



RIGHT-HIRE

Assessment Precision in Hiring and
Talent Management

General Employability Screen

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
Web: <http://www.right-hire.com>

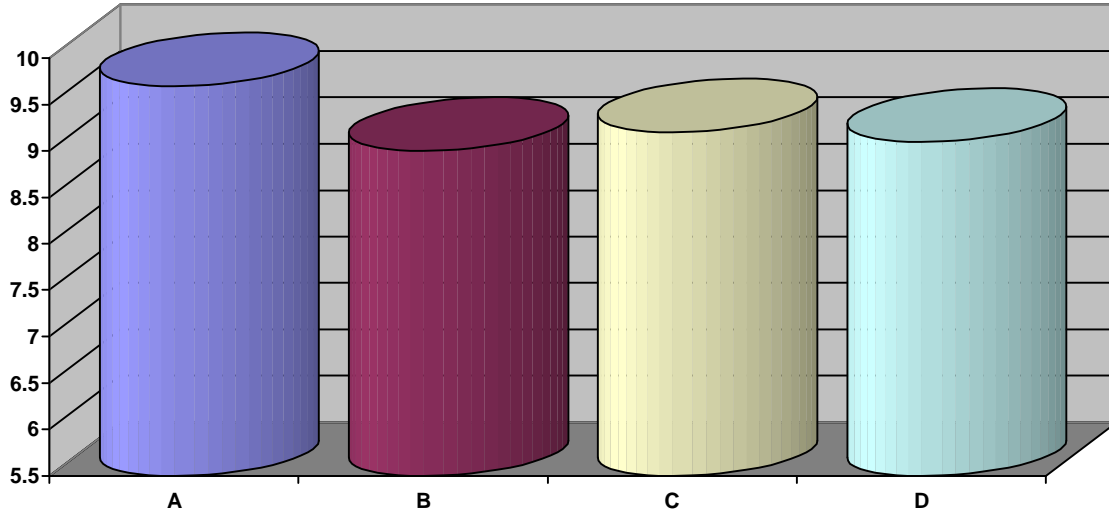
7/12/2007 6:49:00 PM
77CI_8015

This entire document is subject to the following statement:

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

General Employability Screen

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) Works With Others (Low Risk) — This capacity 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) Gets Things Done (Low Risk) — This section 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.
C) Knows What To Do (Low Risk) — This capacity measures a person's ability to decide what issues are relevant and need attention including intuitive insights, practical, common sense and conceptual abilities.
D) Job Related Attitudes (Low Risk) — This capacity measures a person's general work ethic and work attitudes indicating ability and willingness to take direction and work within organizational standards.

General Employability Screen WORK SYNOPSIS

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
WORKS WITH OTHERS				
Insight Into Others	ü			
Attitude Toward Others	ü			
Prejudice/Bias Index	ü			
Sensitivity To Others	ü			
KNOWS WHAT TO DO				
Common Sense Thinking		ü		
Attention To Concrete Detail			ü	
Intuitive Insight	ü			
Proactive Thinking Ability	ü			
GETS THINGS DONE				
Results Oriented				ü
Persistence	ü			
Consistency	ü			
Self Confidence	ü			
JOB RELATED ATTITUDES				
Doing Things Right	ü			
Willing To Follow Directions	ü			
Attitude Toward Authority	ü			
Responsibility/Accountability		ü		

General Employability Screen

CORE STRENGTHS

Insight Into Others: (Working With Others) (WE-1A)

Low Risk

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

Attitude Toward Others: (Working With Others) (WE-2A)

Low Risk

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

Prejudice/Bias Index: (Working With Others) (WE-3A)

Low Risk

An optimistic attitude combined with good awareness builds tolerance for different ideas and ways of doing things.

Sensitivity To Others: (Working With Others) (WE-4A)

Low Risk

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

Intuitive Insight: (Knowing What To Do) (WE-7)

Low Risk

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

Proactive, Conceptual Thinking: (Knowing What To Do) (WE-8B)

Low Risk

A combination of focus and attention on conceptual, long-range thinking creates awareness of consequences relating to actions.

General Employability Screen

CORE STRENGTHS

Persistence: (Ability to Get Things Done) (WE-10B)

Low Risk

The ability to understand the value of personal commitment even though there is some uncertainty about the future.

Consistency: (Ability to Get Things Done) (WE-11C)

Low Risk

The ability to see and understand the value staying on track even though there is some indecisiveness about the future.

Self Confidence: (Ability To Get Things Done) (WE-12I)

Low Risk

Ability to generate, and attention to developing, realistic confidence about one's ability to perform.

Doing Things Right: (Job Related Attitudes) (WE-13B)

Low Risk

The ability to focus on doing things right is coupled in a tendency to covertly or overtly get around standards.

Willing To Follow Directions: (Job Related Attitudes) (WE-14A)

Low Risk

An appreciation for system and organization builds respect for and attention to following directions and policies.

Attitude Toward Authority: (Job Related Attitudes) (WE-15A)

Low Risk

Strong sense of doing things right builds a willingness to accept existing authority and accepted ways of doing things.

General Employability Screen DEVELOPMENT COMMENTS

Common Sense Thinking: (Knowing What To Do) (WEI-5B)

Situational Risk

Inattentiveness to practical thinking can cause one to see things as they ought to be rather than as they are.

Attention To Concrete Detail: (Knowing What To Do) (WEI-6A)

Conditional Risk

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

Results Oriented: (Ability To Get Things Done) (WEI-9B)

Real Risk

Lack of attention to results will lead to delays in decisions and can interfere with getting things done.

Responsibility, Accountability: (Job Related Attitudes)(WEI-16B)

Situational Risk

A self in transition can lead to confusion and an inadequate code of conduct, to disregard for consequence of decisions.

General Employability Screen INTERVIEW GUIDES

Interview Notes (WEI-5A) The interview should examine their ability to be proactive and focus on issues from a strategic as well as a tactical perspective. The following steps are recommended:

1. Give them a problem situation in which the inability of the employee to see the consequences of their decisions cost the company. Do not let them know that failure to consider the consequences was the problem. Instead paint a picture of the problem and its effects. Ask them for their evaluation of the problem and see whether they are able to see the causes in other than 'now' oriented and results oriented terms.
2. Ask them to set long range goals for the job position for next year.

Interview Notes (WEI-6A) The interview should focus on two things. First, their internal biases and priorities need to be explored. The extent to which these biases can cause them to be out of sync needs to be examined. Second, the extent to which their lack of attention to practical results can become an obstacle to getting things done needs to be explored. The following steps are recommended:

1. Ask them to examine the work environment and to list what they see as the most important tasks to be done, to come up with an action plan and a timetable for getting those tasks done and to identify any problems which they think may occur.
2. Give them a series of alternatives in which the choices are between company priorities and their priorities and let them choose.

General Employability Screen

INTERVIEW GUIDES

Interview Notes (WEI-9B) The interview should focus on the risk of their inability to get things done and stay focused on practical results. The following steps are recommended:

1. Give them an example of a situation in which they must deal with a conflict in their daily schedule balancing commitments to their home, friends, and work.
2. Ask them to list the most important tasks that an employee of your organization must perform. Then require them to give you an example of how they would perform those tasks.
3. Ask this person to describe how important they feel dress codes and appearance are. Do not either agree or disagree with them and ask them to describe how they feel they should dress and present themselves to the public.
4. Ask them what norms and codes of conduct are most important to them.
5. Suggest that as far as you are concerned, people can dress as they like as long as they are comfortable and get the job done. Evaluate their reaction to your suggestion.

Interview Notes (WEI-16B) The interview should be designed to confront head on the tendency to lay the blame for mistakes on someone other than themselves. The following steps are recommended:

1. Carefully assess this person's profile to make certain that this problem is not part of an overall breakdown in valuing capacity.
2. Check references to see whether they have displayed a 'chip on the shoulder' attitude or a cavalier attitude both toward their mistakes and the mistakes of others.
3. Give them an example where they are shown to be at fault for a dishonest or inappropriate action. The action can either represent a dishonest decision on their part or a failure to deal properly with dishonesty in the work environment. Ask them to evaluate their responsibility in the decision, their mistakes, and what they should do to correct the wrong.
4. Suggest to them that they have been caught by the company in a dishonest action or inappropriate circumstance and ask them to tell you what their punishment should be and why. Ask them how they would turn this situation into a positive learning experience.