



**RIGHT-HIRE**

Assessment Precision in Hiring and  
Talent Management

# Executive Management Synopsis

**Prepared for:**

*Demo Sample*

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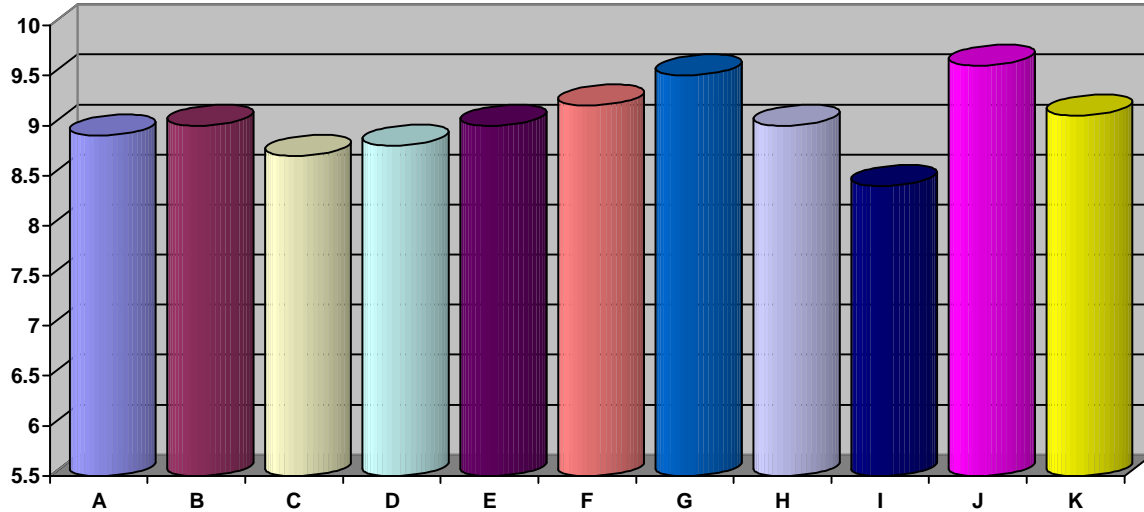
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## Executive Management Synopsis

### OVERVIEW GRAPH

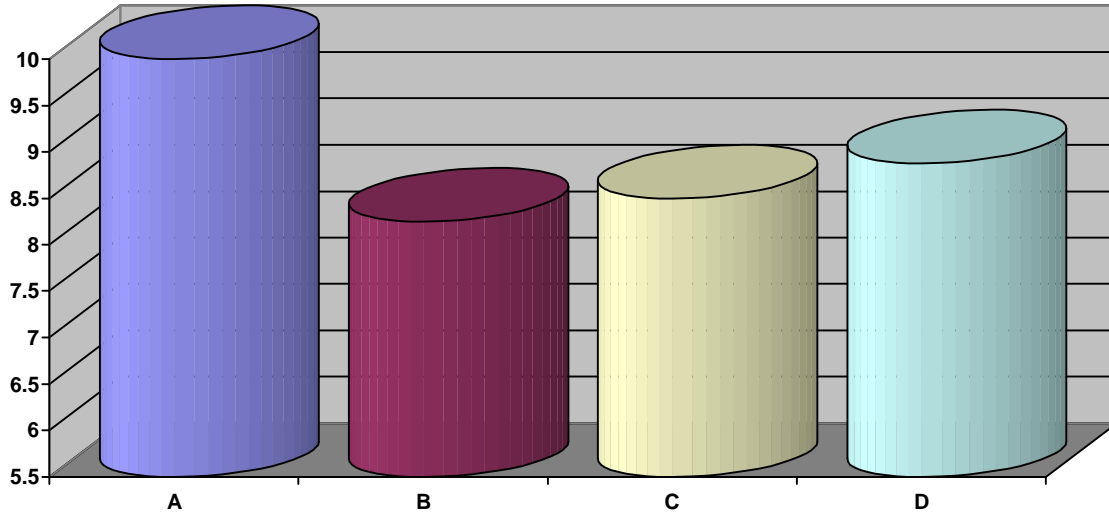


<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>6.0 to 8.29</b>

<b>A) Deciding What Needs To Be Done (Secondary Strength)</b> — Identifies the issues that are relevant and need attention.
<b>B) Developing A Strategy (Secondary Strength)</b> — Measures the ability to pay attention to, and plan for, long range issues.
<b>C) Managing Activities (Secondary Development)</b> — Measures the ability to see what is needed to get things done.
<b>D) Planning &amp; Organizing (Secondary Development)</b> — Measures the ability to set goals, build plans, and translate them into action.
<b>E) Organizational Attitudes (Secondary Strength)</b> — Measures willingness to work with the organization to get things done.
<b>F) Achievement Drive (Secondary Strength)</b> — Identifies the primary sources of drive which push an individual to act.
<b>G) Self Starting Ability (Primary Strength)</b> — Measures the ability to marshal energy to consistently get things done.
<b>H) Stress Factors (Secondary Strength)</b> — Identifies issues which generate anxiety and how one manages the anxiety.
<b>I) Sources of Motivation (Secondary Development)</b> — Identifies issues and values that are important.
<b>J) Relating With Others (Primary Strength)</b> — Measures the ability to see and appreciate others and deal with them on a daily basis.
<b>K) Communicating With Others (Secondary Strength)</b> — Measures the ability to listen and respond objectively and effectively.

## Executive Management Synopsis

### DECIDING WHAT NEEDS TO BE DONE



**DECIDING WHAT NEEDS TO BE DONE:** These capacities measure the ability to decide what issues are relevant and need attention from an intuitive, practical, conceptual and analytical perspective.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Intuitive Insight (Primary Strength)** — The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.

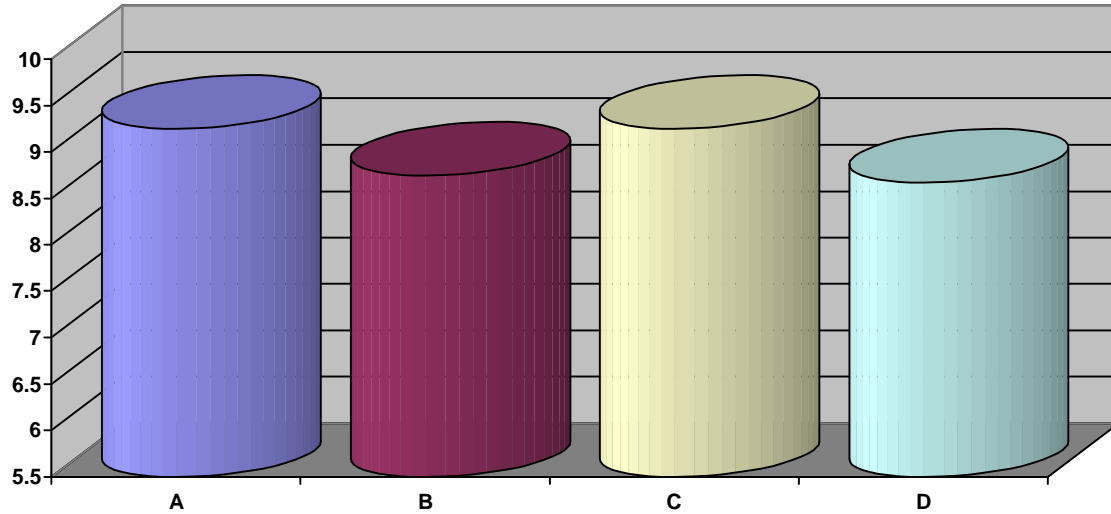
**B) Seeing The Big Picture (Primary Development)** — This capacity measures the ability to not only see all of the pieces and angles of the picture but also the ability to see how the pieces fit together to make a whole.

**C) Common Sense Thinking (Secondary Development)** — The ability to use one's practical thinking ability to see and understand what is happening.

**D) Long Term Goal Assessment (Secondary Development)** — 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.

## Executive Management Synopsis

### DEVELOPING A STRATEGY



**DEVELOPING A STRATEGY:** These capacities measure the ability to plan for and manage long range, strategic issues.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Proactive Thinking (Secondary Strength)** — The ability to plan for consequences of actions and decisions rather than reacting to crises.

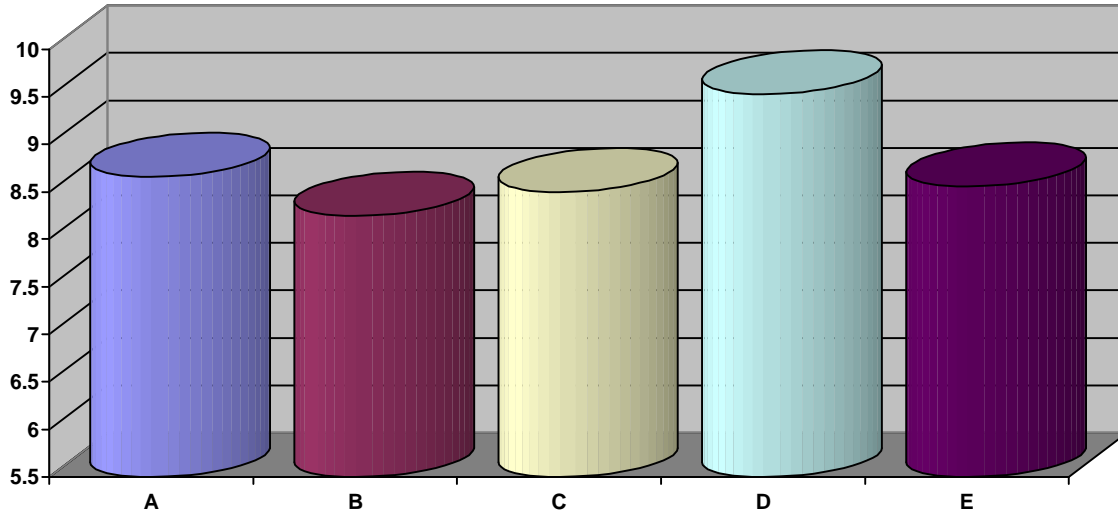
**B) Integrative Ability (Secondary Development)** — The ability to readily identify the heart of the problem, the critical elements of a situation and to generate alternatives for problems.

**C) Strategic Planning (Secondary Strength)** — This capacity measures one's ability to pay attention to planning activities and long term goals.

**D) Realistic System Management (Secondary Development)** — The ability to realistically see what is needed to organize activities and control the flow of events, such that projections and expectations are met.

## Executive Management Synopsis

### MANAGING ACTIVITIES



**MANAGING ACTIVITIES:** 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.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Evaluating What To Do (Secondary Development)** — 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 (Primary Development)** — The ability to clearly see and pay attention to flaws in things, people and situations.

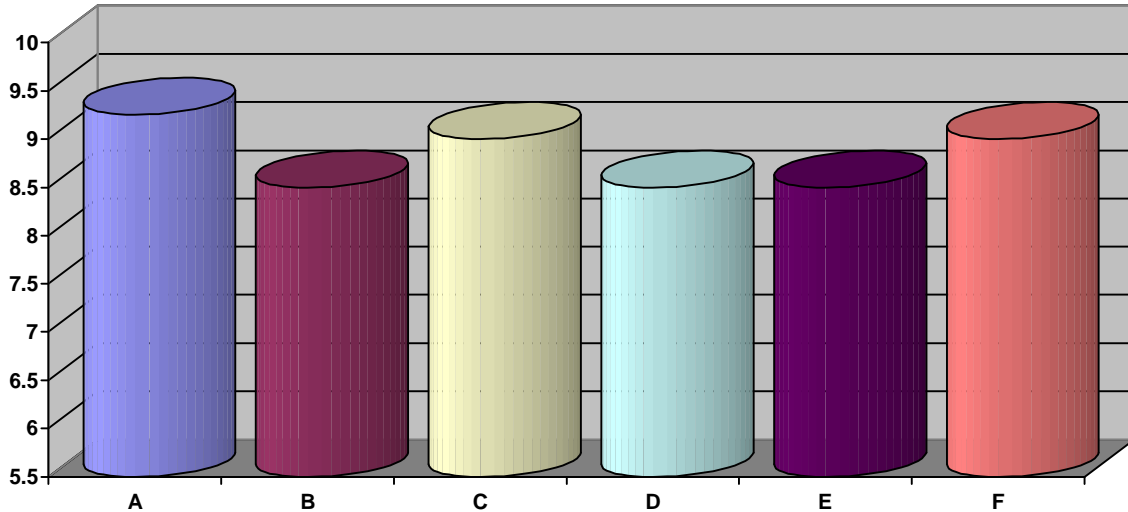
**C) Logistical Planning (Secondary Development)** — The ability to accurately see and understand what is needed to carry out objectives and meet the demands of situations.

**D) Personnel Assessment (Primary Strength)** — The ability to assess the potential of an individual to function in a given situation and to understand how to develop that potential.

**E) Developing Procedures (Secondary Development)** — The ability to translate what needs to be done into effective and efficient procedures.

## Executive Management Synopsis

### 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.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Realistic Goal Setting (Secondary Strength)** — The ability to set goals which are within the boundary of available resources and which can be achieved within the projected time.

**B) Short Range Planning (Secondary Development)** — The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.

**C) Long Range Planning (Secondary Strength)** — The ability to see long range goals and to design plans and strategies for attaining these goals.

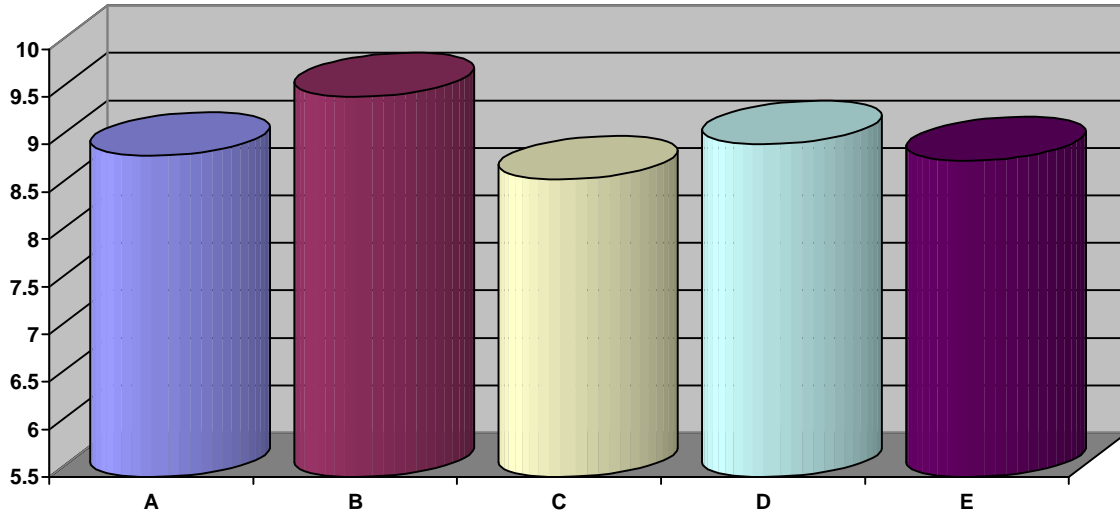
**D) Concrete Organization (Secondary Development)** — The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.

**E) Conceptual Organization (Secondary Development)** — The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

**F) Attention To Planning (Secondary Strength)** — The ability to keep one's focus and attention on planning details and activities.

## Executive Management Synopsis

### ORGANIZATIONAL ATTITUDES



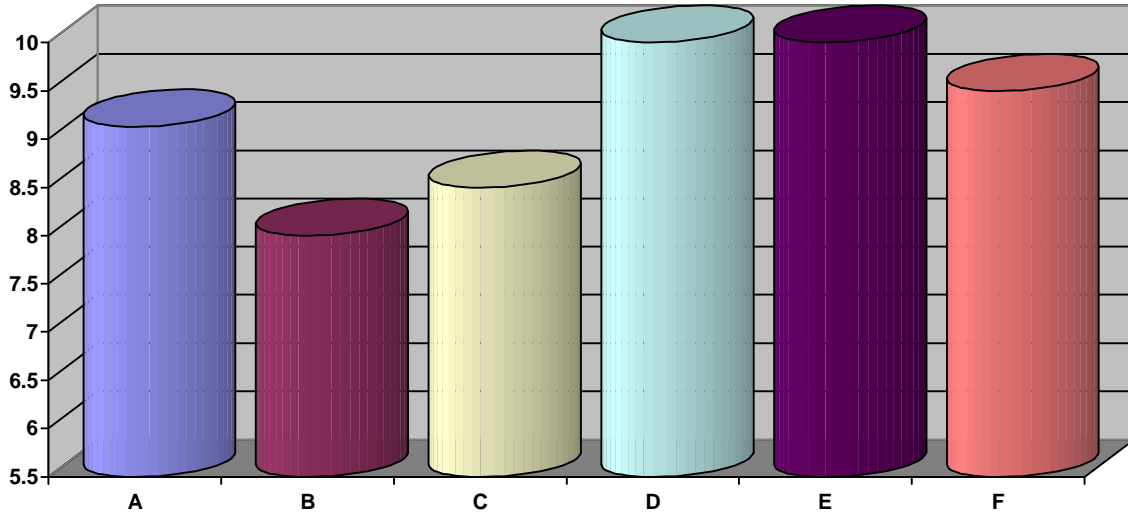
**ORGANIZATIONAL ATTITUDES:** These capacities measure a general work ethic and attitudes indicating their willingness to get things done in an effective and efficient manner.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

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|---|
| <b>A) Meeting Standards (Secondary Development)</b> — This component measures the degree to which an individual respects and conforms to established norms, values, rules and principles. |
| <b>B) Doing Things Right (Primary Strength)</b> — This component measures one's insistence that things are done right; i.e., the desire for excellence and perfection.                    |
| <b>C) Respect For Procedures (Secondary Development)</b> — This component measures one's sense of respect for and commitment to organizational policies and procedures.                   |
| <b>D) Attitude Toward Authority (Secondary Strength)</b> — This capacity measures one's willingness to conform to existing sources of authority, order and control.                       |
| <b>E) Meeting Deadlines (Secondary Development)</b> — This component measures the ability and willingness to accept one's responsibility for meeting schedules and deadlines.             |

## Executive Management Synopsis

### ACHIEVEMENT DRIVE



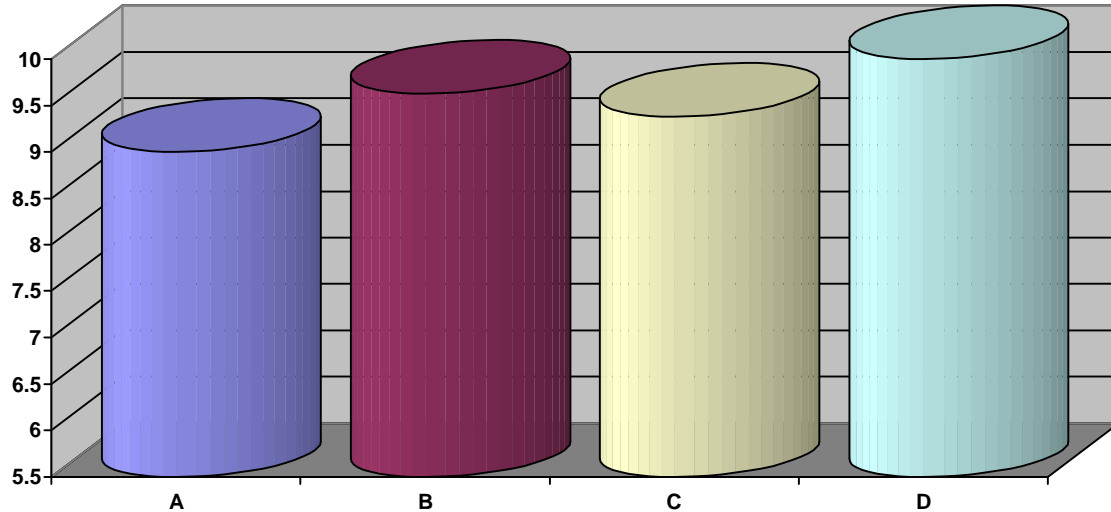
**ACHIEVEMENT DRIVE:** These capacities are a composite of several internal value structures which provide the primary driving impetus for a person to continually strive for and perform at a higher than average level.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

<b>A) Goal Directedness (Secondary Strength)</b> — The ability to be excited about and committed to personal and organizational goals and to marshal energy to push toward the attainment of these goals.
<b>B) Results Oriented (Primary Development)</b> — The ability to pay attention to the achievement of concrete results making results a major factor motivating one to action.
<b>C) Need To Achieve (Secondary Development)</b> — Measures how strongly one needs to attain success; to feel valuable and worthwhile.
<b>D) Social Recognition (Primary Strength)</b> — The ability to clearly identify role functions and pay attention to social/role achievements.
<b>E) Self Attitude (Primary Strength)</b> — Self Attitude indicates the degree to which a positive self attitude will act as a driving, motivating factor.
<b>F) Ambition (Primary Strength)</b> — The ability to set inner ideals, which become the standard for achievement and success. It is the strong sense of expectation and drive pushing one toward excellence.

## Executive Management Synopsis

### SELF STARTING ABILITY



**SELF STARTING ABILITY:** These capacities measure the ability to marshal energy to attain personal and organizational goals on one's own; the ability to be persistent and consistent.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Persistence (Secondary Strength)** — The ability of an individual to maintain direction in spite of the obstacles and to stay on target regardless of circumstances.

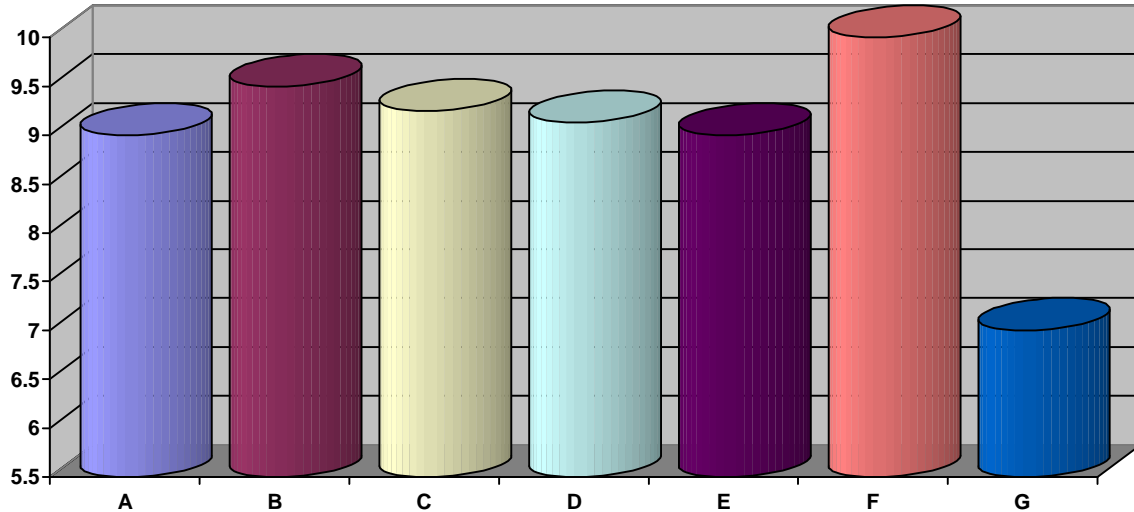
**B) Consistency (Primary Strength)** — The ability to maintain a sense of order, constancy and continuity in one's actions.

**C) Initiative (Secondary Strength)** — The ability to direct one's energies toward the completion of a task with a sense of urgency and mission.

**D) Role Satisfaction (Primary Strength)** — The ability to feel that one's social/role function is fulfilling and rewarding; the belief that what one is doing has a benefit.

## Executive Management Synopsis

### STRESS FACTORS



**STRESS FACTORS:** These capacities measure different types of anxieties and frustrations. The degree or level of anxiety and stress and the effect of the stress levels on an individual are identified.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Self Sufficiency (Secondary Strength)** — This capacity indicates the degree of anxiety caused by self depreciation and the need for reassurance of self worth.

**B) Role Satisfaction (Primary Strength)** — This capacity measures the effect of social/role dissatisfaction or of false and unrealistic expectations.

**C) Goal Achievement (Secondary Strength)** — This capacity measures the effect of setting personal goals which are either unrealistic or do not demand one's best.

**D) Flexibility (Secondary Strength)** — This capacity measures the effect of rigid self views and the imposition of these views on others.

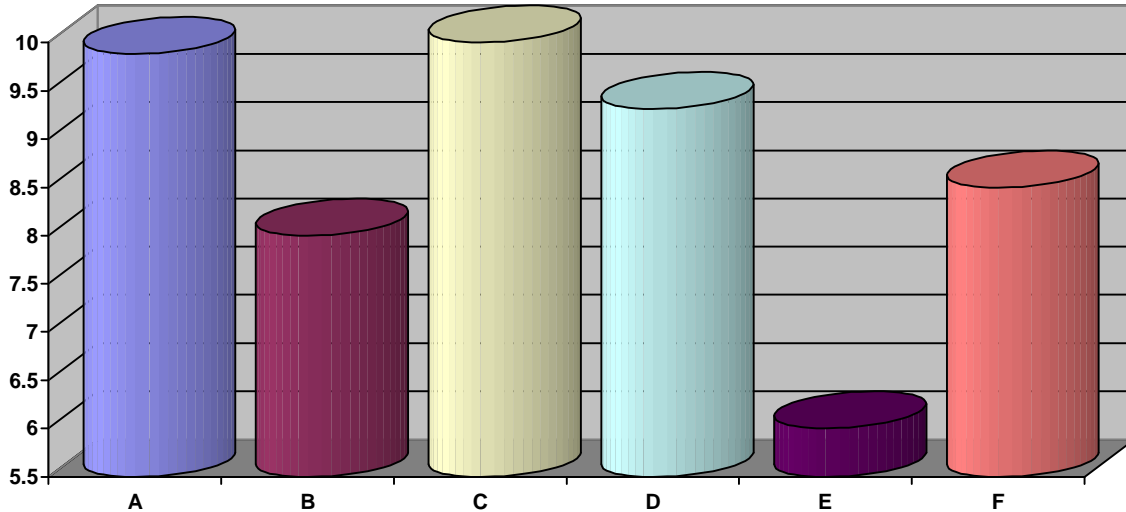
**E) Handling Despair (Secondary Strength)** — This capacity measures how well one can manage anxiety and frustration when things do not work out as planned.

**F) Attitude Index (Primary Strength)** — This capacity measures the anxiety which results from negative attitudes.

**G) Health Tension Index (Primary Development)** — This capacity measures how well one can balance and manage anxiety and frustration.

## Executive Management Synopsis

### SOURCES OF MOTIVATION



**SOURCES OF MOTIVATION:** These capacities are a composite of six motivators. They are a measurement of a person's attitude toward service, material possessions, recognition and status, personal development, sense of mission, and sense of belonging.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Service (Primary Strength)** — This capacity measures the importance of seeing, appreciating and meeting the needs and interests of others.

**B) Money, Material Things (Primary Development)** — This capacity measures the degree to which money and material wealth are important to an individual.

**C) Status, Recognition (Primary Strength)** — This capacity indicates the importance of receiving awards, plaques and other forms of social/role recognition.

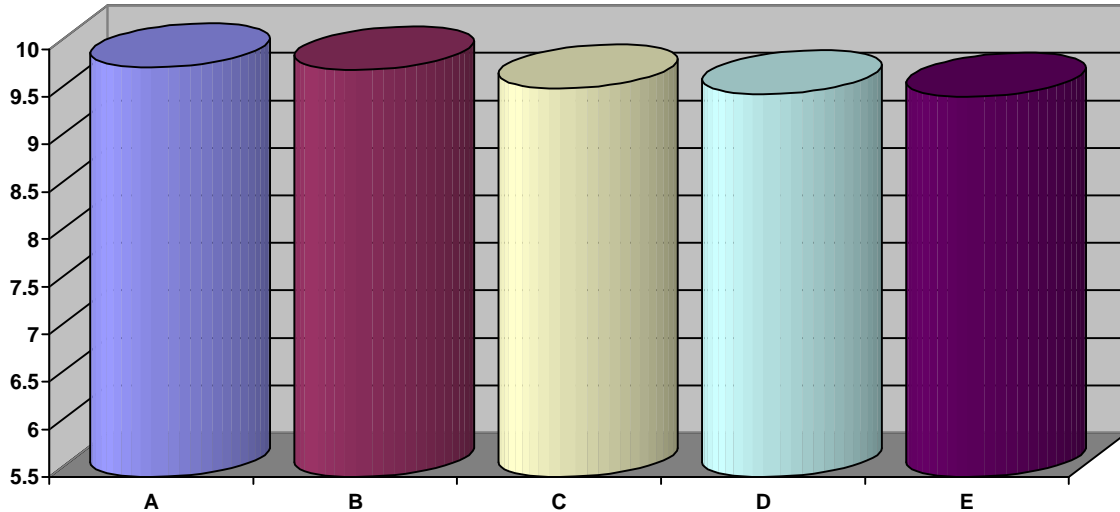
**D) Personal Development (Secondary Strength)** — This capacity measures the importance of a well designed plan for one's career development.

**E) Sense Of Mission (Primary Development)** — This capacity measures the degree of commitment to personal ideals, goals and principles.

**F) Sense Of Belonging (Secondary Development)** — This capacity measures the importance of being a member of a team and working in a comfortable place where one is liked and accepted.

## Executive Management Synopsis

### RELATING WITH OTHERS



**RELATING WITH OTHERS:** These capacities measure 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>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Attitude Toward Others (Primary Strength)** — This component measures the ability to be positive, objective and tolerant in interactions with others.

**B) Prejudice/Bias Index (Primary Strength)** — This component measures the degree of prejudice and bias in attitudes toward others, indicating the degree to which these prejudices can interfere with relationships.

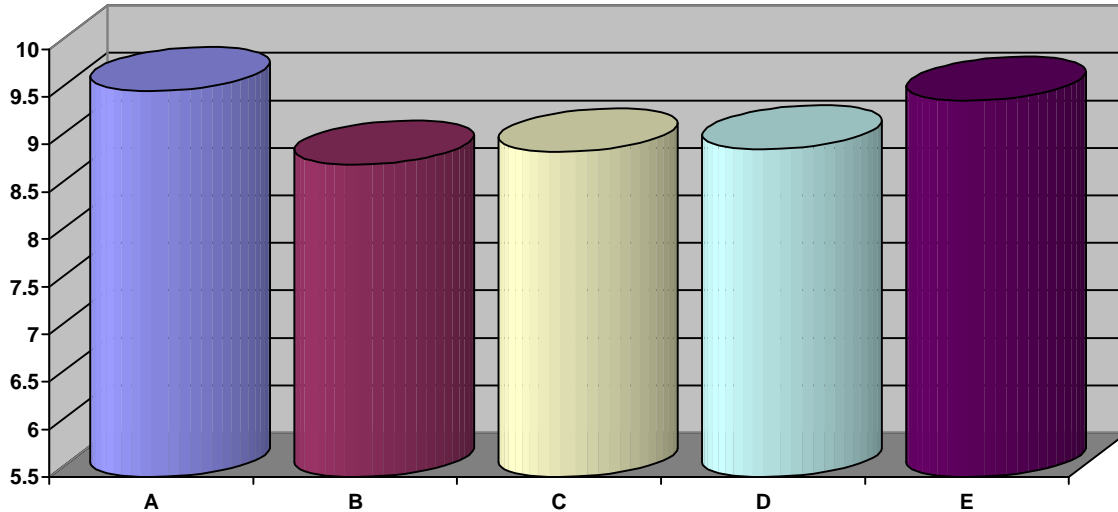
**C) Insight Into Others (Primary Strength)** — This component measures the ability to see, understand and relate to the needs and interests of others.

**D) Patience With Others (Primary Strength)** — The ability to see and accept others as they are and to allow others to proceed at their own pace.

**E) Sensitivity To Others (Primary Strength)** — The degree to which one can be objective about others without allowing personal feelings, positive or negative, to interfere with making decisions.

## Executive Management Synopsis

### COMMUNICATING WITH OTHERS



**COMMUNICATING WITH OTHERS: These capacities measure the ability to listen and respond to others in an objective, effective and efficient manner.**

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Listening To Others (Primary Strength)** — This component measures how well an individual listens to another person's point of view without imposing personal biases and expectations.

**B) Evaluating What Is Said (Secondary Development)** — This component measures the ability to focus on crucial issues and develop an objective evaluation about what is said.

**C) Developing A Response (Secondary Strength)** — This component measures how well one can organize constructive alternatives and incorporate them into a response that addresses the issues, is understandable, and is clear.

**D) Talking At The Right Time (Secondary Strength)** — This component measures how well an individual can determine the correct thing to say and then say it at the right time.

**E) Understanding Attitudes (Primary Strength)** — This component measures one's ability to be tolerant and understanding of others who have alternative or opposing viewpoints.

## ***Executive Management Synopsis*** **PRIORITIZED STRENGTHS** **(1-4)**

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### **(1)Social Recognition: (Motivators)**

You see and accept the importance of status, social image and social/role accomplishments. Moreover, you are willing to commit your energies more readily to activities that will result in social recognition and reward as well as personal recognition in your current role situation.

### **(2)Attitude Index: (Stress Factors)**

You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

### **(3)Role Satisfaction: (Self Starting Ability)**

You are confident that what you are doing not only is what is best for you but also that your social/role accomplishments will serve a useful function for yourself and for society. This confidence and feeling of personal competence will build an urgency to get things done and to push ahead with energy and commitment.

### **(4)Self Attitude: (Drive Centers)**

You have a very dynamic, positive overall attitude that 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.

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## **Executive Management Synopsis**

### **PRIORITIZED STRENGTHS**

#### **(5-8)**

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#### **(5)Social Recognition: (Drive Centers)**

You value social status and social/role recognition as an extremely important measure of your own self worth. As a result the need for attaining social status, for accomplishing tasks which have high social image and for attaining of social power and position will act as strong drive centers.

#### **(6)Intuitive Insight: (Deciding What Needs To Be Done)**

You have a well developed ability for intuitive thinking. This gives 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.

#### **(7)Service: (Motivators)**

You not only have the ability to see and accept the needs and interests of others but you also are extremely concerned about making certain that the personal needs and concerns of others are fulfilled. As a result, you are likely to be highly motivated by activities that give you an opportunity to help others.

#### **(8)Attitude Toward Others: (Relating With Others)**

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

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## **Executive Management Synopsis**

### **PRIORITIZED STRENGTHS**

#### **(9-12)**

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#### **(9)Prejudice/Bias Index: (Relating With Others)**

You have the ability to see and understand the uniqueness and individuality of others and you are also willing to be open to their viewpoints. You do have strong perfectionistic ideas about what is right or wrong. These ideas can lead you to be open to others more readily if they live up to your expectations and standards.

#### **(10)Consistency: (Self Starting Ability)**

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.

#### **(11)Insight Into Others: (Relating With Others)**

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

#### **(12)Listening To Others: (Communicating With Others)**

You have the ability and willingness to listen to what others are saying paying attention to their own unique viewpoints and 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.

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## **Executive Management Synopsis**

### **PRIMARY STRENGTH COMMENTS**

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#### **Intuitive Insight: (Deciding What Needs To Be Done)**

You have a well developed ability for intuitive thinking. This gives 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.

#### **Personnel Assessment: (Managing Activities)**

You have the ability to realistically assess both the positive and negative potential of individuals giving you an objective understanding of what people are capable of accomplishing as well as clear insight into what is needed to allow an individual to develop to full potential.

#### **Doing Things Right: (Organizational Attitudes)**

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.

#### **Social Recognition: (Drive Centers)**

You value social status and social/role recognition as an extremely important measure of your own self worth. As a result the need for attaining social status, for accomplishing tasks which have high social image and for attaining of social power and position will act as strong drive centers.

#### **Ambition: (Drive Centers)**

You have the ability to see and understand how to utilize your inner self goals and ideals that define what you ought to be and which in turn form the core of your personal ambition to succeed. However, you are currently uncertain about which direction is best for you and may not fully utilize this drive center as a source for actions and decisions.

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## **Executive Management Synopsis**

### **PRIMARY STRENGTH COMMENTS**

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#### **Consistency: (Self Starting Ability)**

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.

#### **Role Satisfaction: (Self Starting Ability)**

You are confident that what you are doing not only is what is best for you but also that your social/role accomplishments will serve a useful function for yourself and for society. This confidence and feeling of personal competence will build an urgency to get things done and to push ahead with energy and commitment.

#### **Role Frustration: (Stress Factors)**

You not only have a clear sense of social/role image and function which defines your social and personal sense of responsibility, but also have a strong sense of personal confidence and competence. This social/role confidence can act to deflect any stresses and anxieties you may be currently experiencing.

#### **Attitude Index: (Stress Factors)**

You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

#### **Service: (Motivators)**

You not only have the ability to see and accept the needs and interests of others but you also are extremely concerned about making certain that the personal needs and concerns of others are fulfilled. As a result, you are likely to be highly motivated by activities that give you an opportunity to help others.

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## **Executive Management Synopsis**

### **PRIMARY STRENGTH COMMENTS**

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#### **Social Recognition: (Motivators)**

You see and accept the importance of status, social image and social/role accomplishments. Moreover, you are willing to commit your energies more readily to activities that will result in social recognition and reward as well as personal recognition in your current role situation.

#### **Attitude Toward Others: (Relating With Others)**

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

#### **Prejudice/Bias Index: (Relating With Others)**

You have the ability to see and understand the uniqueness and individuality of others and you are also willing to be open to their viewpoints. You do have strong perfectionistic ideas about what is right or wrong. These ideas can lead you to be open to others more readily if they live up to your expectations and standards.

#### **Insight Into Others: (Relating With Others)**

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

#### **Patience With People: (Relating With Others)**

You have the ability and the willingness to be open and available to the needs and interests of others to be accepting of their viewpoints. As a result, you are likely to be more patient with them when they need attention to issues which are not of concern to you or when they express viewpoints contrary to your own.

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## **Executive Management Synopsis**

### **PRIMARY STRENGTH COMMENTS**

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#### **Sensitivity To Others: (Relating With Others)**

You have the ability to objectively and realistically evaluate both the positive and negative potential of others and the positive or negative consequences of your relationships with them in personal, social and role relationships. Moreover, you have the capacity to be open and available without risking becoming too trusting and too involved.

#### **Listening To Others: (Communicating With Others)**

You have the ability and willingness to listen to what others are saying paying attention to their own unique viewpoints and 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.

#### **Understands Other Attitudes: (Communicating With Others)**

You have the ability not only to see and understand the attitudes of others but you are also extremely concerned about meeting their needs and interests. As a result, you will likely spend time and energy making certain that you have taken into consideration other points of view and that you have maintained an openness and availability to others.

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## **Executive Management Synopsis**

### **SECONDARY STRENGTH COMMENTS**

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#### **Proactive, Conceptual Thinking: (Developing A Strategy)**

You have a strong need to make certain that things work out according to plans and expectations. As a result you 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.

#### **Strategy Planning Orientation: (Developing A Strategy)**

You have a well developed capacity to see and understand the need for long range, strategic thinking and planning. Moreover, you are likely to spend your time and energy on strategic issues. Planning for the future is a priority for you and will occupy a key place in your day-to-day activities.

#### **Realistic Goal Setting: (Planning and Organizing)**

Your strong need to set goals which are challenging, combined with your perfectionism and insistence that things be done right will build a strong sense of commitment and compulsive attention to setting goals and plans that reflect what you think is right.

#### **Long Range Planning: (Planning and Organizing)**

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.

#### **Attention To Planning: (Planning and Organizing)**

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

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## **Executive Management Synopsis**

### **SECONDARY STRENGTH COMMENTS**

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#### **Attitude Toward Authority: (Organizational Attitudes)**

Your strong sense of perfectionism and drive toward making certain that things are done right will build a strong sense of belief in and loyalty to authority and a willingness to work to maintain consistency and constancy in actions and decisions.

#### **Goal Directedness: (Drive Centers)**

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.

#### **Persistence: (Self Starting Ability)**

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.

#### **Initiative: (Self Starting Ability)**

You have the ability to identify those goals, ideals, actions, and activities that not only give your life a sense of meaning and purpose but also provide you a sense of urgency to act. However, you are currently indecisive about which direction is best for you. Your indecisiveness about the future can lead you to delay your decisions.

#### **Self Sufficiency: (Stress Factors)**

You have a sense of inner self worth and self esteem which gives you the ability to identify your own uniqueness and individuality. This strong sense of self-value will act as a source of strength in difficult times and will give you a sense of meaning and purpose even when you are uncertain about where you are or where you are going.

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## **Executive Management Synopsis**

### **SECONDARY STRENGTH COMMENTS**

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#### **Goal Achievement: (Stress Factors)**

You have the ability to identify organizational goals, plans, and programs that you believe are worthy of your time and commitment. You understand the importance of directing your time and energy toward these objectives as well as making certain that the actions that lead to their success are carried out right.

#### **Flexibility, Adaptability: (Stress Factors)**

You have a strong sense of personal commitment to what you believe is right but you also have the ability to refocus your energy and direction when you discover that what you are doing is not working. You also have the ability to see and accept your mistakes and use them as opportunities for pushing ahead.

#### **Despair Index: (Stress Factors)**

You have the ability to see what needs to be done in a clear and balanced manner. Moreover, you have a willingness to deal with things in an objective manner when they do not work out as you expect. As a result, you are likely to experience temporary anxiety and frustration from any setbacks which you encounter.

#### **Personal Development: (Motivators)**

You have a very clear sense of your own personal plan for development and a need for organizing this plan into strategies, plans, and personal goals that can be realistically achieved by you. As a result, you are likely to be highly motivated by actions and activities that will give you an opportunity to attain these goals and plans.

#### **Developing A Good Response: (Communicating With Others)**

You have the ability to identify and understand the consequences of what and how you respond to others. Moreover, you are concerned about making certain that what you say has a positive effect and is understood by others. As a result, you are likely to be concerned about limiting the effect of impulsive responses.

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***Executive Management Synopsis***  
**SECONDARY STRENGTH COMMENTS**

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**Talking At The Right Time: (Communicating With Others)**

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.

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## **Executive Management Synopsis**

### **PRIORITIZED DEVELOPMENT**

#### **(1-4)**

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#### **(1)Sense Of Mission: (Motivators)**

You are currently in transition about what course of action is best for you and as a result may or may not be currently motivated by a sense of mission and purpose. Seek feedback either on an individual basis or in a workshop on self development to decide what priorities and goals will give you a chance for fulfillment as well as be challenging to you.

#### **(2)Health Tension Index: (Stress Factors)**

You are an inner directed person who sees yourself more clearly than the world. You are likely to feel anxiety and stress effects when the world does not meet your standards and expectations. Seek feedback to examine the realistic nature of your thinking and the practicality of your standards and expectations.

#### **(3)Results Oriented: (Drive Centers)**

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 that will help you identify when immediate action is needed.

#### **(4)Money, Material Things: (Motivators)**

Your lack of attention to practical thinking and results can lead you to discount the importance of money and material things. Examine your attitude about the value of money and material things and check to see whether you are missing opportunities for development and success because of your lack of attention to money.

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**Executive Management Synopsis**  
**PRIORITIZED DEVELOPMENT**  
**(5-8)**

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**(5)Attention To Concrete Detail: (Managing Activities)**

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.

**(6)Seeing The Big Picture: (Deciding What Needs To Be Done)**

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 feedback from others to balance your thinking valuing such that you can keep all issues in perspective

**(7)Logistical Planning: (Managing Activities)**

Your insistence on things being done the way you think they ought to can interfere with your ability to realistically plan and support plans and actions. Remember that you tend to see the world as it ought to be. Build a checklist to test whether your plans are reasonable and workable.

**(8)Short Range Planning: (Planning and Organizing)**

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 feedback to test the the practicality and relevance of your short term plans.

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## ***Executive Management Synopsis*** **SECONDARY DEVELOPMENT COMMENTS**

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### **Common Sense Thinking: (Deciding What Needs To Be Done)**

You need to learn to pay more attention to practical, common sense thinking and stay in touch with what is happening in your immediate environment. Attend a problem solving workshop which will teach basic techniques and skills for identifying problems and generating constructive and workable alternatives.

### **Long Term Goal Assessment: (Deciding What Needs To Be Done)**

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 term goals based on actual performance whenever possible. Remember that you may set your goals too high and potentially have difficulty changing them.

### **Integrative Ability: (Developing A Strategy)**

Your thinking can become so concentrated either on results, standards or personal issues that you have difficulty seeing crucial issues in complex situations. Attend a problem solving workshop to help you respond to problem situations rationally rather than impulsively and emotionally.

### **Realistic System Management: (Developing A Strategy)**

Your strong sense of perfectionism can cause you to lose your sense of perspective and balance. Remember that you will tend to become so concerned about making certain that everything works the way it should that you are not able to keep things organized in a practical and effective manner.

### **Evaluating What Needs To Be Done: (Managing Activities)**

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

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## ***Executive Management Synopsis*** **SECONDARY DEVELOPMENT COMMENTS**

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### **Logistical Planning: (Managing Activities)**

Your insistence on things being done the way you think they ought to can interfere with your ability to realistically plan and support plans and actions. Remember that you tend to see the world as it ought to be. Build a checklist to test whether your plans are reasonable and workable.

### **Developing Functional Policy: (Managing Activities)**

You have very idealistic and possibly unrealistic expectations about how things ought to be done. As a result of your perfectionism, you tend to build policies and procedures which are consistent but unrealistic or which are not relevant to the issues. Seek feedback to test the relevance and the practicality of your thinking.

### **Short Range Planning: (Planning and Organizing)**

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 feedback to test the the practicality and relevance of your short term plans.

### **Concrete Organization: (Planning and Organizing)**

You tend to focus your time and energy on making certain that everything 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)**

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 that you can apply to your plans and ideas which will prevent you from being blocked by your biases. Seek feedback from others to understand the effect of your biases.

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## ***Executive Management Synopsis*** **SECONDARY DEVELOPMENT COMMENTS**

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### **Meeting Established Standards: (Organizational Attitudes)**

Your strong sense of perfectionism can lead you to impose a set of standards with very little patience or flexibility and without regard to the consequences of the decision. Develop a checklist to keep yourself in touch with what is happening around you.

### **Attention To Policies And Procedures: (Organizational Attitudes)**

Your perfectionistic need for order and structure can lead you to dogmatically insist on obeying rules, policies and procedures to the letter of the law and without exception. Make certain that your zeal for conformity does not interfere with common sense and the natural flow of circumstances which are not always predictable.

### **Meeting Schedules And Deadlines: (Organizational Attitudes)**

You have a strong sense of perfection and idealism that can lead you to dogmatic, stubborn, and insistent attitudes toward your schedules and time tables. Rely on your common sense to keep an open, flexible attitude toward getting things done on time.

### **Need To Achieve: (Drive Centers)**

You tend not to give yourself enough credit, to blow up your imperfections, and to build self fulfilling hypotheses which can lead to either a fear of success or a fear of failure. Spend time with people who make you feel good and who help you see and value past successes and your present opportunities.

### **Sense Of Belonging: (Motivators)**

You tend to self depreciate and not give yourself enough credit to the point that you are susceptible to a fear of not living up to your own expectations or to the expectations of others. Seek feedback from others to boost your self worth and enroll in a workshop on self development which will help you develop positive and realistic self attitudes.

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***Executive Management Synopsis***  
**SECONDARY DEVELOPMENT COMMENTS**

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**Evaluating What Is Said: (Communicating With Others)**

Because of the focused nature of your thinking, you may have difficulty correctly interpreting what others are saying. You will tend to be either unrealistically optimistic or skeptical and biased. Seek feedback from others or from an objective measuring standard to test the balance and objectivity in your thinking about others.

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## **Executive Management Synopsis**

### **PRIMARY DEVELOPMENT COMMENTS**

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#### **Seeing The Big Picture: (Deciding What Needs To Be Done)**

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#### **Attention To Concrete Detail: (Managing Activities)**

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***Executive Management Synopsis***  
**PRIMARY DEVELOPMENT COMMENTS**

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**Sense Of Mission: (Motivators)**

You are currently in transition about what course of action is best for you and as a result may or may not be currently motivated by a sense of mission and purpose. Seek feedback either on an individual basis or in a workshop on self development to decide what priorities and goals will give you a chance for fulfillment as well as be challenging to you.