



**RIGHT-HIRE**

Assessment Precision in Hiring and  
Talent Management

# Personal Performance Assessment

**Prepared for:**

*Demo Sample*

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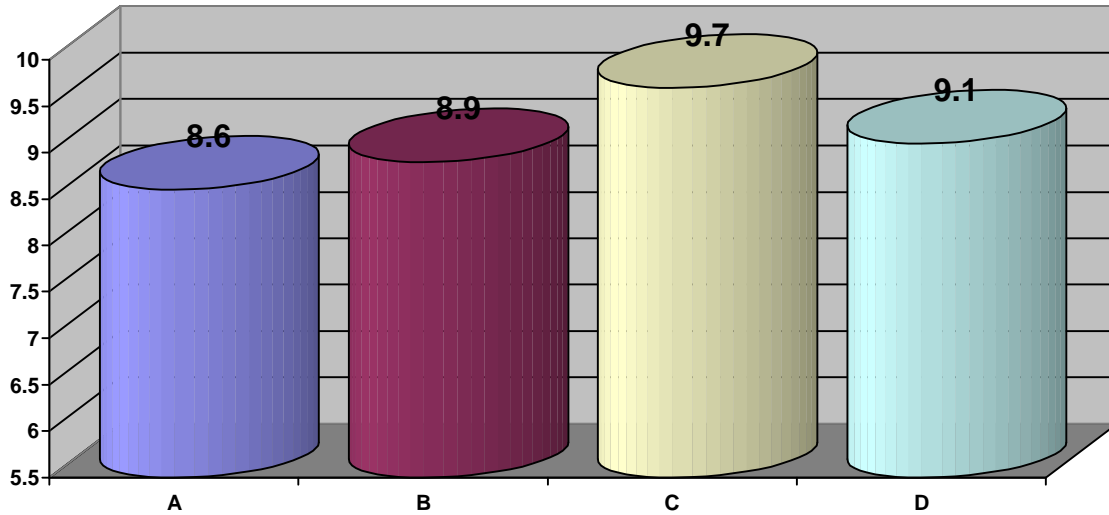
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## Personal Performance Assessment PERFORMANCE INDICATOR SCALE

### GLOBAL GRAPH

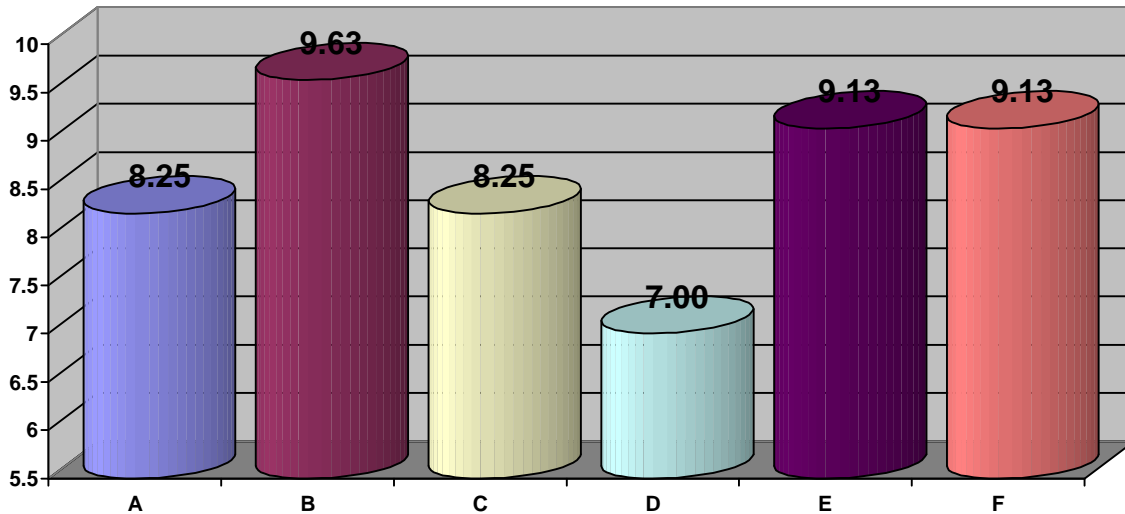


<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) FOCUS (8.6)</b> — Ability to identify and take care of critical issues, tasks, and goals.
<b>B) FIRE (8.9)</b> — Drive and energy for completing tasks and goals.
<b>C) FAITH (9.7)</b> — Belief that the best can and will happen combined with the ability to stay on track regardless of the circumstances.
<b>D) FEAR (9.1)</b> — Sensitivity to exposure and criticism for not measuring up to expectations of self and others, for not completing tasks and goals.

## Personal Performance Assessment PERSONAL PERFORMANCE PROFILE

### FOCUS



**FOCUS:** These capacities measure the ability to marshal energy to attain self goals as well as the ability of be persistent and consistent.

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

**A) Attention To What Is Happening (8.25)** — The ability to pay attention to the achievement of results and to decide to what extent attaining results is a major factor pushing one to action.

**B) Ability To Act Consistently (9.63)** — The ability to maintain a sense of constancy and continuity in one's actions.

**C) Self Control (8.25)** — The ability to maintain self composure in difficult situations, to think and act objectively rather than impulsively and emotionally.

**D) Ability To Manage Stress (7.00)** — This capacity measures how well one can balance and manage anxiety despair and depressive attitudes.

**E) Ability To Set Realistic Goals (9.13)** — The ability to set goals which are within the boundary of available resources and which can be achieved within the projected time.

**F) Flexibility (9.13)** — This capacity measures the effect of rigid, dogmatic views and the effect of these views on the decision making process.

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## ***Personal Performance Assessment*** **DEVELOPMENT COMMENTS** **(FOCUS)**

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### **Attention To What Is Happening: (Focus/Development Area)**

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.

### **Ability To Act Consistently: (Focus/Strength)**

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.

### **Self Control: (Focus/Development Area)**

You do not always maintain a sense of balance in your ability to identify and respond to problems, potentially leading you to react impulsively in stressful situations. You may spend too much time and energy on unnecessary problems or become impatient and feel a need to act before all of the facts and options have been evaluated.

### **Ability To Manage Stress: (Focus/Development Area)**

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.

### **Ability To Set Realistic Goals: (Focus/Strength)**

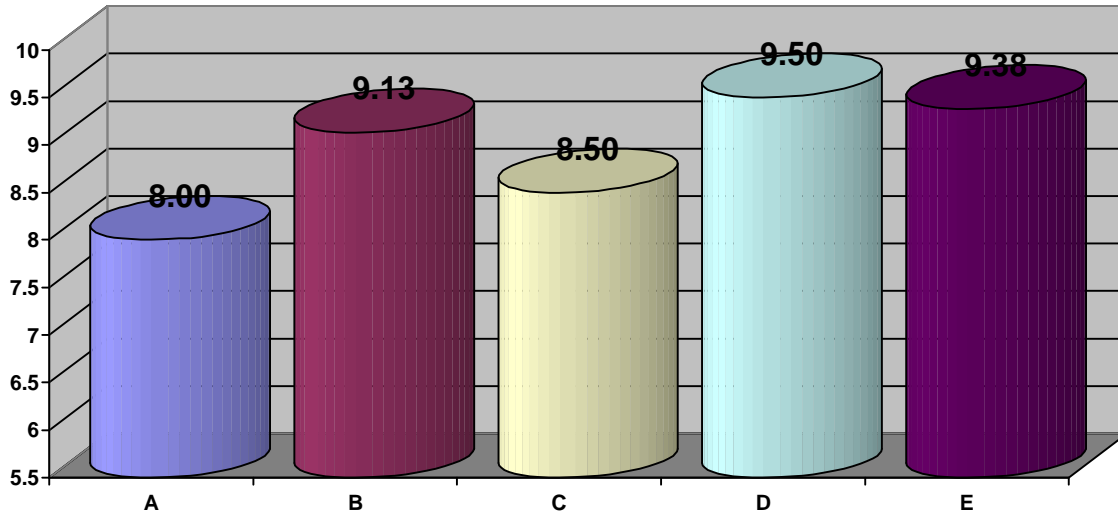
Your strong need to set goals which are challenging, combined with your perfectionism and insistence that things be done right will build a strong sense of commitment and compulsive attention to setting goals and plans which reflect what you think is right.

### **Flexibility: (Focus/Strength)**

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.

## Personal Performance Assessment PERSONAL PERFORMANCE PROFILE

### FIRE



**FIRE: These capacities measure the ability to marshal drive and energy for completing tasks and goals.**

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

**A) Initiative (8.00)** — This capacity measures the ability to direct one's energies toward the completion of a task with a sense of urgency and mission.

**B) Drive Toward Goals (9.13)** — This capacity measures the ability to be excited about and committed to one's goals and to marshal energy to push toward the attainment of these goals.

**C) Need To Achieve (8.50)** — This capacity measures how strongly one needs to attain success to feel valuable and worthwhile.

**D) Ambition (9.50)** — This capacity measures the ability to set inner ideals which become the standard for achievement and success, a strong sense of drive toward excellence.

**E) Willingness To Take Action (9.38)** — This capacity measures the ability to pay attention to the achievement of concrete results. Attaining results is a major factor pushing one to action.

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## ***Personal Performance Assessment*** **DEVELOPMENT COMMENTS** **(FIRE)**

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### **Need To Get Things Done: (Fire/Development Area)**

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.

### **Drive Toward Goals: (Fire/Strength)**

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.

### **Need To Achieve: (Fire/Development Area)**

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.

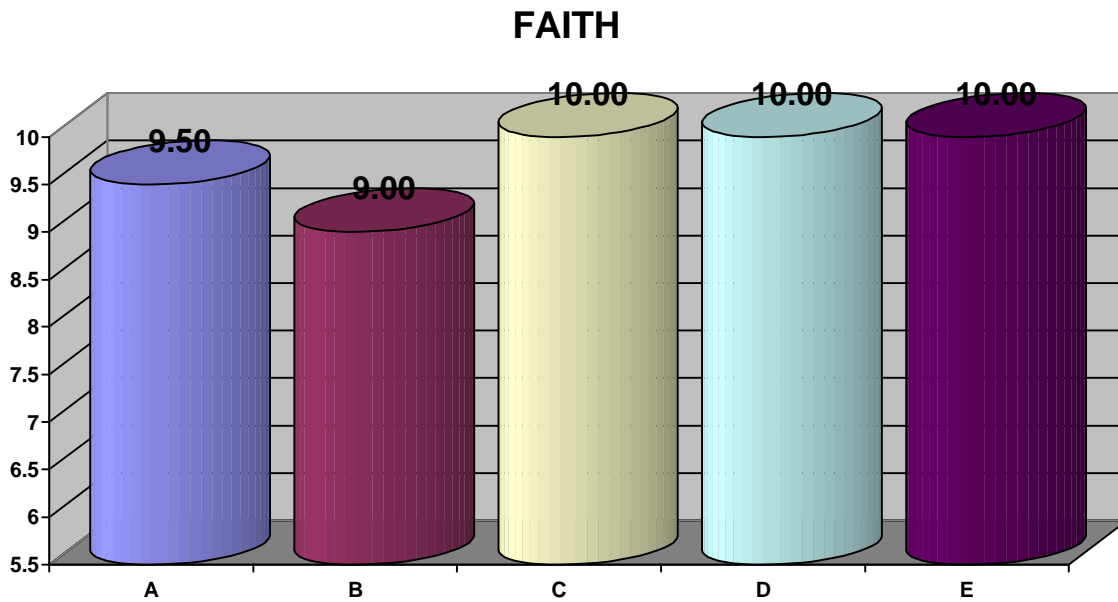
### **Ambition: (Fire/Strength)**

You have the ability to see and understand how to utilize your inner self goals and ideals which 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.

### **Willingness To Get Things Done: (Fire/Strength)**

You have the ability to identify those goals, ideals, actions and activities which 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.

## Personal Performance Assessment PERSONAL PERFORMANCE PROFILE



**FAITH: These capacities measure a person's belief that the best can and will happen combined with the ability to stay on track regardless of circumstances.**

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

**A) Belief In Oneself (9.50)** — This capacity measures the ability to develop and maintain inner strength based on the belief that one will succeed.

**B) Belief In The Future (9.00)** — This capacity measures the ability of to maintain one's direction in spite of the obstacles and to stay on target regardless of circumstances.

**C) Belief In The Present (10.00)** — This capacity measures's one's ability to feel comfortable and competent about what one is doing and how one is being viewed in society.

**D) Attitude Toward Oneself (10.00)** — This capacity measures the ability to consistently maintain a positive attitude toward oneself.

**E) Overall Optimism (10.00)** — This capacity measures the ability to maintain consistently positive attitudes which expect that the best can and will happen.

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**Personal Performance Assessment**  
**DEVELOPMENT COMMENTS**  
**(FAITH)**

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**Belief In Oneself: (Faith/Strength)**

You have the ability to develop and maintain realistic confidence in your capacity to perform and to live up to social and role images and expectations. Rely on the strength and realistic nature of your confidence to get things done and promote optimism around you.

**Belief In The Future: (Faith/Strength)**

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.

**Belief In The Present: (Faith/Strength)**

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.

**Self Attitude: (Faith/Strength)**

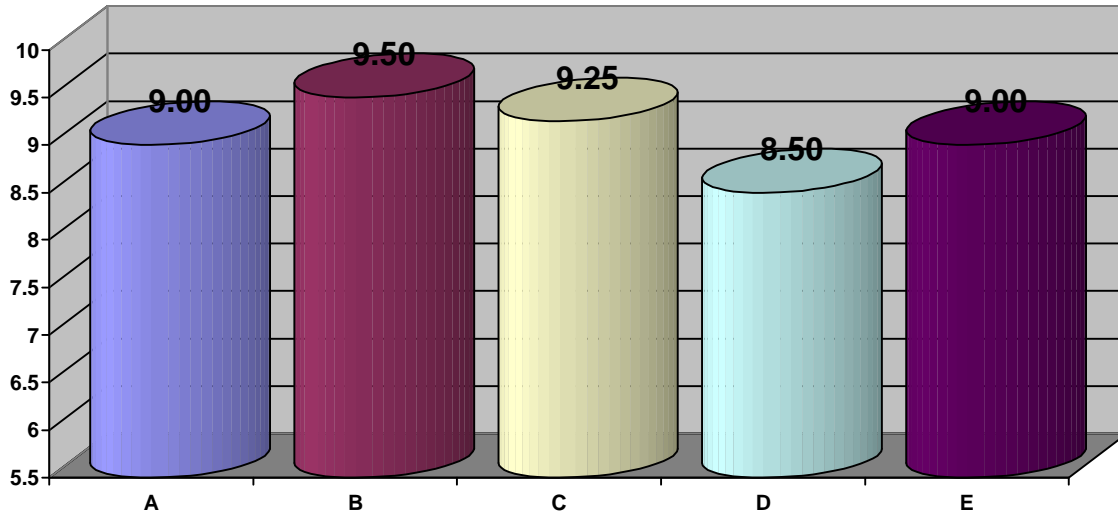
You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development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

**Overall Optimism: (Faith/Strength)**

You have a very dynamic, positive overall attitude which 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.

## Personal Performance Assessment PERSONAL PERFORMANCE PROFILE

### FEAR



**FEAR: These capacities measure a person's sensitivity to exposure and criticism when they do not measure up to expectations or complete tasks and goals.**

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
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<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Fear Of Disappointing Others (9.00)</b> — This capacity indicates the degree to which one can be objective about others without allowing personal feelings, positive or negative, to get in the way of making decisions.
<b>B) Fear About Performing To One's Best (9.50)</b> — This capacity measures the effect of social/role frustration and dissatisfaction on one's ability to consistently feel competent and functional.
<b>C) Fear About Realizing Goals (9.25)</b> — This capacity measures the effect of setting personal goals which are either unrealistic or do not demand the best.
<b>D) Fear About Fitting In (8.50)</b> — This capacity measures the importance of being a member of a team and working in a comfortable place where one is liked and accepted.
<b>E) Fear About Being Worthy (9.00)</b> — This capacity measures the ability to see and appreciate one's unique worth and individuality, to see and understand 'Who One Is' apart from social/role or ideal self images and expectations.

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## **Personal Performance Assessment DEVELOPMENT COMMENTS (FEAR)**

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### **Freedom From Fear About Disappointing Others: (Fear/Strength)**

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.

### **Freedom From Fear About Performing To One's Best: (Fear/Strength)**

You have the ability to identify a social/role function and social image which will give you a sense of personal competence and functional value. This social/role awareness can act as an anchor to help you deflect any anxiety and frustration you may be currently feeling about where you can functionally fit in society.

### **Freedom From Fear About Realizing Goals: (Fear/Strength)**

You have the ability to identify organizational goals, plans and programs which 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 which lead to their success are carried out right.

### **Fear About Fitting In: (Fear/Development Area)**

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.

### **Freedom From Fear About Being Worthwhile: (Fear/Strength)**

You have a keen appreciation of your uniqueness and individuality and a realistic assessment of your ability to perform, your strengths and talent, as well as your limitations. Your self awareness and self worth can act as an anchor in difficult times and can help you maintain your worth even when things do not work out as expected.

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**Personal Performance Assessment**  
**PERSONAL PERFORMANCE ANALYSIS**  
**KEY SOURCES OF FLOW ORGANIZED BY PRIORITY**

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**Overall Optimism: (Faith/Strength)**

You have a very dynamic, positive overall attitude which 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.

**Self Attitude: (Faith/Strength)**

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.

**Belief In The Present: (Faith/Strength)**

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.

**Ability To Act Consistently: (Focus/Strength)**

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.

**Freedom From Fear About Performing To One's Best: (Fear/Strength)**

You have the ability to identify a social/role function and social image which will give you a sense of personal competence and functional value. This social/role awareness can act as an anchor to help you deflect any anxiety and frustration you may be currently feeling about where you can functionally fit in society.

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**Personal Performance Assessment**  
**PERSONAL PERFORMANCE ANALYSIS**  
**KEY SOURCES OF INTERFERENCE ORGANIZED BY PRIORITY**

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**Ability To Manage Stress: (Focus/Development Area)**

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.

**Need To Get Things Done: (Fire/Development Area)**

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.

**Attention To What Is Happening: (Focus/Development Area)**

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.

**Self Control: (Focus/Development Area)**

You do not always maintain a sense of balance in your ability to identify and respond to problems, potentially leading you to react impulsively in stressful situations. You may spend too much time and energy on unnecessary problems or become impatient and feel a need to act before all of the facts and options have been evaluated.