



RIGHT-HIRE

Assessment Precision in Hiring and
Talent Management

Entrepreneur Analysis

Prepared for:

Demo Sample

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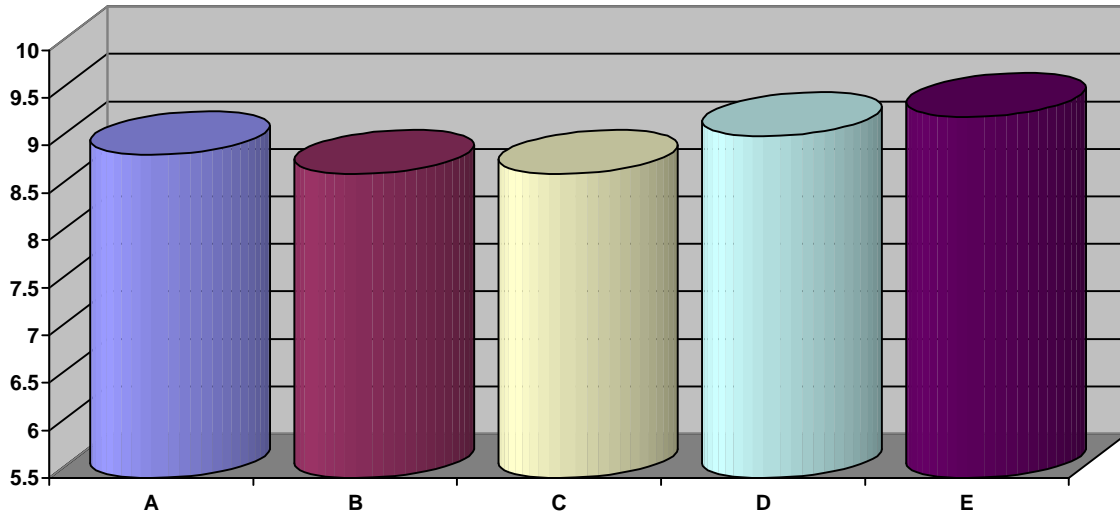
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Entrepreneur Analysis

GLOBAL 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) Knows What To Do (Low Risk) — This section measures the ability to clearly and correctly see what is important and needs attention.

B) Knows How To Do It (Situational Risk) — This section measures the ability to develop ideas, techniques, and solutions for getting things done.

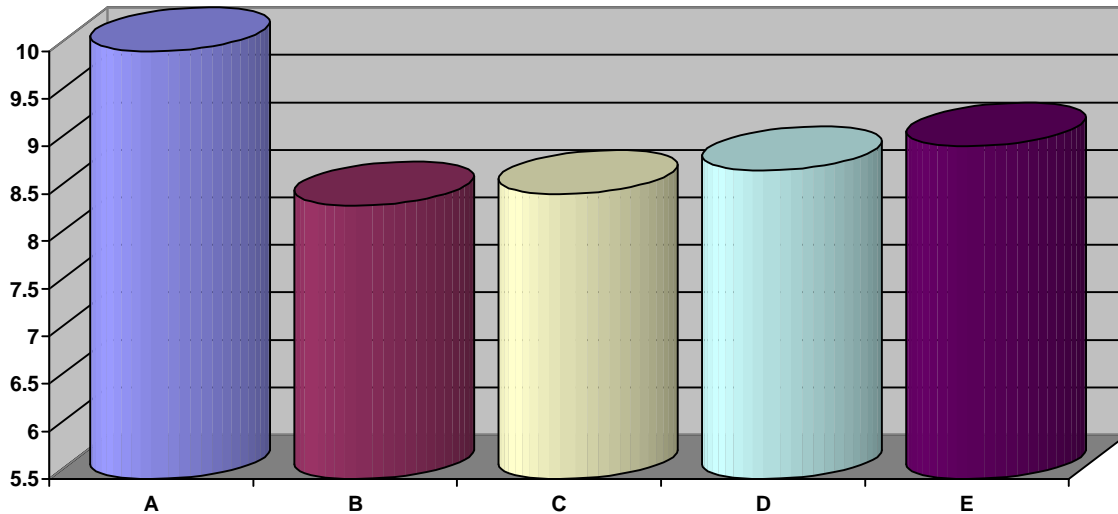
C) Planning And Organizing (Situational Risk) — This section measures the ability to develop plans and strategies for focusing and measuring the success of actions.

D) Gets Things Done (Low Risk) — This section measures the capacity to focus energy, stay on track, and get things done effectively and efficiently.

E) Works Through Others (Low Risk) — This section measures the ability to develop, motivate, focus, and monitor others.

Entrepreneur Analysis

KNOWS WHAT TO DO



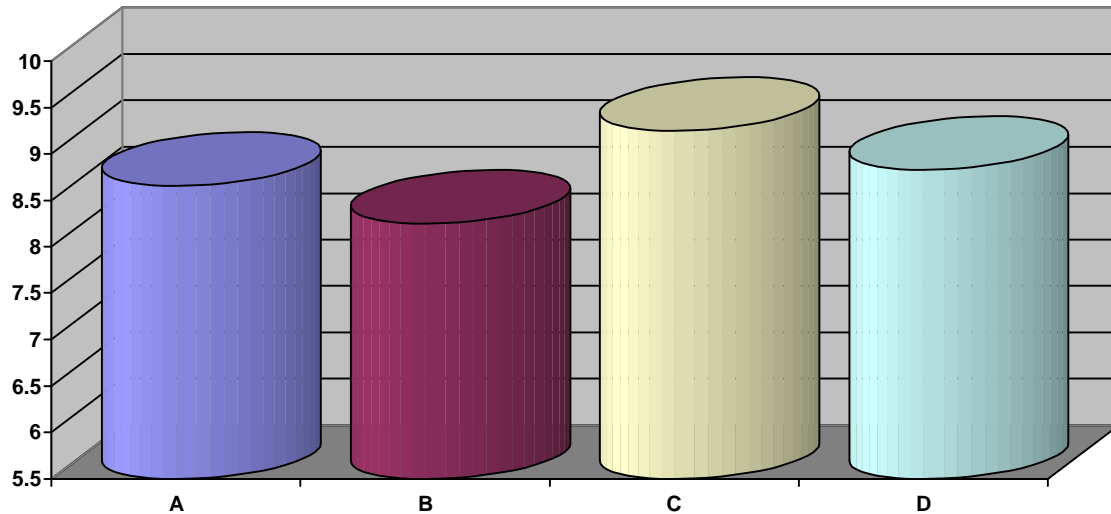
KNOWS WHAT TO DO: These capacities measure the ability to decide which issues are relevant and need attention from an intuitive, practical, conceptual, and analytical perspective.

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
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A) Intuitive Insight (Low Risk) — The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.
B) Seeing The Big Picture (Conditional Risk) — This capacity measures the ability to not only see all of the pieces and angles of the picture, but also the ability to see how the pieces fit together to make a whole.
C) Common Sense Thinking (Situational Risk) — The ability to use one's practical thinking ability to see and understand what is happening.
D) Long Term Goal Assessment (Situational Risk) — The ability to project a goal into the future and understand not only future consequences but also see how to plan to attain their goals.
E) Proactive Thinking Ability (Low Risk) — The ability to plan for consequences of actions and decisions rather than reacting to crises.

Entrepreneur Analysis

KNOWS HOW TO DO IT



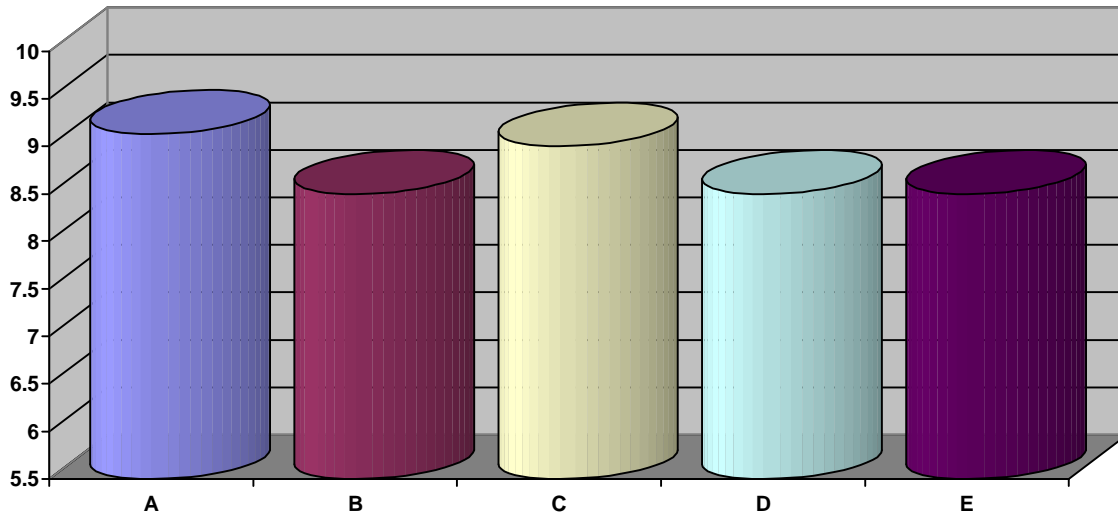
KNOWS HOW TO DO IT: These capacities measure a person's ability to see what needs to be done, who needs to do the work, and how things need to be done.

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
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A) Evaluating What Needs To Be Done (Situational Risk) — The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.
B) Attention To Concrete Detail (Conditional Risk) — The ability to clearly see and pay attention to flaws in things, people and situations.
C) Doing Things Right (Low Risk) — This component measures one's insistence on doing things right.
D) Meeting Schedules/Deadlines (Low Risk) — The ability to pay attention to and insist on doing things right.

Entrepreneur Analysis

PLANNING AND ORGANIZING



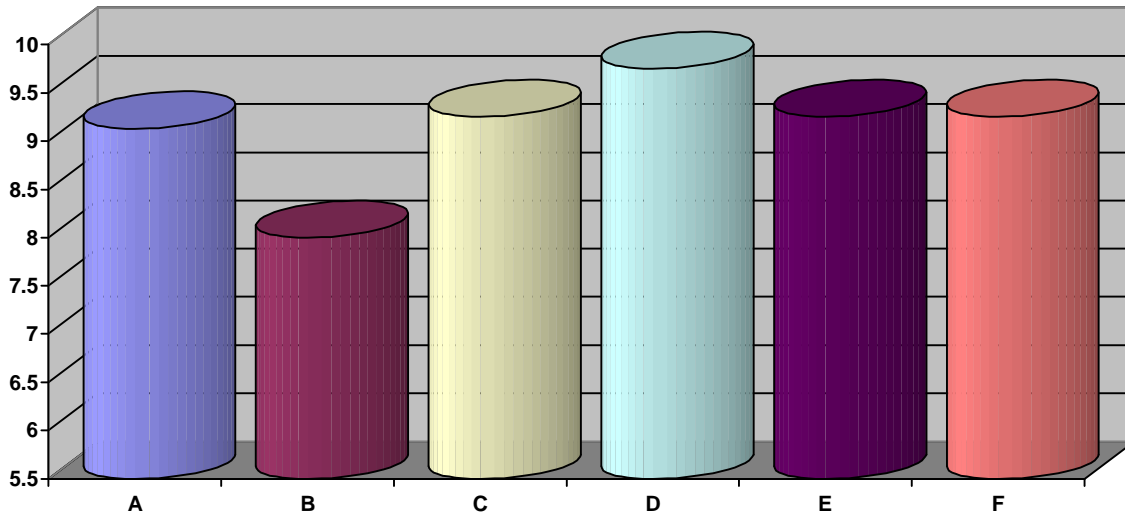
PLANNING AND ORGANIZING: These capacities identify the short range and long range needs and implications of a situation, to set goals which are realistic and to develop plans of action which attain these goals in an effective and efficient manner.

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A) Attention To Planning (Low Risk) — The ability to keep one's focus and attention on planning details and activities.
B) Short Range Planning (Situational Risk) — The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.
C) Long Range Planning (Low Risk) — The ability to see long range goals and to design plans and strategies for attaining these goals.
D) Concrete Organization (Situational Risk) — The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.
E) Conceptual Organization (Situational Risk) — The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

Entrepreneur Analysis

GETS THINGS DONE



GETS THINGS DONE: These capacities measure the ability to marshall energy to attain self goals as well as the ability of be persistent and consistent.

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) Goal Directedness (Low Risk) — The ability to be excited about and committed to goals, to marshall energy to push toward attainment of goals.

B) Results Oriented (Real Risk) — The ability to pay attention to the achievement of results and to decide to what extent attaining results is a major factor pushing one to action.

C) Self Confidence (Low Risk) — The ability to develop and maintain inner strength based on the belief that one will succeed.

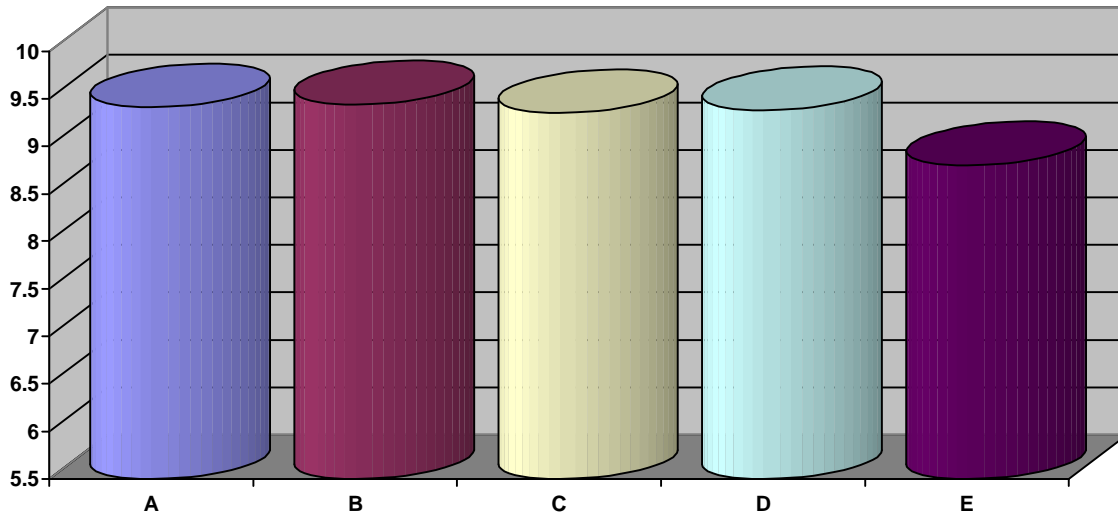
D) Self Attitude (Low Risk) — The ability to utilize a positive self attitude as a source for drive, motivation and as a major means of pushing one to action.

E) Persistence (Low Risk) — The ability of an individual to maintain direction in spite of obstacles and to stay on target regardless of circumstances.

F) Consistency (Low Risk) — The ability to maintain a sense of constancy and continuity in one's actions, to be reliable in the transfer of thinking to action.

Entrepreneur Analysis

WORKS THROUGH OTHERS



WORKS THROUGH OTHERS: These capacities measure the ability to see and appreciate the needs and interests of others and to deal with others in a concerned but objective manner.

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
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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) Insight Into Others (Low Risk) — The ability to see and understand the needs and interests of others, to identify and relate with the concerns of others.
B) Attitude Toward Others (Low Risk) — The ability to maintain tolerance, be positive and remain objective in interactions with others.
C) Relating With Others (Low Risk) — The ability to coordinate knowledge of others into action, to get along with others, and to develop and maintain open, positive relationships.
D) Listening To Others (Low Risk) — The ability to listen to another point of view without imposing personal biases, standards and expectations.
E) Talking At The Right Time (Low Risk) — The ability to know what to say, how to say it, and when to speak.

Entrepreneur Analysis **STRENGTH & DEVELOPMENT COMMENTS** **KNOWS WHAT TO DO**

Intuitive Insight: (Knows What To Do)

Strength

You have a well developed ability for intuitive thinking giving you the capacity for identifying a fruitful direction or a potential problem area by the strength of your inner, gut feelings and instincts about what is right or wrong.

Seeing The Big Picture: (Knows What To Do)

Development Area

Your thinking tends to become so focused on results, on what you think is right, or on personal values, that you can have difficulty seeing how all of the parts fit together to form an overall picture. Seek input from others to balance your thinking and valuing such that you can keep all issues in perspective.

Common Sense Thinking: (Knows What To Do)

Development Area

Remember that you tend to pay too much attention to the need for results, money and the value of material things. Learn to be more patient with people, to be less critical of others and to pay more attention to values other than practical, 'now' oriented and functional values.

Long Term Goal Assessment: (Knows What To Do)

Development Area

Remember that you pay too much attention to making certain that things happen the way you think they ought to. Develop techniques to remind yourself to be more open minded. Set long long term based on actual performance whenever possible. Remember that you may set your goals too high and potentially have difficulty changing them.

Proactive, Conceptual Thinking: (Knows What To Do)

Strength

You have a strong need to make certain that things work out according to plans and expectations and as a result you both understand the value of proactive thinking and planning and will focus time and energy on identifying and understanding the consequences of your ideas and plans.

Entrepreneur Analysis **STRENGTH & DEVELOPMENT COMMENTS** **KNOWS HOW TO DO IT**

Evaluating What Needs To Be Done: (Knows How To Do It)

Development Area

Your thinking can become clouded either by excess attention or by the lack of attention to people, results or structure and as a result, your ability to evaluate and decide what needs to be done can be restricted. Seek input from others to assess your alternatives for action to make certain that you are seeing things from all relevant perspectives.

Attention To Concrete Detail: (Knows How To Do It)

Development Area

You may not always see what is happening around you and as a result you can overlook concrete detail. Utilize other people to help keep a sense of balance in your decisions. Build a checklist which will help you analyze your priorities for your actions prior to making a decision.

Doing Things Right: (Knows How To Do It)

Strength

You are a perfectionistic thinker who pays attention to making certain that things are done right. As a result, you are likely to spend time and energy developing respect for accepted standards and ways of getting things done.

Meeting Schedules And Deadlines: (Organizational Attitudes)

Strength

You have a strong sense of perfectionism about what is right in the world and this perfectionism combined with your attention to doing things according to a preset order, structure and plan generates a need for and attention to the development and installation of schedules, timetables and deadlines.

Entrepreneur Analysis **STRENGTH & DEVELOPMENT COMMENTS** **PLANNING AND ORGANIZING**

Attention To Planning: (Planning and Organizing)

Strength

You have a perfectionistic need to make certain that things are organized and structured according to a preorganized plan or strategy and this need combined with your attention to conceptual, analytical thinking and planning creates a positive, proactive attitude toward planning activities.

Short Range Planning: (Planning and Organizing)

Development Area

You tend to be idealistic and perfectionistic in your thinking focusing on what ought to be rather than what is. This perfectionism can cause you to set unrealistic, inflexible and inconsistent short term goals. Seek advice from others to test the practicality and relevance of your short term plans.

Long Range Planning: (Planning and Organizing)

Strength

You have a strong combination of attentiveness to conceptual and analytical thinking and planning as well as a very well developed capacity to see and understand how to set long range objectives and plans. You are likely to build your actions around the translation of strategic issues into specific long term plans.

Concrete Organization: (Planning and Organizing)

Development Area

You tend to focus your time and energy on making certain that every thing works just the way it should. As a result, you are likely to try to organize things according to a program which is unrealistic and possibly out of touch with what is needed. Develop a checklist to test the practicality and relevance of your ideas.

Conceptual Organization: (Planning and Organizing)

Development Area

Your thinking can become very stubborn, black and white and rigid especially as you seek to impose your idealistic expectations on the world. Develop a check list which you can apply to your plans and ideas which will prevent you from being blocked by your biases. Seek help from others to understand the effect of your biases.

Entrepreneur Analysis
STRENGTH & DEVELOPMENT COMMENTS
GETS THINGS DONE

Goal Directedness: (Gets Things Done)

Strength

Your keen appreciation for structured, analytical thinking combined with perfectionistic commitment to organizational goals and objectives builds a strong drive center around those goals and objectives which can keep you focused and on track even in difficult situations.

Results Oriented: (Gets Things Done)

Development Area

You have a cautious, skeptical attitude toward practical thinking which can cause you to be hesitant about deciding or acting. As a result of this skepticism, you may not feel an urgency to act based on a need for creating a practical result. Develop a strategy for making decisions which will help you identify when immediate action is needed.

Self Confidence: (Gets Things Done)

Strength

You have the ability to develop and maintain realistic confidence in your capacity to perform and to live up to social and role images and expectations. Rely on the strength and realistic nature of your confidence to get things done and promote optimism around you.

Self Attitude: (Gets Things Done)

Strength

You have a very dynamic, positive overall attitude which can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

Entrepreneur Analysis
STRENGTH & DEVELOPMENT COMMENTS
GETS THINGS DONE

Persistence: (Gets Things Done)

Strength

You have the ability to identify your personal goals and ideals which can act not only as a source of strength during difficult times but also as a source of energy and direction for pushing ahead; however, you are currently somewhat uncertain about which direction is best and this uncertainty may lead you to delay action.

Consistency: (Gets Things Done)

Strength

You have the ability to see and understand what course of action is best for you; however, you are uncertain about which course of action is best for you. This combination of clarity about goals and uncertainty about when to act can lead you to shift from being inner directed, energetic and filled with an urgency to act to delaying your decisions and actions.

Entrepreneur Analysis

STRENGTH & DEVELOPMENT COMMENTS

WORKS THROUGH OTHERS

Insight Into Others: (Works Through Others)

Strength

You have very keen insight into others which gives you the ability to evaluate their potential for both good and bad, to functionally evaluate the ability of others to perform, to see opportunities for development with others which are good for you and for them, and to be aware of the needs and concerns of others.

Attitude Toward Others: (Works Through Others)

Strength

You have a very dynamic, optimistic attitude toward others which gives you the ability to see and understand the positive potential of others, to be concerned about and attentive to the needs and interests of others, to be open and available to others.

Relating With Others: (Works Through Others)

Strength

You have the ability to maintain an independent but open and fair relationship with each person on an equal basis. You are an inner directed person and will likely be more open and available to those who measure up to your expectations. You are likely to be more comfortable in social relationships where the expectations are clear.

Listening To Others: (Works Through Others)

Strength

You have the ability and willingness to listen to what others are saying paying attention to their own unique viewpoints, to their needs and concerns. You are likely to spend time and energy allowing others to express their viewpoints even when those viewpoints and perspectives are contrary to your own.

Talking At The Right Time: (Works Through Others)

Strength

You have the ability to correctly and immediately identify both what is the correct or appropriate response and when the time is right to make your point. Moreover, you have a very keen self awareness and self presence which will give you the ability to confidently and assuredly say what you believe you need to say.