



RIGHT-HIRE

Assessment Precision in Hiring and
Talent Management

Manager Synopsis

Prepared for:

Demo Sample

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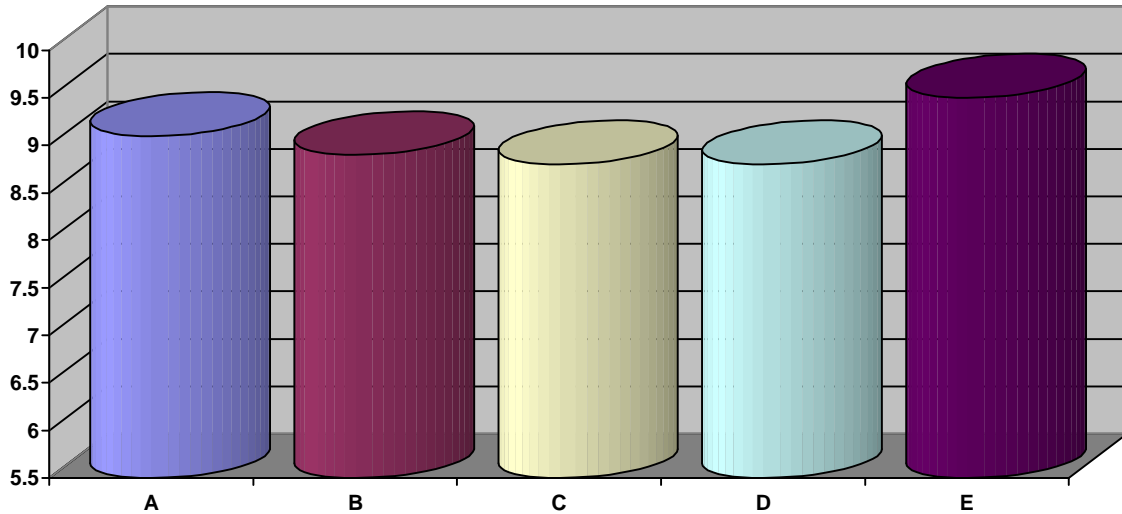
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Manager Synopsis

OVERVIEW GRAPH

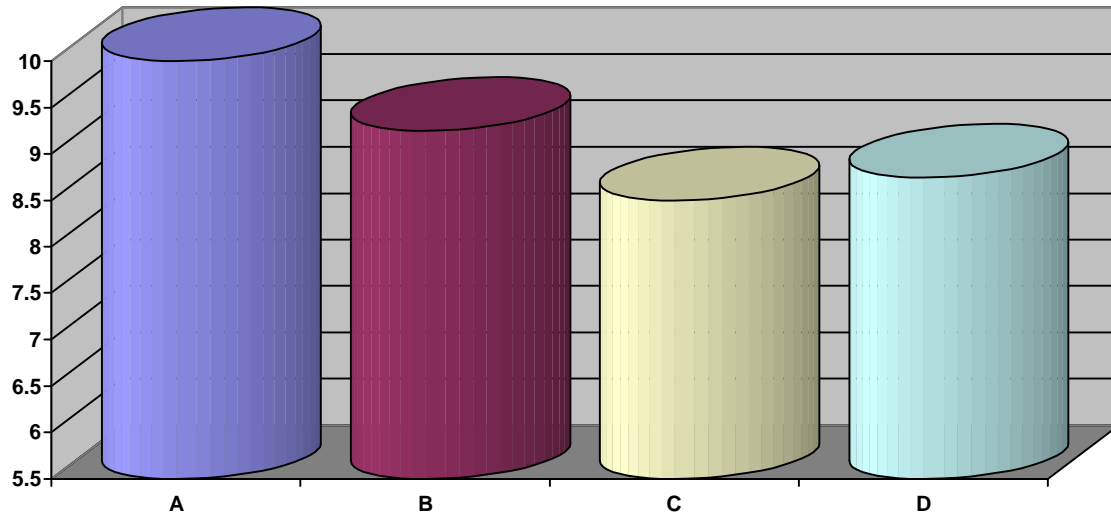


Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	6.0 to 8.29

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 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.

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.

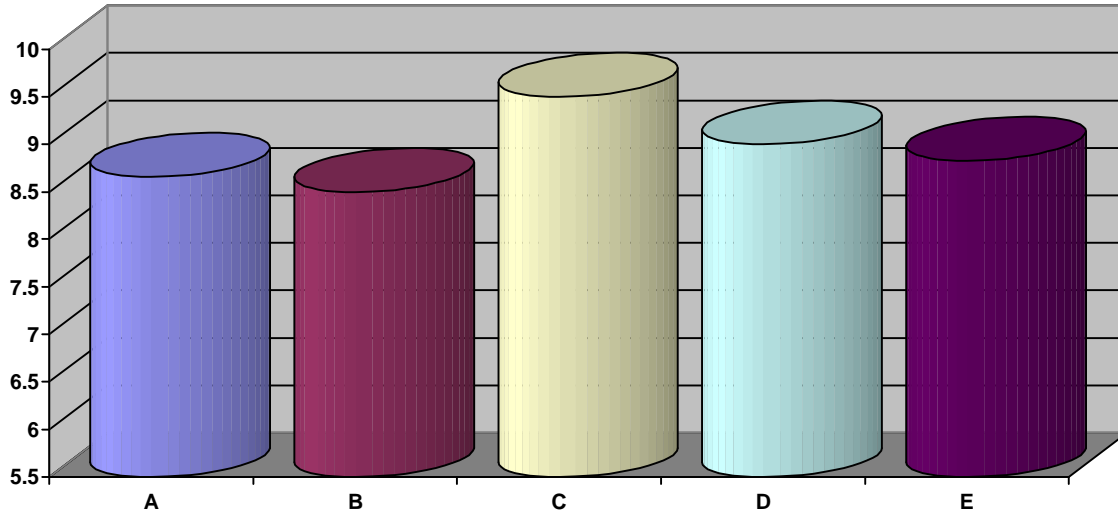
B) Proactive Thinking (Secondary Strength) — The ability to think ahead, to plan for consequences of actions and decisions rather than reacting to circumstances.

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 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.

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.

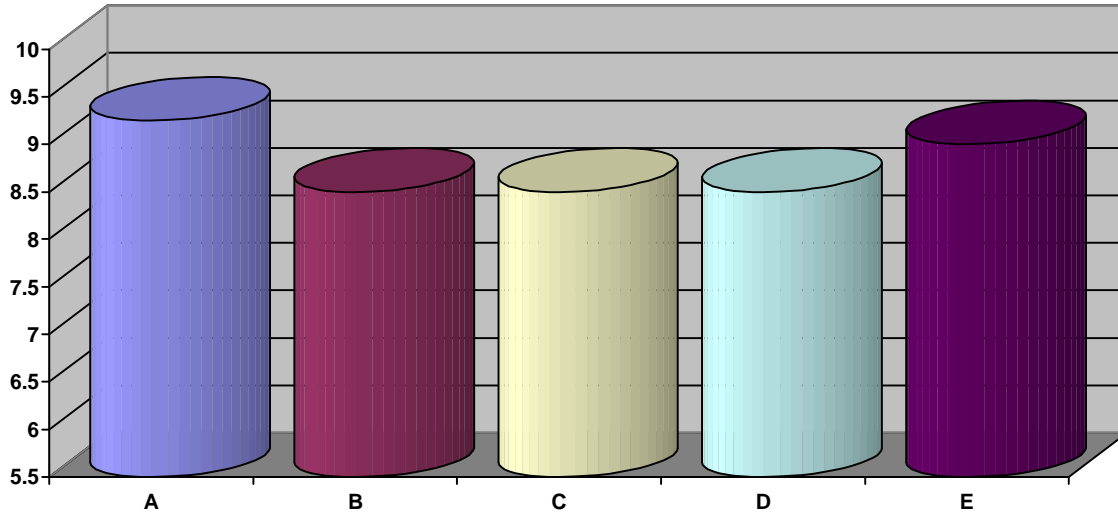
C) Doing Things Right (Primary Strength) — This component measures one's insistence that things be done according to specifications and plans, their attention to excellence and perfection.

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 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.

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.

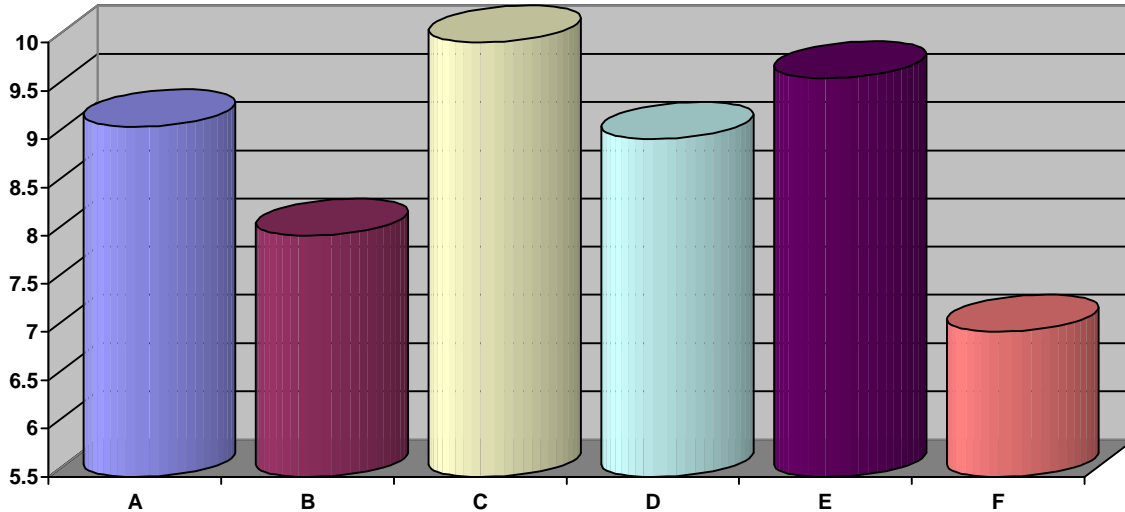
C) Concrete Organization (Secondary Development) — The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.

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 Synopsis

MAKING THINGS HAPPEN



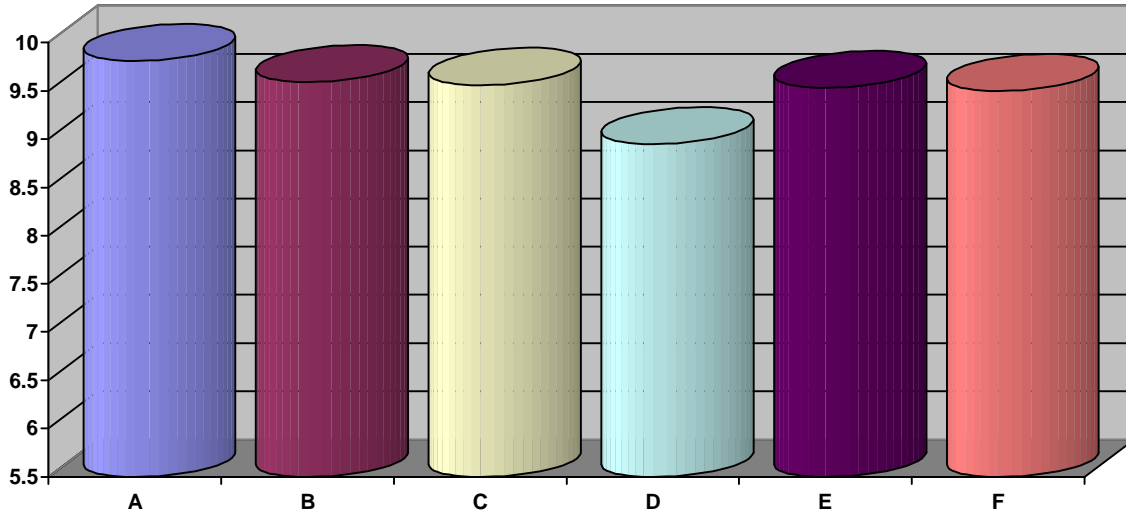
MAKING THINGS HAPPEN: Achievement Drive is a composite of several internal value structures that provide the primary driving impetus for a person to perform at a level higher than the average or to continually strive to achieve a higher performance level.

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 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.

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 Synopsis

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 Synopsis

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 Synopsis

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 Synopsis
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 Synopsis

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 practicality and relevance of your short term plans.

Manager Synopsis **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 Synopsis
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.