



RIGHT-HIRE

Assessment Precision in Hiring and
Talent Management

Manager Assessment

Prepared for:

Demo Sample

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Right-Hire Congratulations Demo Sample

You are now in possession of your Value Analysis from Axiometrics International, Inc.

Axiometrics International, Inc., is an organization that utilizes the practical application of the life's work of Dr. Robert S. Hartman, the discoverer of a new mathematical science called Axiology.

Axiology measures your ability to value. Your capacity to value is a talent or ability by which you organize your thinking and emotions to make decisions or value judgments. Your value talent is a measure of your ability to:

- 1) see and filter what is happening around you, and in yourself
- 2) build concepts and ideas by focusing on what is important to you
- 3) translate your ideas and expectations into decisions.

These three activities are the keys to understanding how we all make decisions.

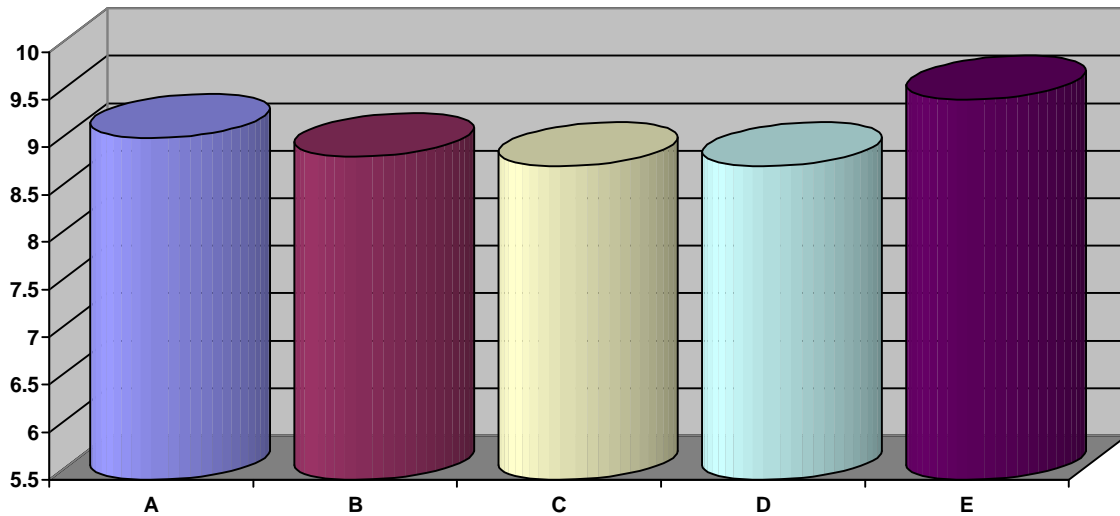
Demo, your ability to make value judgments is a natural activity of the mind and is similar to musical talent and ability. Each person has certain inborn skills or aptitudes. Some individuals have an ear for musical notes; others can be taught to recognize the notes. Both types of individuals can develop their natural talent and apply this talent as musicians. In the same way, some individuals have better developed natural talent for making value judgments and can make better decisions. These individuals have a clearer idea of what is important, can see things which other miss, are very creative problem solvers, make decisions which always seem to be on target, and are sensitive to the needs and concerns of others.

Value talent, like musical talent or sports talent, can be learned and improved. The first step in developing your value talent is to identify your level of development, and to find out what specific types of talent you have. The value analysis is designed to let you come into contact with your ability to think and make value judgments about yourself and the world around you. This analysis will give you an opportunity to experience the biases which focus your thinking, the natural skills which your mind uses on a day to day basis to make decisions, the strengths which belong to you, the areas for development which can improve your ability to be you, and the combination of talent which defines your uniqueness.

Remember that your value analysis is not a psychological, intelligence, or aptitude test. Your value talent is a measure of your ability to utilize your intelligence, access your natural and learned skills, and control your emotions. Your value profile describes the unique patterns that belong to you and capture both the unique structure of the way you think as well as the way you change as you grow and develop. Your value profile is a slice out of time, a cross section of your life's history showing where you are, how well you are using your talent, and the stresses and strains which you are experiencing.

Manager Assessment

OVERVIEW GRAPH



Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	6.0 to 8.29

A) Deciding What Needs To Be Done (Secondary Strength) — Identifies the issues that are relevant and need attention.

B) Managing Activities (Secondary Development) — Measures the ability to see what is needed to get things done.

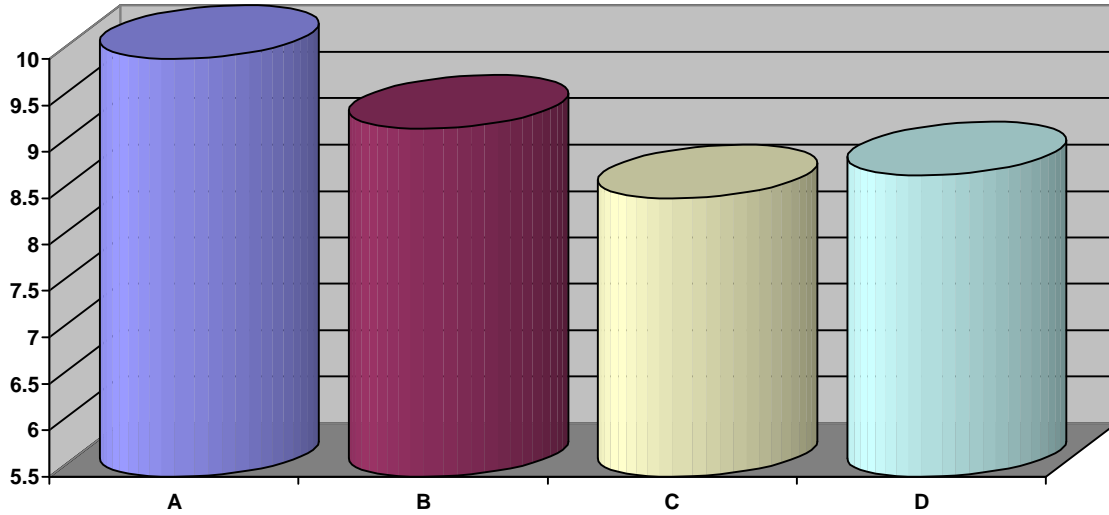
C) Planning & Organizing (Secondary Development) — Measures the ability to set goals, build plans, and translate them into action.

D) Making Things Happen (Secondary Development) — Measures the capacities needed to marshal one's energy and drive toward goals.

E) Relating With Others (Primary Strength) — Measures the ability to see and appreciate others and deal with them on a daily basis.

Manager Assessment

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.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

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

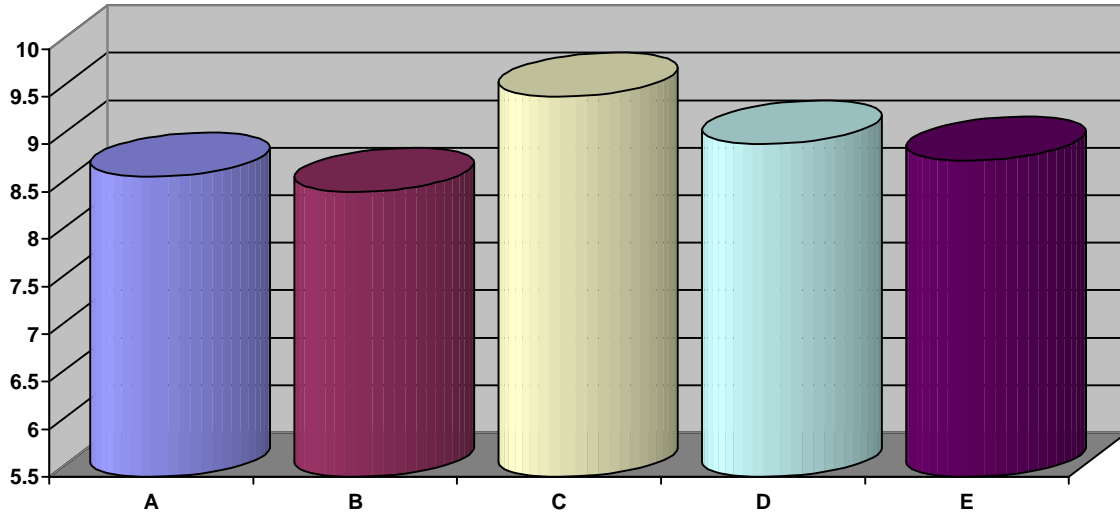
B) Proactive Thinking (Secondary Strength) — The ability to think ahead, to plan for consequences of actions and decisions rather than reacting to circumstances.

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

D) Integrative Ability (Secondary Development) — The ability to readily identify the heart of the problem, the critical elements of a situation and to generate workable solutions.

Manager Assessment

MANAGING ACTIVITIES



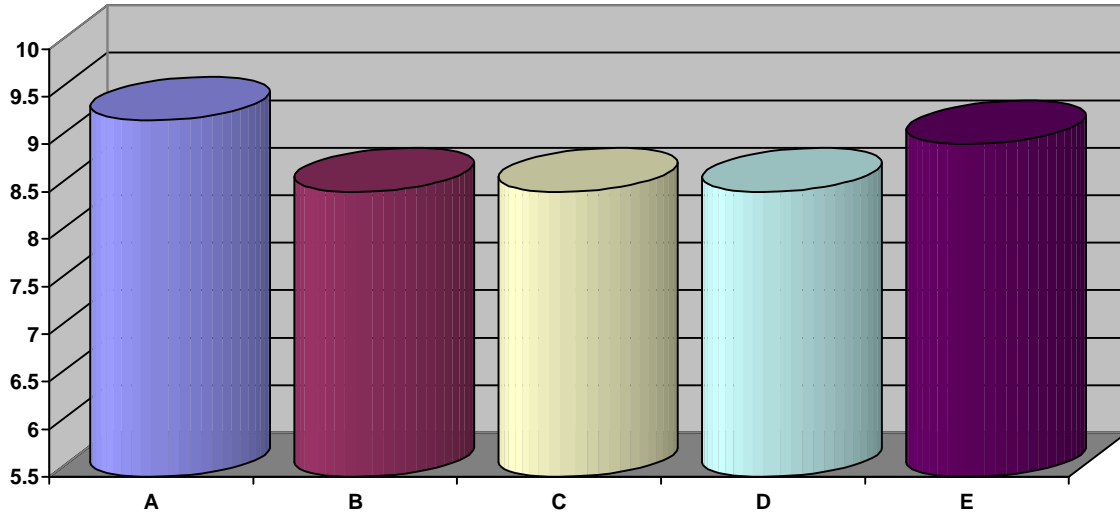
MANAGING ACTIVITIES: These capacities measure a person's ability to see what needs to be done, who needs to do the work and how things need to be done.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Evaluating What Needs To Be Done (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 (Secondary Development) — The ability to clearly see and pay attention to flaws in things, people and situations.
C) Doing Things Right (Primary Strength) — This component measures one's insistence that things be done according to specifications and plans, their attention to excellence and perfection.
D) Attitude Toward Authority (Secondary Strength) — This component measures the willingness to conform to existing codes, rules and sources of order and control.
E) Meeting Deadlines (Secondary Development) — This component measures the ability and willingness to maintain a strong sense of responsibility for meeting schedules and deadlines.

Manager Assessment

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.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

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.

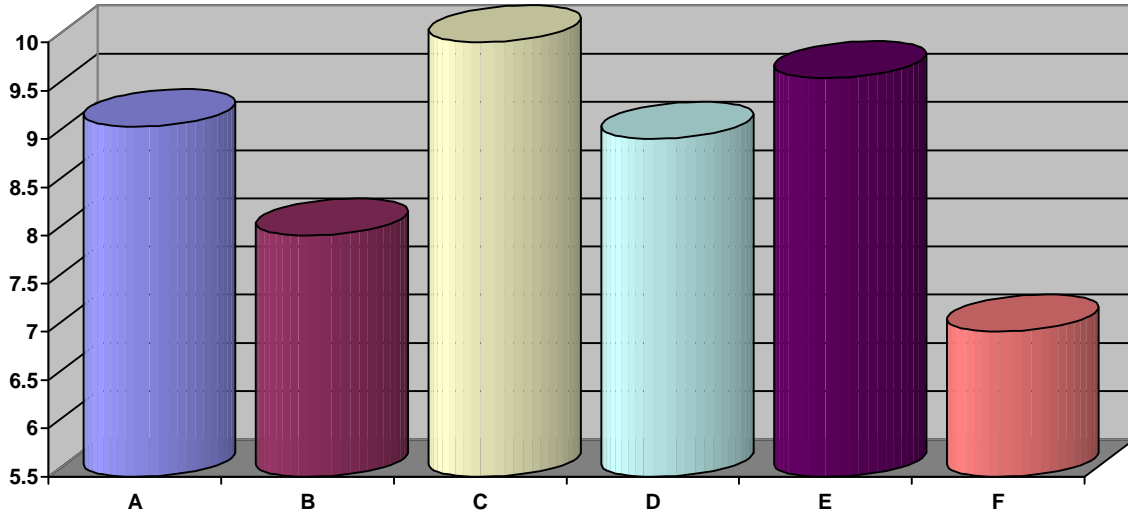
C) Concrete Organization (Secondary Development) — The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.

D) 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.

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

Manager Assessment

MAKING THINGS HAPPEN



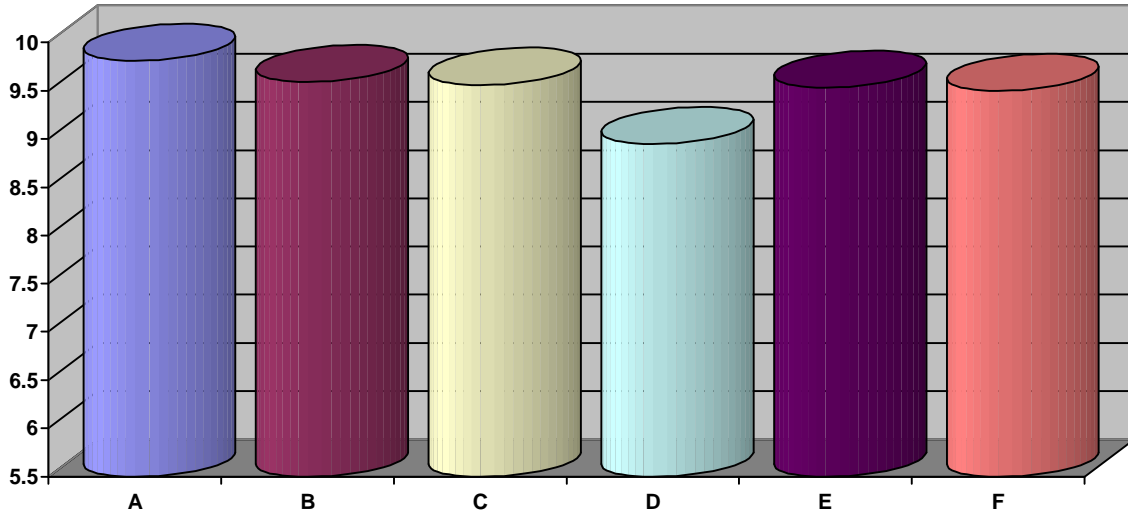
MAKING THINGS HAPPEN: Achievement Drive is a composite of several internal value structures that provide the primary driving impetus for a person to perform at a level higher than the average or to continually strive to achieve a higher performance level.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Goal Directedness (Secondary Strength) — Goal Directedness is the ability to be excited about and committed to one's goals and to marshal energy to push toward the attainment of these goals.
B) Results Oriented (Primary Development) — Results Oriented is the ability to pay attention to the achievement of concrete results. Attaining results is a major factor pushing one to action.
C) Role Satisfaction (Primary Strength) — This component measures the degree of satisfaction and confidence one has in their role.
D) Persistence (Secondary Strength) — The ability of an individual to maintain direction regardless of circumstances, to stay on target until one's goal is achieved.
E) Consistency (Primary Strength) — The ability to maintain a sense of order, constancy and continuity in one's actions, to be able to transfer goals into action.
F) Health Tension Index (Primary Development) — This component measures how well one can balance anxiety, despair and depressive attitudes.

Manager Assessment

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.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

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

B) Insight Into Others (Primary Strength) — This component measures a person's ability to see and understand the needs and interests of others, to identify and relate with the needs and concerns of others.

C) Listening To Others (Primary Strength) — This component measures a person's ability to see and understand the needs and interests of others, to identify and relate with the needs of others.

D) Talking At The Right Time (Secondary Strength) — This component measures how well an individual listens to another person's point of view without imposing personal biases and expectations.

E) 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.

F) 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.

Manager Assessment

PRIMARY STRENGTH COMMENTS

Intuitive Insight: (Deciding What Needs To Be Done)

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

Doing Things Right: (Managing Activities)

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.

Role Satisfaction: (Making Things Happen)

You are confident that what you are doing is what is best for you and that your social/role accomplishments will serve a useful function for yourself and for society. This confidence combined with your feelings of personal competence will build an urgency to get things done and to push ahead with energy and commitment.

Consistency: (Making Things Happen)

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.

Attitude Toward Others: (Relating With Others)

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

Insight Into Others: (Relating With Others)

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

Manager Assessment

PRIMARY STRENGTH COMMENTS

Listening To Others: (Relating With Others)

You have the ability and willingness to listen to what others are saying, to pay 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.

Patience With Others: (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 others when they need attention to issues which are not of concern to you or when they express viewpoints contrary to your own.

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.

Manager Assessment

SECONDARY STRENGTH COMMENTS

Proactive, Conceptual Thinking: (Deciding What Needs To Be Done)

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.

Attitude Toward Authority: (Managing Activities)

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.

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 which reflect what you think is right.

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.

Goal Directedness: (Making Things Happen)

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: (Making Things Happen)

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.

Manager Assessment
SECONDARY STRENGTH COMMENTS

Talking At The Right Time: (Relating 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.

Manager Assessment

SECONDARY DEVELOPMENT COMMENTS

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

You need to learn to pay more attention to practical, common sense thinking and to 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.

Integrative Ability: (Deciding What Needs To Be Done)

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 situations rationally rather than impulsively and emotionally.

Evaluating What Needs To Be Done: (Managing Activities)

Your thinking can become clouded either by excess attention or 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 your alternatives for action and make certain that you are seeing things from all relevant perspectives.

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.

Meeting Schedules And Deadlines: (Managing Activities)

You have a strong sense of perfection and idealism which 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.

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.

Manager Assessment
SECONDARY DEVELOPMENT COMMENTS

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 checklist which 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.

Manager Assessment

PRIMARY DEVELOPMENT COMMENTS

Results Oriented: (Making Things Happen)

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.

Health-Tension Index: (Making Things Happen)

You are an inner directed person who sees self 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 relevance of your thinking and the practicality of your standards and expectations.

Manager Assessment
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Keen Intuitive Insight and Common Sense Ability

Intuitive insight and intuitive feelings provide a powerful and reliable source for problem solving. Our research has shown that entrepreneurs, artists, salespeople and crisis problem solvers have strong intuitive ability as a common strength. Intuitive insight is a legitimate source of thinking. In many circles, this talent is treated as a source of emotion rather than thinking and logic. We measure intuitive insight as the ability to readily identify a problem, a potential solution or a direction which is fruitful and as the ability to see a person, thing, situation or idea in its total meaning.

You have excellent intuitive insight. Your intuitive ability gives you knowledge that is accurate and reliable which can immediately identify when something is wrong, when someone can be trusted, when a decision is the right decision, and when the direction in which you are heading is your best and most fruitful path.

Keen Insight Into Others

The ability to be sensitive to the unique worth of others is a powerful talent which connects directly to what is most valuable in our universe. You are very fortunate to have this talent. You have an excellent ability to readily identify the needs and interests of others. You have a genuine gift for helping people to see what makes them unique and special. You are sensitive to the needs and issues of others and to the protection of the individuality and freedom of others.

You are likely to be optimistic about, concerned about and open and available to others. You are a very compassionate, feeling person who has concern and respect for the opinion of others. You do tend to become too personally involved with others and to be too sensitive about how your actions will affect others. When you trust others, you are likely to give yourself totally to them and may be disappointed when they do not return the same trust, interest and commitment to you.

Manager Assessment
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Very Good Conceptual, Analytical Thinking Ability

Each morning when we get up, we believe that the sun will be in the sky and that the air we breathe will be available to us. This faith or belief factor gives meaning to our experiences. Meaning brings order to our experiences, gives us names and labels which we can use on a common basis, helps us anticipate where we will go, reinforces our beliefs and helps us form habits such that we do not have to experience each experience as totally new.

You have a very good ability for seeing and appreciating the need for order, structure and conceptual meaning. You have a keen appreciation for ideas, plans and strategies. You will likely pay attention to keeping things consistent, doing things right, focusing on clear, orderly thinking and being concerned about the results and consequences of your thinking. You understand the importance of rules, norms and authority for helping us feel secure. You may become too concerned about keeping things in order and, as a result, may feel frustrated when things do not work out as you expect.

Self Direction

The basic questions for all time are enduring 'Who am I?', 'What am I?' and 'What ought I to be?'. These three questions sum up our quest to be. We want to know that we have a purpose, that our lives have meaning. In fact, our research indicates that the strongest and most consistent motivating factor in all individuals is self direction and self purpose.

You have an excellent capacity for seeing and appreciating inner self order and self direction. You are keenly perceptive of those inner ideals and principles which can guide your conduct and instill a sense of duty and loyalty. You have an excellent awareness of your self definition and self meaning which gives you a sense of comfort that things will work out for the best. You understand where you want to go with your life, what will give your life meaning and purpose; however, you currently have some doubts and questions about which direction is best for you. You may delay decisions concerning self development until you are more certain about what is best.

Manager Assessment
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Social, Role Awareness

Our research identifies three key sources for motivation needs, wants and expectations. Expectations define our goals, our sense of meaning and purpose. Needs define our total inner self, including everything from fulfillment to ambition. Our wants focus on what we are doing, what satisfies us, what gives us a sense of enjoyment and makes us feel that we fit into society. Wants then define our social and role self, what we are, and bring to one point in time what we think we ought to be, and who we ultimately are.

You have the ability to correctly identify the type of social and role image which will provide you a sense of competence, confidence and satisfaction. You understand your place and function in society and feel good about what you are doing. Even in situations in which you may feel some anxiety when you are not able to achieve what you want or what you think you ought to achieve, your confidence and self assuredness can keep you on track. You know what it will take to provide a sense of satisfaction and achievement.

Dynamic, Positive Attitude Toward The World

Our research proves that all individuals have special talent and gifts which form the basis of their uniqueness and which can be developed and applied. Our experience also shows that most performance difficulties occur not because of lack of talent but from a lack of access to the talent. Many times individuals who succeed do not have the greatest talent. What these successful persons do have is the ability to utilize what talent they have. They believe that things can and will work out for them.

You are extremely fortunate to be one of those individuals who has a dynamic, positive overall attitude toward the world around you. Regardless of the difficulties that come your way, you believe that things can and will work out. Your trust and optimism gives you a sense of comfort in difficult situations and provides you the ability to bounce back and deal with stress, mistakes and failures.

Manager Assessment
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Self Awareness and Self Acceptance

You have the ability to see and appreciate your inner self worth and uniqueness. You know who you are and what it will take to meet your needs and provide a sense of fulfillment, satisfaction and achievement. Moreover, you have the ability to be realistically in touch with your strengths and limitations. You have the ability to correctly identify the type of social/role image which will provide you a sense of competence, confidence and satisfaction. Even in situations in which you may feel some anxiety when you are not able to achieve what you want or what you think you ought to, your confidence and self assuredness can keep you on track and reduce anxieties and tensions.

You have the ability to set realistic goals and plans and to marshal your energies to attain these goals. You have a strong sense of inner principles and ideals which can keep you on course even when things do not work out as you expect, and which provide a keen understanding and appreciation for commitment and loyalty.

Attention To The Worth of Others

The ability to be sensitive to the unique worth of others is a powerful talent which connects directly to what is most valuable in our universe. You are very fortunate to have this talent. You are sensitive to the needs and issues of others and to the protection of the individuality and freedom of others. You are likely to shift from (1) being open and available to others, trusting of others and attentive to the positive potential of others to (2) becoming cautiously discrete and suspecting of others when things do not work out as you expect or when you suspect the intentions of others. You can become unrealistically optimistic about others, expecting them to be better than they can be.

You emphasize the importance of allowing others to express their ideas with their own flavoring and of paying attention to the effect of your response on others. Your concern for others may lead you to avoid conflicting or difficult subjects and situations and to spend too much time and energy trying to satisfy others.

Manager Assessment
IDENTIFYING VALUE TALENT
BLOCKING VALUES
(Sources of Interference)

Doubts and Questions About The Future

You have very clear insight about your future direction. Your ability to see and set goals gives you the capacity to see and understand which plans and strategies are worth your time and attention, to feel a sense of purpose and meaning in your life, and to know which ideals and principles will guide you in your life and conduct. Moreover, you have the ability to know what is worth your time, energy, and focus.

You do currently have doubts and questions about which direction is best for you. As a result of this indecisiveness about the future, you may tend to hold back your energy and commitment until you are more certain about what is best for you. Even though you can clearly see and understand your goals and plans, you may not be willing to go full force toward their attainment. These doubts are an indication of a transition experience; therefore, any hesitation or anxiety you may be feeling will be pushed aside once you have decided which direction is best for you.

Too Much Attention To Social, Role Image And Expectations

You have an excellent capacity for seeing and appreciating your place and function in the world and for clearly identifying social and role norms and expectations. You have the ability to know what type of performance will make you feel competent, confident, and satisfied. You are confident about your ability to perform, attentive to your social image and comfortable with what you are accomplishing in your job.

Your attention to social and role expectations, your emphasis on defining yourself through job performance, and your confidence about what you are doing can lead you to become too concerned about your social image and job performance. You may see yourself only through your role or through what others think or say about you and become too sensitive about what others think or say about you. Moreover, your confidence can lead you to expect more from yourself or more from your achievements than is possible and may lead you to overlook your mistakes and overestimate your ability to perform.

Manager Assessment
IDENTIFYING VALUE TALENT
BLOCKING VALUES
(Sources of Interference)

Tendency To Be Too Optimistic About Others

You are a very compassionate, feeling person who shows concern and respect for the opinion of others. You tend, however, to shift from being too open and available, too trusting and too sensitive to others, to being cautiously discrete and skeptical of the intentions of others when they do not live up to your expectations. Your concern for and optimism about others can lead you to expect people to be better than they are or better than they can be. You may be disappointed when you feel that you give more to others than they give back to you.

Your concern for others may lead you to avoid conflicting or difficult subjects and situations, to delay stressful encounters until they become a crisis and to overlook flaws and inadequacies in others. When you trust someone, you make a total commitment to them. In return, you tend to expect the same total acceptance and commitment from others. In some cases, you may demand more from others than they can give or expect more from them than they are willing to give.

Inner Directed Focus In Your Thinking

Your ability to see and accept yourself is a unique gift which can function as a key strength. Your inner directedness, however, can also interfere with your decision making and with your ability to successfully apply your talent. The same inner focus which acts as a source of power can lead you to become impatient and frustrated with the world when your ideas and ways of thinking are not accepted or do not fit. You may be too quick to write off the accepted way of doing things, what others think, and even what objective evidence says if that evidence is different from what you believe is right.

When your thinking is in 'sync' with the rest of the world, you have the ability to push ahead of others who must deal with inner doubts and fears. However, when your thinking is different from or not accepted by the world, you may have difficulty getting things to work out as you expect. Moreover, this lack of fit can lead to stress and anxiety which may interfere with your day-to-day decisions.

Manager Assessment
VALUE STRUCTURE OVERVIEW
WORLD

EMPATHY
(CRYSTAL CLEAR)

You are a keenly perceptive individual who has an excellent capacity for seeing and appreciating the inner worth of others and for intuitive insight and gut level feelings about what is right or wrong. You are optimistic and concerned about others and may tend to become too personally involved with others. You tend to open up more readily to those who meet your preset ideas and expectations.

PRACTICAL THINKING
(CLEAR)

You have a very good capacity for practical, common sense thinking and for concrete organization. You tend to be somewhat cautious and hesitant in your practical thinking relying more readily on conceptual, analytical thinking rather than what your common sense tells you. You may delay decisions and actions until you have thought through the issues.

SYSTEM JUDGMENT
(CLEAR)

You have a very good capacity for seeing and appreciating the need for structure, order, consistency and authority. You tend to be a conceptual, analytical thinker and a proactive planner who likes to fit all of the pieces together before making a decision. Your strong sense of perfectionism may turn into a stubborn insistence that things be done right regardless of circumstances.

Manager Assessment
VALUE STRUCTURE OVERVIEW
SELF

SELF ESTEEM
(CRYSTAL CLEAR)

You have an excellent capacity for seeing and understanding your own inner self worth and unique individuality. You tend, however, to not give yourself enough credit, to be inattentive to your own inner worth substituting instead attention to what others expect you to be or attention to your own idealistic and perfectionistic self expectations.

ROLE AWARENESS
(CRYSTAL CLEAR)

You have an excellent capacity for both seeing and appreciating your social/role image and function, for assessing the importance of social status and recognition and social norms and expectations. You are realistically confident that you can and are performing to your potential; however, you may place too much emphasis on social/role achievement overestimating the importance of social image as well as your role.

SELF DIRECTION
(CRYSTAL CLEAR)

You have an excellent capacity to see and appreciate your self direction and inner principles which organize and guide your conduct. You have an excellent ability to see and set clear, realistic self goals but at this time, you do have some doubts and questions about what direction is best for you. This doubt about your future direction can leave you in a holding pattern somewhat hesitant about pushing ahead.

COMPOSITE ATTITUDE SURVEY

WORLD CLARITY	INATTENTIVE TO THE CAPACITY	CAUTIOUS ABOUT THE CAPACITY	ATTENTIVE TO THE CAPACITY	OVERATTENTIVE TO THE CAPACITY
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.

SELF CLARITY	INATTENTIVE TO THE CAPACITY	CAUTIOUS ABOUT THE CAPACITY	ATTENTIVE TO THE CAPACITY	OVERATTENTIVE TO THE CAPACITY
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

WORLD

DIMENSION	CLARITY	LEVEL OF ATTENTION	DESCRIPTION
EMPATHY	CRYSTAL CLEAR	OVERATTENTIVE TO THE CAPACITY	KEENLY PERCEPTIVE OPTIMISTIC INTUITIVE SELECTIVE
PRACTICAL JUDGMENT	CLEAR	CAUTIOUS ABOUT THE CAPACITY	PERCEPTIVE CAUTIOUSLY PRAGMATIC DISCRETE PRESET
SYSTEM JUDGMENT	CLEAR	ATTENTIVE TO THE CAPACITY	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.

SELF

DIMENSION	CLARITY	LEVEL OF ATTENTION	DESCRIPTION
SELF ESTEEM	CRYSTAL CLEAR	CAUTIOUS ABOUT THE CAPACITY	KEENLY PERCEPTIVE INATTENTIVE TO INNER SELF VALUES
ROLE AWARENESS	CRYSTAL CLEAR	OVERATTENTIVE TO THE CAPACITY	KEENLY PERCEPTIVE ATTENTIVE TO SOCIAL IMAGE CONFIDENT
SELF DIRECTION	CRYSTAL CLEAR	CAUTIOUS ABOUT THE CAPACITY	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.
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