



**RIGHT-HIRE**

Assessment Precision in Hiring and  
Talent Management

## Professional Profile

**Prepared for:**

*Demo Sample*

- *This material is confidential and personal.*
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- *The content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination.*

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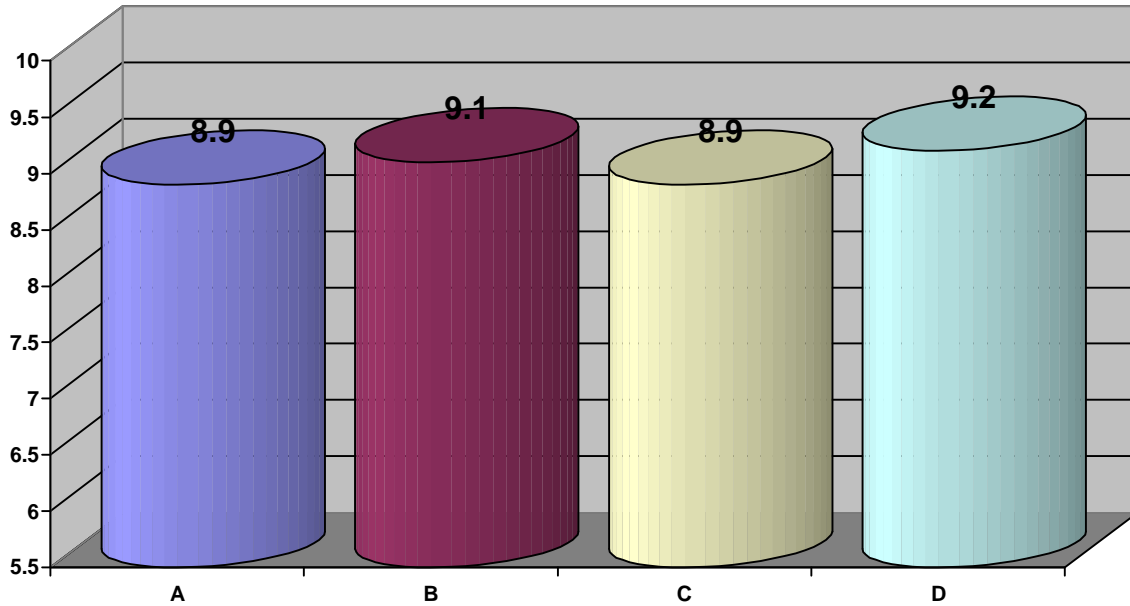
## ***Professional Profile***

### **OVERALL TENDENCIES**

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- Tend to rely on an overall strategy and ideals that anchor your belief in the future as well as intuitive insights, 'gut' feelings and hunches.
- 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 about what is the best course of action.
- Have a strong sense of respect for the individuality, uniqueness and rights of each person.
- Sensitive to the needs and concerns of others and willing to spend time and energy building and maintaining trust.
- May tend to be too trusting, to have unrealistic expectations of others, and to avoid conflicting or difficult situations.
- Have the ability to readily see and understand other viewpoints, but you tend to compare what you hear against what you expect.
- Planning is a tool for organizing your actions to fulfill your mission, purpose, and ideals, but you are likely to leave the details of planning to others.
- Knowing your mission is more important than knowing the individual steps that will lead to goals and complete tasks, or knowing the logistics that will be necessary to support your 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.

## Professional Profile OVERALL INDIVIDUAL SCORECARD



<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) Will You Fit Into The Organization? (8.9)</b>
<b>B) How Well Can You Manage Yourself? (9.1)</b>
<b>C) How Well Can You Think, Solve Problems, And Make Decisions? (8.9)</b>
<b>D) Can You Lead? (9.2)</b>

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## **Professional Profile**

### **TOP TEN CRITICAL SUCCESS COMPETENCIES**

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Listed below are your top ten Critical Success Competencies. These competencies are listed in order of the talent you currently display for paying attention to and valuing them. The first competency listed is your strongest, which is then followed by the rank order of the remainder of the competencies.

<b>Rank</b>	<b>Description</b>	<b>Strength/Development</b>
1	Having good 'gut instincts'.	Primary Strength
2	Consistency and reliability.	Primary Strength
3	Helping others to have the confidence to take risks.	Primary Strength
4	Having optimism and believing that the best can and will happen.	Primary Strength
5	Dependability in good times and bad.	Primary Strength
6	Willingness to learn from your mistakes.	Primary Strength
7	Ability to make decisions with confidence.	Primary Strength
8	Willingness to listen to other viewpoints.	Primary Strength
9	Sticking by a decision once it is made.	Secondary Strength
10	Willingness to change directions when necessary.	Secondary Strength

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## **Professional Profile**

### **FIVE KEY DEVELOPMENT AREAS**

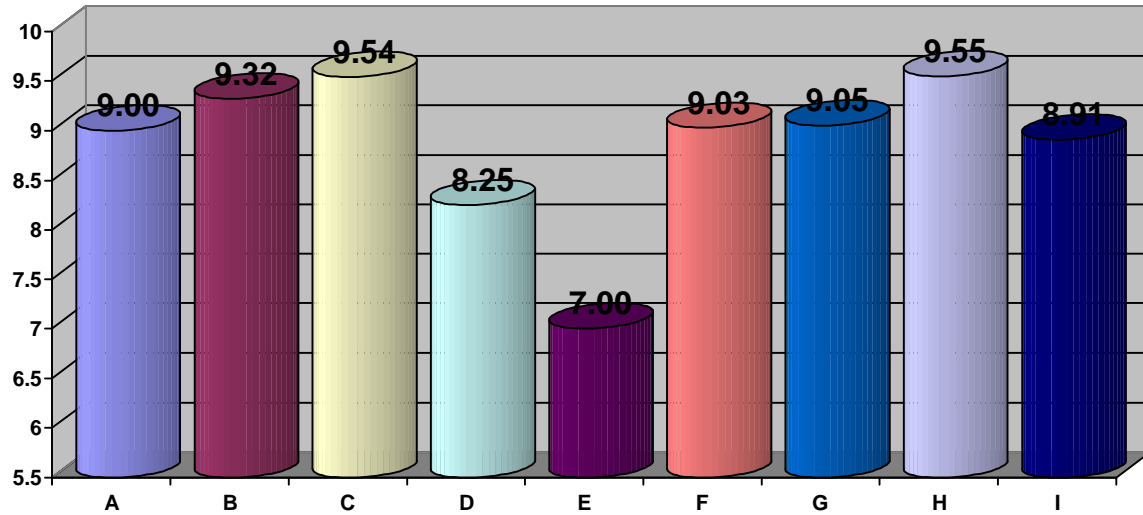
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Listed below are five key development areas from the Critical Success Competencies. These competencies are listed in order of the area which needs the most development followed by the other four in the order of their rank.

<b>Rank</b>	<b>Description</b>	<b>Strength/Development</b>
1	Difficulty managing stresses and anxieties.	Primary Development
2	Difficulty relying on your common sense.	Primary Development
3	Difficulty seeing the big picture.	Primary Development
4	May not stay focused on getting things done.	Secondary Development
5	May not always have a good sense of timing.	Secondary Development

## Professional Profile INDIVIDUAL SCORE CARD

### WILL YOU FIT INTO THE ORGANIZATION?

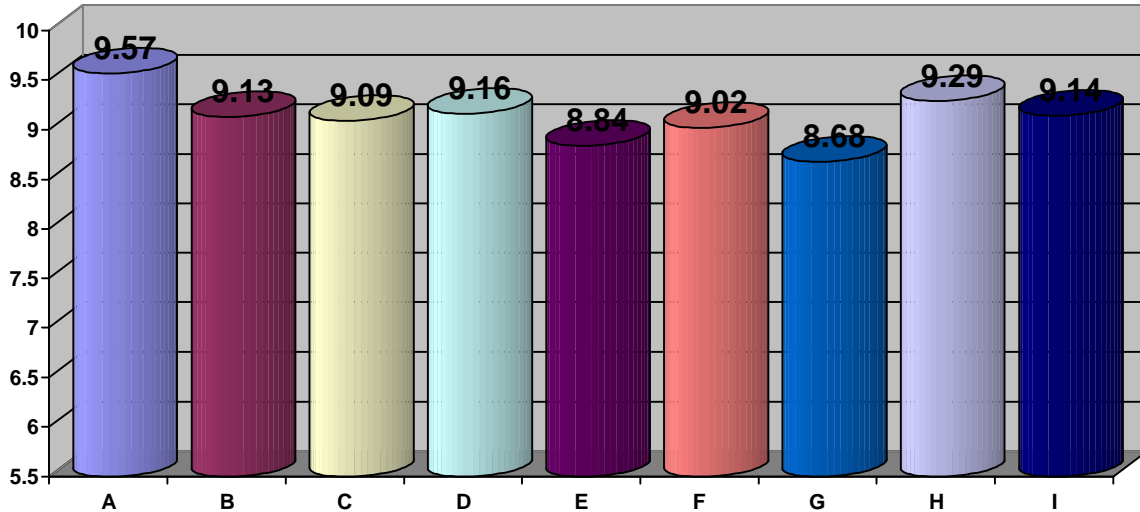


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<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited 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) Maintaining a positive attitude toward those in authority (9.00)</b>
<b>B) Willingness to listen attentively (9.32)</b>
<b>C) Willingness to learn from your mistakes (9.54)</b>
<b>D) Ability to see the big picture, to think long range (8.25)</b>
<b>E) Ability to manage your stresses and anxieties (7.00)</b>
<b>F) Willingness to be a team player, a member of the organization (9.03)</b>
<b>G) Willingness to do what the team asks (9.05)</b>
<b>H) Dependability in good times and bad (9.55)</b>
<b>I) Willingness to match personal priorities to organizational needs (8.91)</b>

## Professional Profile INDIVIDUAL SCORE CARD

### HOW WELL CAN YOU MANAGE YOURSELF?

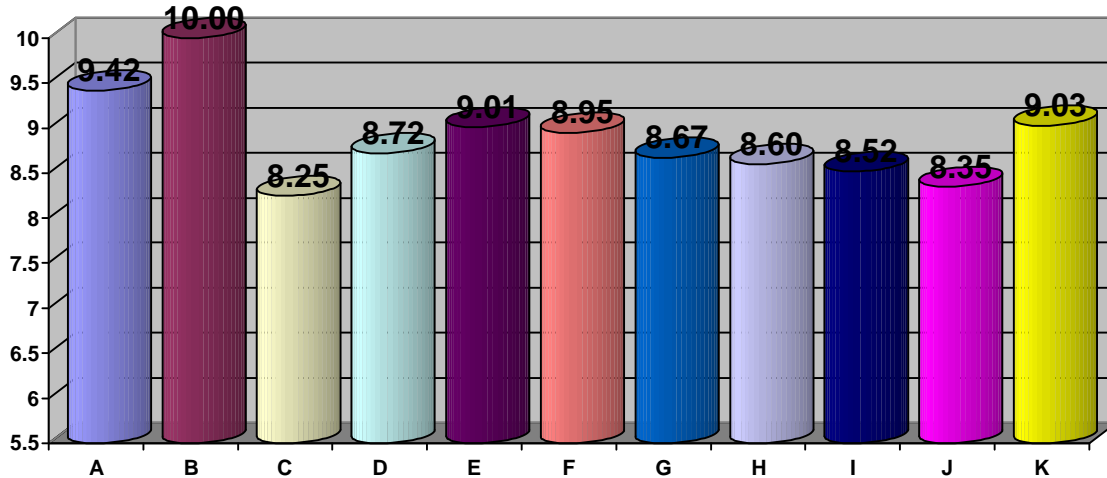


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<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited 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) Having optimism and believing that the best can and will happen (9.57)</b>
<b>B) Having no fear of success or failure (9.13)</b>
<b>C) Understanding what you can and cannot do (9.09)</b>
<b>D) Ability to accept responsibility for your decisions (9.16)</b>
<b>E) Ability to set realistic goals (8.84)</b>
<b>F) Paying attention to consequences (9.02)</b>
<b>G) Having backup plans for those times when things do not work out (8.68)</b>
<b>H) Willingness to do whatever it takes to accomplish your goals (9.29)</b>
<b>I) Willingness to be honest with yourself and others (9.14)</b>

## Professional Profile INDIVIDUAL SCORE CARD

### HOW WELL CAN YOU THINK, SOLVE PROBLEMS, AND MAKE DECISIONS?

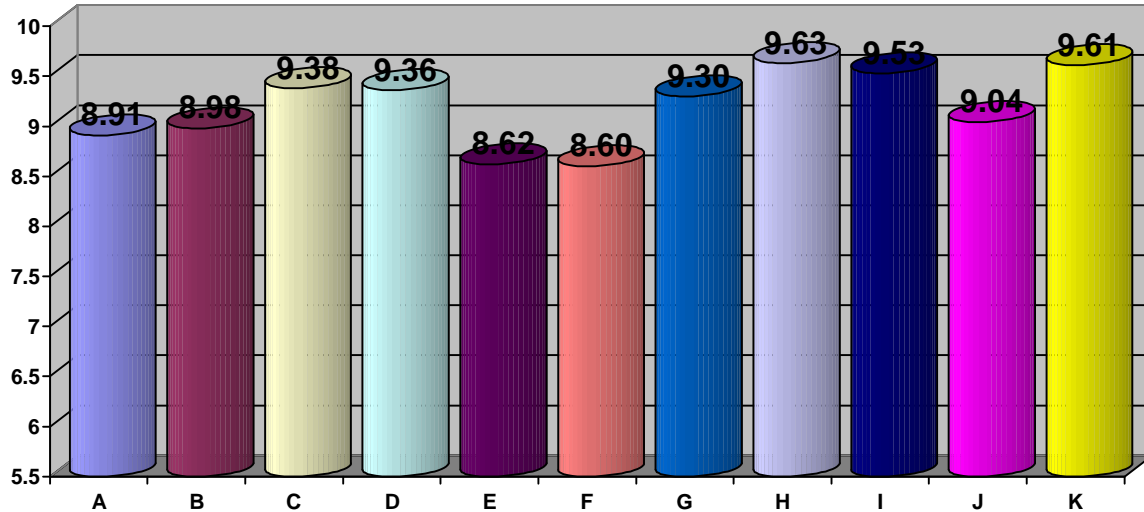


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<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Willingness to listen to other viewpoints (9.42)</b>
<b>B) Having good 'gut instincts' (10.00)</b>
<b>C) Having good 'street smarts' and common sense thinking (8.25)</b>
<b>D) Ability to see a problem before it hits you in the face (8.72)</b>
<b>E) Ability to keep your composure in stressful situations (9.01)</b>
<b>F) Willingness to take the time to find out what is causing a problem (8.95)</b>
<b>G) Ability to think beyond your immediate situation (8.67)</b>
<b>H) Understanding what it will take to solve a problem (8.60)</b>
<b>I) Having a good sense of timing (8.52)</b>
<b>J) Willingness to stay focused on getting things done (8.35)</b>
<b>K) Ability to pay attention to doing things right (9.03)</b>

## Professional Profile INDIVIDUAL SCORE CARD

### CAN YOU LEAD?



<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) Understanding what needs be done and how to get the job done (8.91)</b>
<b>B) Communicating a sense of optimism, vision, and purpose (8.98)</b>
<b>C) Sticking by a decision once it is made (9.38)</b>
<b>D) Willingness to change directions when necessary (9.36)</b>
<b>E) Setting realistic priorities (8.62)</b>
<b>F) Getting things done on time (8.60)</b>
<b>G) Staying on track until the job is done (9.30)</b>
<b>H) Consistency and reliability (9.63)</b>
<b>I) Ability to make decisions with confidence (9.53)</b>
<b>J) Willingness to take risks for what you believe is right (9.04)</b>
<b>K) Helping others to have the confidence to take risks (9.61)</b>