



Leadership Screen with Nine Pathways

Prepared for:

Demo Sample

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OVERALL TENDENCIES

- Will depend on building an overall strategy, or picture, which organizes decisions, anchors a strong belief in the future, and provides a format for understanding the importance and meaning of intuitive hunches and feelings.
- A strong commitment to do what is right will compel you to act, but can also lead you to delay decisions until you are certain that all alternatives have been investigated.
- Tend to feel strong respect for the rights of individuals, but will likely be selective about who deserves your respect.
- Are sensitive to the needs and concerns of others and will be more likely to spend time and energy building trust and helping those who measure up to your expectations.
- Are likely to have unrealistic expectations of others, be disappointed when others do not return your concern, and avoid conflicting or difficult situations.
- Have the ability to understand other viewpoints, but you tend to compare what you hear against what you expect.
- Feel compelled to build a strategy or plan, but are likely to leave the details of planning to others.
- Knowing your mission and purpose is important, but you tend to overlook the individual steps which will lead to goals and complete tasks.
- An inner directed person, you have greater clarity and understanding of self values than values in the world.
- Have the ability to be in touch with your self esteem and inner self worth which can anchor and sustain you in difficult situations.
- Have the ability to know what you can do, to appreciate your social/role function and understand the value of status and social image.
- Have a strong sense of personal competence which generates comfort and confidence about what you are doing.
- Can see and understand which goals will challenge you, but you are uncertain about which direction is best and, as a result, may delay decisions and actions until you are convinced that the time is right.

Leadership Skill Inventory

(SITUATIONAL RISK - 8.85)

PEOPLE SKILLS - SITUATIONAL RISK

- Talent - 8.82
- Access - 9.07
- Risk Level - 8.94

TASK SKILLS - CONDITIONAL RISK

- Talent - 8.62
- Access - 8.62
- Risk Level - 8.62

SYSTEM SKILLS - CONDITIONAL RISK

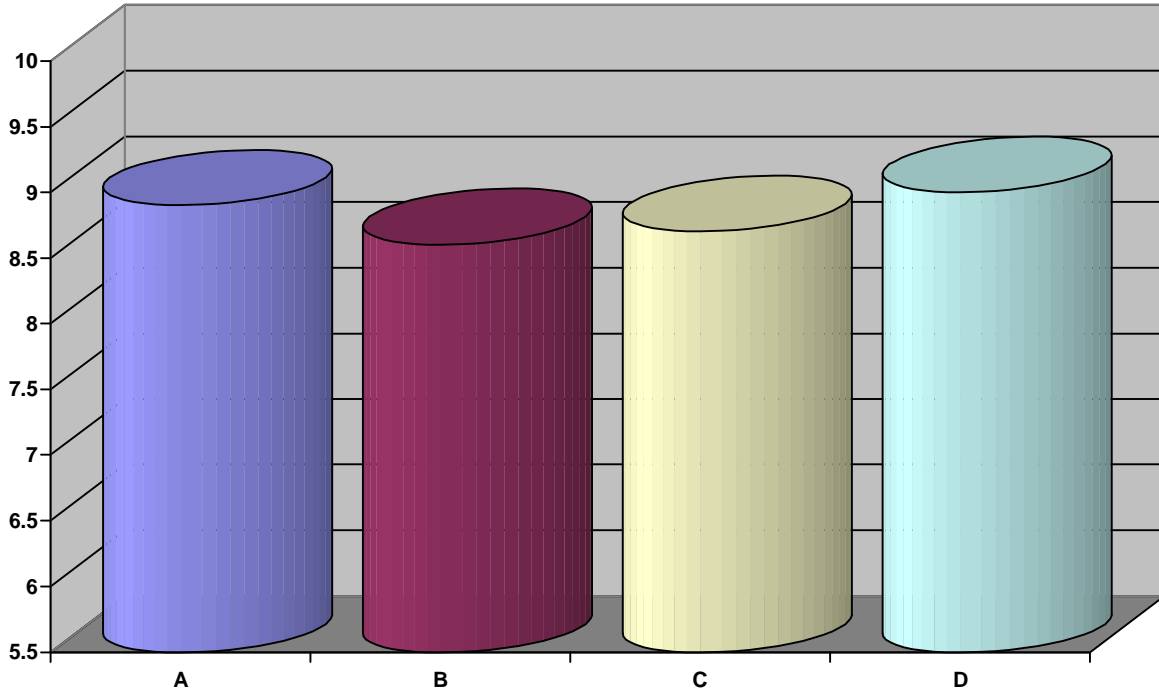
- Talent - 8.73
- Access - 8.71
- Risk Level - 8.72

SELF SKILLS - LOW RISK

- Talent - 8.92
- Access - 9.12
- Risk Level - 9.02

Leadership Screen with Nine Pathways

Global Graph



Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	9.021 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)	8.791 to 9.02
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)	8.391 to 8.79
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 8.39

A) People (Situational Risk) — This section measures the ability to make sound and objective decisions about others and to build relationships.
B) Task (Conditional Risk) — This section measures the ability to see and understand what is happening in a practical, concrete manner.
C) System (Conditional Risk) — This section measures the ability to see, understand and appreciate planning, strategic thinking and issues, conceptual organizing and consistency and conformity.
D) Self (Low Risk) — This capacity measures the ability to see, understand and be sensitive to personal uniqueness, confidence and competency and goals and self organization.

PEOPLE Values (Prioritized Core Strengths)

- 1) Sets priorities in relationships (Very Good Access)
- 2) Helps people to have the confidence to take risks (Very Good Access)
- 3) Encourages others and provides positive reinforcement (Very Good Access)
- 4) Motivates in a positive, reinforcing way (Very Good Access)
- 5) Gives feedback in a positive manner (Very Good Access)
- 6) Maintains a positive, supportive attitude (Very Good Access)
- 7) Deals with conflicting issues in a positive manner (Very Good Access)
- 8) Controls biases about others (Very Good Access)

PEOPLE Values (Prioritized Development Areas)

- 1) Has difficulty assigning tasks clearly or specifically (Conditional Risk)
- 2) Does not always see problems from all perspectives (Conditional Risk)
- 3) Likely will not promote independence and freedom of choice (Conditional Risk)
- 4) Tends to be too open to ideas and input from others (Conditional Risk)

TASK Values (Prioritized Core Strengths)

- 1) Can be counted on in good times and bad (Very Good Access)
- 2) Sets and takes care of priorities (Very Good Access)
- 3) Willing do whatever it takes to accomplish goals (Very Good Access)
- 4) Is honest with themselves about what they can do (Very Good Access)
- 5) Stays on track until the task is complete (Very Good Access)
- 6) Identifies crisis issues and minor problems (Very Good Access)
- 7) Knows when to take risks and chances (Good Access)

TASK Values (Prioritized Development Areas)

- 1) Ideal thinking leads them to overlook critical issues (Real Risk)
- 2) Ideal, perfectionistic thinking makes them have difficulty meeting schedules (Conditional Risk)
- 3) Idealistic expectations leads them to put off detail work (Conditional Risk)
- 4) Likely to take too long analyzing and not respond quickly (Conditional Risk)
- 5) Ideal sense of time can lead them to be out of touch (Conditional Risk)

SYSTEM Values (Prioritized Core Strengths)

- 1) Respecting authority (Very Good Access)
- 2) Pays Attention To Long Term Goals (Very Good Access)
- 3) Keeps decisions consistent with beliefs, goals and plans (Very Good Access)
- 4) Emphasizes importance of standards, codes (Very Good Access)
- 5) Maintains commitment to plans and programs (Very Good Access)
- 6) Pays attention to the value of established standards (Very Good Access)
- 7) Takes time to be creative and inventive (Good Access)

SYSTEM Values (Prioritized Development Areas)

- 1) Likely to be too focused on long range and overlook short range issues (Conditional Risk)
- 2) Too idealistic and black and white in their thinking to see crucial issues (Conditional Risk)
- 3) Insist on total compliance with standards, strictly by the book (Conditional Risk)
- 4) Tend to spend too much time and energy on backup plans (Conditional Risk)
- 5) Tend to set idealistic and unrealistic goals (Conditional Risk)

SELF Values (Prioritized Core Strengths)

- 1) Maintains a positive attitude toward themselves (Excellent Access)
- 2) Maintains a positive attitude toward the world (Excellent Access)
- 3) Makes an effort to maintain principles in all matters (Excellent Access)
- 4) Is optimistic and believes the best will work out (Very Good Access)
- 5) Total commitment to goals (Very Good Access)
- 6) Open to mistakes and willing to change (Very Good Access)
- 7) Accepts responsibility their mistakes (Very Good Access)
- 8) Sticks by decisions (Very Good Access)

SELF Values (Prioritized Development Areas)

- 1) Focused, idealistic thinking can lead them to overlook obstacles (Conditional Risk)
- 2) Does not build confidence that things will be done (Conditional Risk)
- 3) Insists on conformity to standards and expectations (Conditional Risk)
- 4) Susceptible to fear of success or failure, to lack of recognition and attention (Conditional Risk)

Priority List of Critical Leadership Performance Dimensions

Listed below are the Critical Leadership Performance Dimensions. These factors are listed in order of the talent you currently display for paying attention to and valuing them. The first Talent is your strongest, followed by the rank order of the remainder of the factors.

1. SETTING VISION, MISSION AND PURPOSE
2. BUILDING TRUST AND A COMMON BOND
3. MAINTAINING CONSISTENCY AND CONFORMITY
4. FOSTERING INNOVATION AND CHANGE
5. DEVELOPING STRATEGY, DISCIPLINE
6. INSTILLING RESPONSIBILITY AND INTEGRITY

Prioritized Leadership Values (Core Strengths)

1) Optimism, Seeing And Expecting The Best (Vision, Mission)

Maintains a positive attitude toward themselves

2) Optimism, Seeing And Expecting The Best (Vision, Mission)

Maintains a positive attitude toward the world

3) Walking The Walk, Keeping Promises (Integrity)

Accepts responsibility for consequences

4) Being Fair And Consistent (Team Synergy)

Sets priorities in relationships

5) Building Confidence and Competence (Trust)

Helps people to have the confidence to take risks

6) Personal Competence And Confidence (Preparation, Tactics)

Has good problem solving ability

7) Building Confidence And Competence (Trust)

Encourages others and provides positive reinforcement

8) Optimism, Seeing And Expecting The Best (Vision, Mission)

Is optimistic and believes the best will work out

9) Respecting Authority, Rules And Codes (Consistency, Conformity)

Respecting authority

10) Personal Discipline (Strategy, Discipline)

Total commitment to goals

Prioritized Leadership Values (Development Areas)

1) Prioritizing actions, setting priorities (Results)

Ideal thinking leads them to overlook critical issues

2) Listening, Delegating And Developing (Team Synergy)

Has difficulty assigning tasks clearly or specifically

3) Translating plans into action (Strategy, Discipline)

Ideal, perfectionistic thinking makes them have difficulty meeting schedules

4) Building Action Plans, Schedules, Timelines (Preparation, Tactics)

Too concerned about controlling results to identify accurately the time needed to complete tasks

5) Paying attention to getting things done (Results)

Idealistic expectations leads them to put off detail work

6) Personal Discipline (Strategy, Discipline)

Focused, idealistic thinking can lead them to overlook obstacles

7) Paying attention to getting things done (Results)

Likely to take too long analyzing and not respond quickly