success
- Inner directed, sees things their own way

MOTIVATORS:

- Status, recognition
- Sense of commitment to organization or team goals

Team Synergy

CORE TEAM STRENGTHS

BEING FAIR AND CONSISTENT:

- Sets priorities in relationships
- Treats others fairly and consistently
- Deals with conflicting issues in a positive manner

LISTENING, DELEGATING AND DEVELOPING:

- Gives feedback in a positive manner

COOPERATING AND SHARING:

- Maintains a positive, supportive attitude
- Willing to listen to opposing viewpoints
- Open to ideas and input from others

KEY TEAM DEVELOPMENT ISSUES

LISTENING, DELEGATING AND DEVELOPING:

- Have difficulty assigning tasks clearly or specifically
- Is not always clear or direct in their communications
- Does not make certain each person knows what is expected

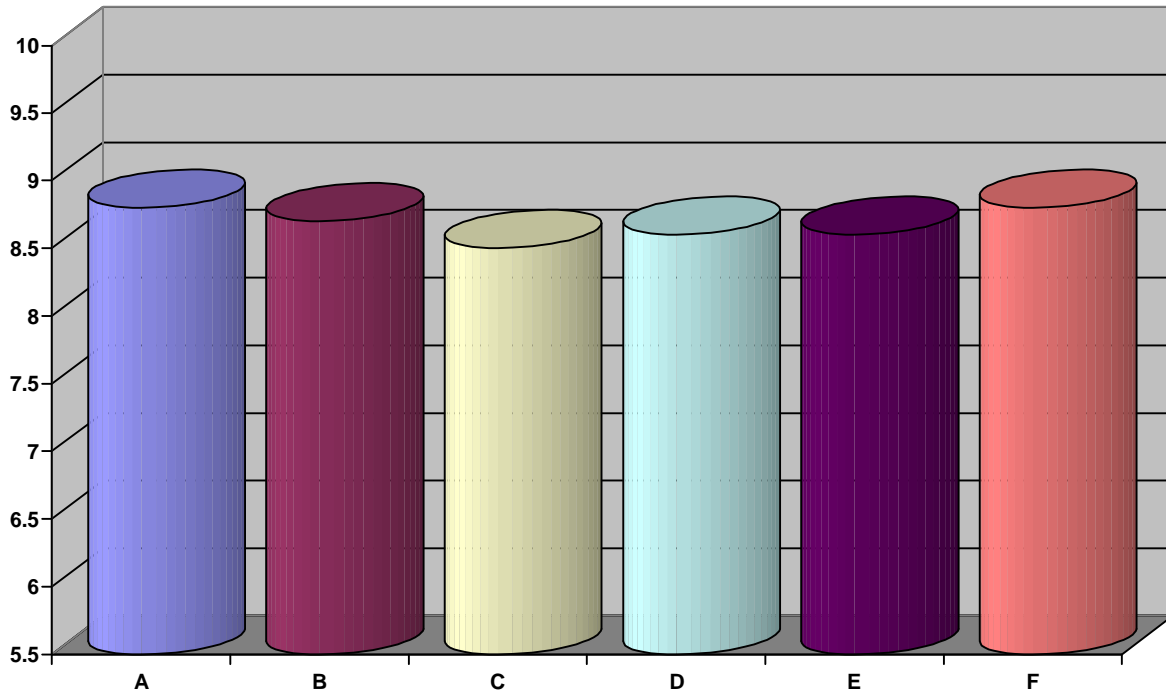
BEING FAIR AND CONSISTENT:

- Do not always see problems from all perspectives

COOPERATING AND SHARING:

- May put too much emphasis on cooperation and sharing

Core Skills Graph



Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Managing Others (Low Risk) — Measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.
B) Managing Activities (Situational Risk) — Measures the ability to see what is needed to get things done.
C) Managing Problems (Situational Risk) — Measures the ability to identify potential problems and generate effective solutions.
D) Planning & Organizing (Situational Risk) — Measures the ability to set goals, build plans, and translate them into action.
E) Getting Things Done (Situational Risk) — Measures the ability of an individual to focus energy on tasks and follow them to completion, dealing with the stresses and strains without losing freedom of action.
F) Managing Self (Low Risk) — Measures the ability to see, understand, and be sensitive to personal uniqueness, confidence, competency, goals, and self organization.

Capacities Risk Chart

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
Managing Others				
- Insight Into Others	ü			
- Attitude Toward Others	ü			
- Prejudice/Bias Index	ü			
- Sensitivity To Others	ü			
- Listening To Others	ü			
- Talking At The Right Time	ü			
Managing Activities				
- Meeting Established Standards		ü		
- Doing Things Right		ü		
- Attention To Policies & Procedures		ü		
- Meeting Schedules & Deadlines		ü		
- Attitude Toward Authority	ü			
- Attention To Concrete Detail			ü	
Managing Problems				
- Evaluating What To Do		ü		
- Using Common Sense		ü		
- Intuitive Insight	ü			
- Seeing Potential Problems		ü		
- Proactive, Conceptual Thinking	ü			

Capacities Risk Chart

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
Planning & Organizing				
- Realistic Goal Setting	ü			
- Short Range Planning		ü		
- Long Range Planning	ü			
- Concrete Organization		ü		
- Conceptual Organization		ü		
- Attention To Planning	ü			
Getting Things Done				
- Self Confidence	ü			
- Goal Directedness	ü			
- Results Oriented				ü
- Ambition	ü			
- Persistence	ü			
- Consistency	ü			
Managing Self				
- Self Esteem	ü			
- Self Assessment	ü			
- Self Control	ü			
- Role Satisfaction	ü			
- Flexibility & Adaptability	ü			
- Health/Tension Index				ü

Personal Management Inventory

PRIORITIZED CORE STRENGTHS

1) Intuitive Insight: (Managing Problems) (MG-15)-Excellent Potential

Very Good ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.

2) Insight Into Others: (Managing Others) (MG-1A)-Excellent Potential

Keen insight into others combined with a positive attitude builds a realistically optimistic evaluation of others.

3) Self Assessment: (Managing Self) (MG-31)-Excellent Potential

The ability to realistically see and understand how to utilize personal strengths in situations.

4) Role Satisfaction: (Managing Self) (MG-33A)-Excellent Potential

Combination of confidence about their ability to perform and an urgency to push ahead and get things done.

5) Self Control: (Ability To Handle Rejection) (MG-32)-Excellent Potential

The ability to maintain composure in difficult prospecting, interview, or closing situations.

6) Attitude Toward Others: (Managing Others) (MG-2A)-Excellent Potential

Positive, open attitude toward others generates genuine concern about the needs and interests of others.

7) Listening To Others: (Managing Others) (MG-5B)-Very Good Potential

Ability and willingness to pay attention to the unique viewpoints of others, to their needs and concerns.

8) Sensitivity To Others: (Managing Others) (MG-4A)-Very Good Potential

The ability to be open to the needs and interests of others without being too subjective and involved.

PRIORITIZED DEVELOPMENT COMMENTS

1) Health Tension Index: (Managing Self) (MGT-35A)-Real Risk

Inner directed, self-directed thinking can generate anxiety frustration and despair.

2) Results Oriented: (Getting Things Done) (MGT-26B)-Real Risk

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

3) Attention To Concrete Detail: (Managing Activities) (MGT-12A)-Conditional Risk

Pays attention only to what is important to them, to their agenda and priorities.

4) Common Sense Thinking: (Managing Problems) (MGT-14B)-Situational Risk

May have difficulty seeing what is important and needs attention potentially leading them to bump into the world.

Prioritized Interview Notes

1) Health/Tension Index: (Managing Self) (MGT-35A)-Real Risk

They tend to be easily distracted and to be susceptible to physical or emotional effects from stresses and strains. Test their ability to see and accept things as they are and to suppress negative and reinforce positive feelings.

2) Results Oriented: (Getting Things Done) (MGT-26B)-Real Risk

Place these individuals in a real time situation from your work environment to test their ability to see what needs to be done, to respond under pressure, and get things done regardless of what is happening around them.

3) Attention To Concrete Detail: (Managing Activities) (MGT-12A)-Conditional Risk

They tend to bite off more than they can chew, to overestimate what is possible, and to underestimate what will be needed. Test their ability to identify crucial issues and decide not only what needs to be done but how to get the job done.

4) Common Sense Thinking: (Managing Problems) (MGT-14B)-Situational Risk

Describe a typical problem in your work environment. Ask them to evaluate the problem and to make a priority list for solving the problem. Give them only a short period of time to respond and add distractions while they think.