



**RIGHT-HIRE**

Assessment Precision in Hiring and  
Talent Management

# Composite Attitude Survey (Analysis)

**Prepared for:**

*Demo Sample*

- *This material is confidential and personal.*
- *Please do not read this report unless authorized to do so.*
- *The content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination.*

San Jose, California  
Voice: 408.834.7768 ext.1  
Fax: 408.448.1828  
E-Mail: [mcarlisle@right-hire.com](mailto:mcarlisle@right-hire.com)  
Web: <http://www.right-hire.com>

7/12/2007 6:58:00 PM  
77CI\_8015

**This entire document is subject to the following statement:**

**Copyright © 2005- 2007 – Axiometrics International, Inc. All rights reserved.**

## **COMPOSITE ATTITUDE SURVEY**

<b>WORLD CLARITY</b>	<b>INATTENTIVE TO THE CAPACITY</b>	<b>CAUTIOUS ABOUT THE CAPACITY</b>	<b>ATTENTIVE TO THE CAPACITY</b>	<b>OVERATTENTIVE TO THE CAPACITY</b>
EMPATHY (CRYSTAL CLEAR)				KEENLY PERCEPTIVE OPTIMISTIC INTUITIVE SELECTIVE
PRACTICAL JUDGMENT (CLEAR)		PERCEPTIVE CAUTIOUSLY PRAGMATIC DISCRETE PRESET		
SYSTEM JUDGMENT (CLEAR)			PERFECTIONISTIC IDEALISTIC STRUCTURED ANALYTICAL	

- **EMPATHY:** The ability to see and accept others as they are.
- **PRACTICAL JUDGMENT:** The ability to see and appreciate practical, functional, and material values.
- **SYSTEM JUDGMENT:** The ability to see and appreciate system, order, conceptual and analytical thinking and planning.

<b>SELF CLARITY</b>	<b>INATTENTIVE TO THE CAPACITY</b>	<b>CAUTIOUS ABOUT THE CAPACITY</b>	<b>ATTENTIVE TO THE CAPACITY</b>	<b>OVERATTENTIVE TO THE CAPACITY</b>
SELF ESTEEM (CRYSTAL CLEAR)		KEENLY PERCEPTIVE INATTENTIVE TO INNER SELF VALUES		
ROLE AWARENESS (CRYSTAL CLEAR)				KEENLY PERCEPTIVE ATTENTIVE TO SOCIAL IMAGE CONFIDENT
SELF DIRECTION (CRYSTAL CLEAR)		KEENLY PERCEPTIVE HOLDING PATTERN UNCERTAIN		

- **SELF ESTEEM:** The ability to see and accept oneself as a unique and individual person.
- **ROLE AWARENESS:** The ability to see and appreciate one's role and/or social contribution.
- **SELF DIRECTION:** The ability to see where one ought to go and to feel a strong sense of persistence.

---

**Composite Attitude Survey (Analysis)**  
**EMPATHY**  
**LEVEL ONE -- CRYSTAL CLEAR (ATTENTIVE)**

---

**CLARITY**

These Individuals:

1. have an excellent capacity for understanding others, for seeing the inner character potential of others,
2. have the ability to see and understand the needs and interests of others, to see and accept the unique individuality of others, to listen to them from their perspective,
3. have the ability to feel a sense of kinship with others, a bond with the intrinsic worth of all individuals, which can serve as a source of strength,
4. have the ability to enjoy being with others and to help others enjoy the same,
5. put others at ease and help them feel comfortable.

**ATTENTION**

These individuals not only have keen insight but also are attentive to the unique individuality and inner worth of others, have a strong desire to be open to and accepting of others, to pay attention to the needs and interests of others. This person may:

1. see others as better than they are or can be,
2. become too open and available to others,
3. overlook character flaws in others,
4. allow feelings to block objective judgment about others,
5. put off personal confrontations with others.

When this score is highly overvalued, these tendencies are increased; especially the sense of unrealistic optimism and the tendency to become too personally involved with others.

---

**Composite Attitude Survey (Analysis)**  
**EMPATHY**  
**LEVEL ONE -- CRYSTAL CLEAR (ATTENTIVE)**

---

**BALANCE WITH WORLD**

This capacity can be affected by the following world valuations:

- [E1-] Reinforces the tendency to become too personally involved, to rely too heavily on intuitive feelings,
- [S1+] Can lead to inconsistent decisions and actions when this person shifts from being open and accepting to demanding and critical when others do not measure up to preset standards and expectations.

**BALANCE WITH SELF**

This capacity can be affected by the following self valuations:

- [I2-] Creates a tendency to be oversensitive to others,
- [E2+] May create inconsistent decisions and actions as this person focuses concern and attention to those who meet social/role image and expectations,
- [S2-] May lead to a sense of hesitancy and create a tendency to avoid personal confrontations.

---

**Composite Attitude Survey (Analysis)**  
**PRACTICAL JUDGMENT**  
**LEVEL TWO -- CLEAR (INATTENTIVE)**

---

**CLARITY**

These Individuals:

1. have a very good capacity for practical judgment providing them the ability to see, understand, and appreciate the functional worth and the usefulness of material things, people, and circumstances,
2. understand the importance of activities such as evaluating, critiquing, comparing, and categorizing,
3. have a very good capacity for operational activities, doing, functioning, executing,
4. have the ability to realistically stay in touch with what is happening,
5. understand what needs to be done in a practical, concrete manner.

**ATTENTION**

These individuals have keen insight into practical, pragmatic thinking but do tend to be somewhat cautious about relying on their practical judgment.

As a result of this caution, they may:

1. delay decisions and actions until all of the options have been evaluated,
2. develop a 'Doubting Thomas', skeptical overall attitude,
3. concentrate more of their energy on assessing why things will not work rather than on making them work,
4. tend not to rely on money and material things as a primary source of motivation,
5. be susceptible to a chip on the shoulder attitude when things do not work out for them,
6. be subject to 'bumping into the world' especially when they become locked in idealistic, perfectionistic thinking.

---

**Composite Attitude Survey (Analysis)**  
**PRACTICAL JUDGMENT**  
**LEVEL TWO -- CLEAR (INATTENTIVE)**

---

**BALANCE WITH WORLD**

This capacity can be affected by the following world valuations:

- [I1+] Can generate a tendency to rely on intuitive feelings for making decisions and to delay practical decisions when feelings suggest a delay,
- [S1+] Will likely create a tendency to think when they should rely on common sense and decide thus potentially leading to delays in decisions and actions and to idealistic expectations.

**BALANCE WITH SELF**

This capacity can be affected by the following self valuations:

- [I2-] Will likely reinforce the need to delay decisions even though they practically know what to do,
- [E2+] Can substitute attention to social/role expectations as the criteria for decision over what their common sense tells them to do,
- [S2-] Will likely reinforce the need to delay decisions and actions.

---

**Composite Attitude Survey (Analysis)**  
**SYSTEM JUDGMENT**  
**LEVEL TWO -- CLEAR (ATTENTIVE)**

---

**CLARITY**

These Individuals:

1. have a very good ability for seeing and appreciating system, order, conceptual planning, and organizing,
2. can see and understand the need for authority, conformity, order, and consistency, which maintains orderliness and constancy,
3. can see and understand the importance of ideas, ideals, belief systems, conceptual and imaginative thinking,
4. can understand the need for conceptual planning and organizing which brings a frame of reference and provides a sense of consistent meaning that connects the past, present and future.

**ATTENTION**

The focus and attention on system, order, and structure can lead to an excess attention to:

1. conceptual, analytical thinking and planning, focusing on the creation of a frame of reference which orders and structures the world according to a preset pattern,
2. conformity to pre-established order and pattern, to organizational and social norms, rules and structure; potentially to the point that they become oversensitive to lack of order and structure, to inconsistencies in plans and ideas and to imperfections in people and/or things,
3. a sense of perfection and an insistence that things have to be done the right way,
4. the need for an understanding and structuring experience such that delays in decisions and actions can result.

---

**Composite Attitude Survey (Analysis)**  
**SYSTEM JUDGMENT**  
**LEVEL TWO -- CLEAR (ATTENTIVE)**

---

**BALANCE WITH WORLD**

This capacity can be affected by the following world valuations:

- [I1+] Provides intuitive insight as a means of guiding conceptual thinking toward a fruitful direction,
- [E1-] Can lead this person to see the world as it ought to be, to be stubborn about measuring things against a preset model or standard.

**BALANCE WITH SELF**

This capacity can be affected by the following self valuations:

- [I2-] Can create a tendency to rely on ideas and ideal expectations to define self worth,
- [E2+] Can lead to an idealistic and potentially unrealistic sense of self confidence,
- [S2-] The inner uncertainty about the future can cause them to rely too heavily on outside ideas and expectations to define what is best.

---

**Composite Attitude Survey (Analysis)**  
**SELF ESTEEM**  
**LEVEL ONE -- CRYSTAL CLEAR (INATTENTIVE)**

---

**CLARITY**

These Individuals:

1. have an excellent capacity for self-awareness, for seeing and appreciating abilities and limitations without preconceived ideas and will likely be very sensitive to personal individuality and uniqueness,
2. will likely be in touch with personal likes and dislikes, to identify with one's inner self worth,
3. will likely be authentic and genuine, to be honest with oneself about oneself,
4. will likely understand strengths and limitations,
5. will likely accept inner worth apart from expectations, which others may impose, or from ideal self-image and expectations,
6. will likely accept responsibility for self,
7. will likely have available a depth of inner life, an intensity of identification with self which can serve as a gyroscope in difficult times.

**ATTENTION**

The excellent sense of self-esteem may be interrupted by a tendency to not give themselves as much credit as they should which can lead them to:

1. feel a sense of doubt and question about their self worth,
2. rely on the expectations of others or on their own idealistic self-expectations to define themselves,
3. become sensitive about what others are thinking or saying about them,
4. potentially be hesitant about pushing in new directions until they are certain about what is best for them,
5. feel a need to achieve recognition and attention to reinforce their worth,
6. speak about themselves in ways that depreciate their value,
7. have difficulty accepting praise.

---

**Composite Attitude Survey (Analysis)**  
**SELF ESTEEM**  
**LEVEL ONE -- CRYSTAL CLEAR (INATTENTIVE)**

---

**BALANCE WITH WORLD**

This capacity can be affected by the following world valuations:

- [I1+] Can lead one to see others as more valuable than themselves, to pay more attention to the needs and interests of others than their own and to have difficulty saying no to others,
- [E1-] May reinforce the sense of hesitancy about pushing ahead,
- [S1+] Can reinforce the tendency to see oneself in an idealistic manner and to be hard on oneself when one does not measure up.

**BALANCE WITH SELF**

This capacity can be affected by the following self valuations:

- [E2+] Can compensate for their inner self doubt but in doing so can cause them to substitute role image and social expectations for inner self awareness,
- [S2-] Can reinforce inner self doubt and either creates hesitancy about pushing ahead or a sense of comfort with where they are in the present.

---

**Composite Attitude Survey (Analysis)**  
**ROLE AWARENESS**  
**LEVEL ONE -- CRYSTAL CLEAR (ATTENTIVE)**

---

**CLARITY**

These Individuals:

1. have an excellent capacity for seeing and appreciating their place and function in the world as well as an excellent ability for clearly identifying social and role norms, functions, and expectations,
2. feel competent and confident about what they are doing,
3. feel satisfied with their performance,
4. realistically and correctly identify positive options in their current environment,
5. develop an internal time awareness that can build a sense of continuity and constancy in their lives,
6. identify and appreciate the value of social image and accomplishment.

**ATTENTION**

Excellent focus and attention can have a definite positive and a potential negative effect. On the positive side, their confidence in their ability to perform gives them:

1. a sense of deep personal competence, comfort, and satisfaction,
2. a sense of comfort and belonging,
3. a motivating need to be recognized,
4. a strong social responsibility.

On the negative side, their attention to status and social image can cause them to:

1. become overly sensitive to what others think or say about them,
2. become too concerned about meeting social norms and expectations,
3. expect more self-fulfillment from social and role accomplishments than is possible.

---

**Composite Attitude Survey (Analysis)**  
**ROLE AWARENESS**  
**LEVEL ONE -- CRYSTAL CLEAR (ATTENTIVE)**

---

**BALANCE WITH WORLD**

This capacity can be affected by the following world valuations:

- [I1+] Reinforces the sensitivity to what others think or say,
- [E1-] May develop inconsistent decisions and actions shifting from confidence to cautious feelings and delays,
- [S1+] Reinforces the compulsive need to push oneself to live up to social as well as personal ideals and expectations.

**BALANCE WITH SELF**

This capacity can be affected by the following self valuations:

- [I2-] Reinforces the tendency to define self worth with social and external ideals, standards and expectations,
- [S2-] Can generate excessive attention on the present that is comfortable and secure and delay decisions about the future.

---

**Composite Attitude Survey (Analysis)**  
**SELF DIRECTION**  
**LEVEL ONE -- CRYSTAL CLEAR (INATTENTIVE)**

---

**CLARITY**

These Individuals:

1. have an excellent capacity for seeing and appreciating self-order and self-direction,
2. keen perception of inner ideals and self 'ought' which guide conduct and give them a clear and strong sense of self-meaning,
3. have the capacity for a strong sense of duty, loyalty, and commitment to inner ideals,
4. have the capacity to see and develop a strong sense of mission and purpose,
5. have an excellent awareness of their self-definition, which provides a sense of continuity, constancy, and consistency,
6. have an excellent understanding of and capacity for building a self-structure which serves as a guide for their decisions and actions.

**ATTENTION**

Doubts and questions about self-direction may generate a cautiously hesitant attitude causing them to hold back until they are more certain of their future direction. As a result of this transition period they may:

1. become indecisive about seeking new directions,
2. become apprehensive about self standards and inner self 'ought',
3. demand less out of themselves than they are capable of giving,
4. develop a lack of urgency to either set goals for themselves or to go all out to accomplish goals,
5. develop confusion and disorientation because of uncertainty about their sense of direction.

---

**Composite Attitude Survey (Analysis)**  
**SELF DIRECTION**  
**LEVEL ONE -- CRYSTAL CLEAR (INATTENTIVE)**

---

**BALANCE WITH WORLD**

This capacity can be affected by the following world valuations:

- [I1+] Can act as a buffer to provide intuitive strength to overcome the stubborn insistence that their way is right,
- [E1-] Will reinforce the tendency to see things as they ought to be, to set goals which may be unrealistic or unfulfilling,
- [S1+] Reinforces the tendency to rely on conceptual, analytical thinking creating an extremely goal directed, proactive approach but also increasing idealistic, preset and perfectionistic thinking.

**BALANCE WITH SELF**

This capacity can be affected by the following self valuations:

- [I2-] Can reinforce the feelings of doubt and uncertainty potentially leading to a fear of success or failure,
- [E2+] Can compensate for the uncertainty about the future with comfort present circumstances but may reinforce a passive acceptance of things as they are.