



RIGHT-HIRE

Assessment Precision in Hiring and
Talent Management

Sales Synopsis

Prepared for:

Demo Sample

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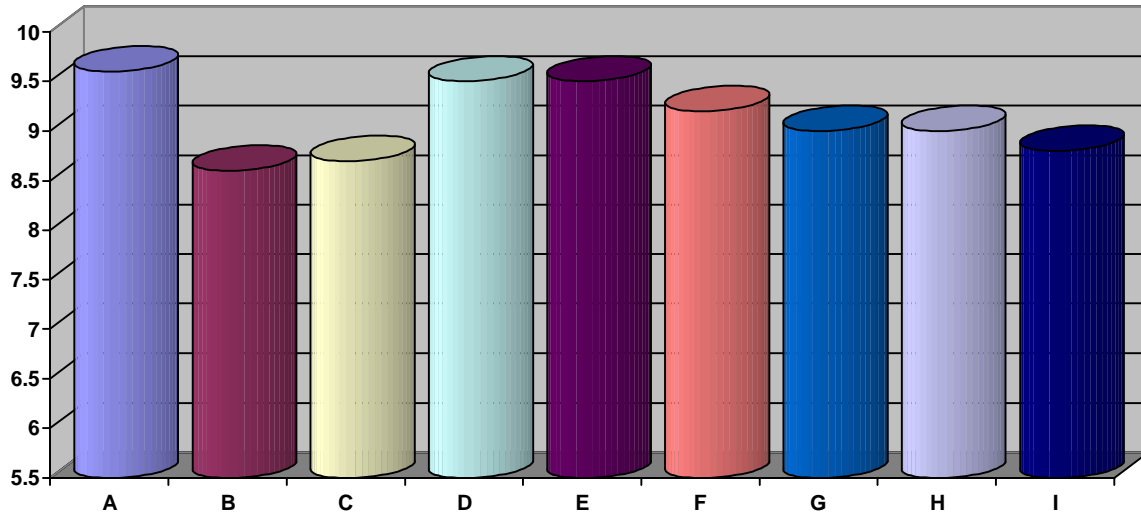
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Sales Synopsis

OVERVIEW GRAPH

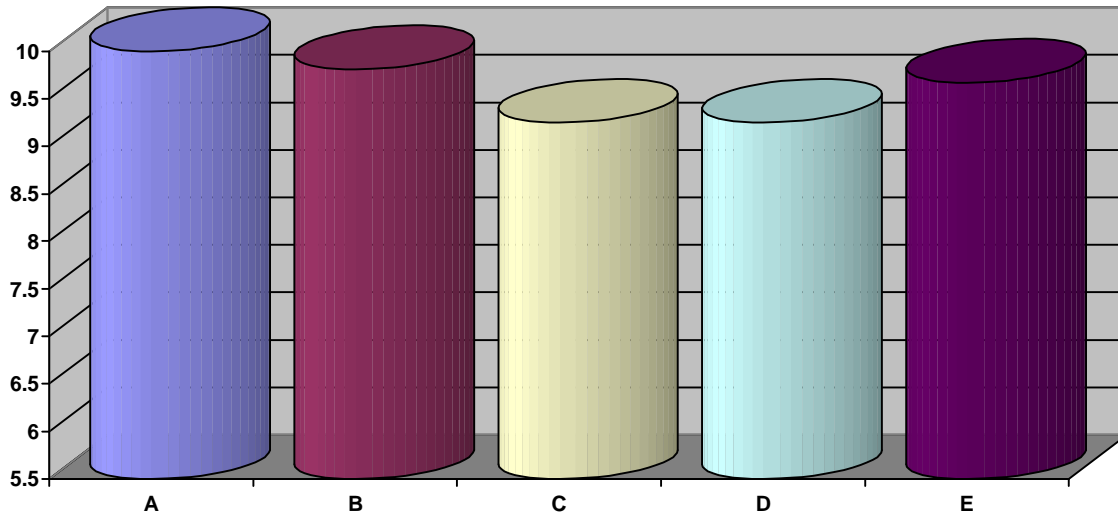


Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	6.0 to 8.29

A) Empathy (Primary Strength) — The ability to see, understand and relate with others.
B) Practical Ability (Secondary Development) — The ability to see and understand what needs to be done in common sense ways.
C) Organizational Ability (Secondary Development) — The capacity to plan and organize ideas into a consistent strategy.
D) Handling Rejection (Primary Strength) — The ability to maintain a sense of inner self worth.
E) Self Starting Ability (Primary Strength) — The ability to get things done without the need for constant supervision.
F) Achievement Drive (Secondary Strength) — The ability to have a strong desire to push ahead and to achieve desired results.
G) Discipline For Selling (Secondary Strength) — The ability to work within guidelines, schedules policies and procedures to get things done.
H) Stress Index (Secondary Strength) — The ability to handle stress without allowing it to interfere with getting things done.
I) Motivation Index (Secondary Development) — The ability to direct one's energy with a sense of purpose and direction.

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EMPATHY



EMPATHY: The ability to see and appreciate the value of others, to see and understand the viewpoint of others, to appreciate the needs and interests of others and the ability to utilize one's knowledge and understanding of others to relate and communicate effectively.

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) Attitude Toward Others (Primary Strength) — This capacity measures the degree of positive or attitude one feels about others, the degree to which one is either open and optimistic or skeptical about others.

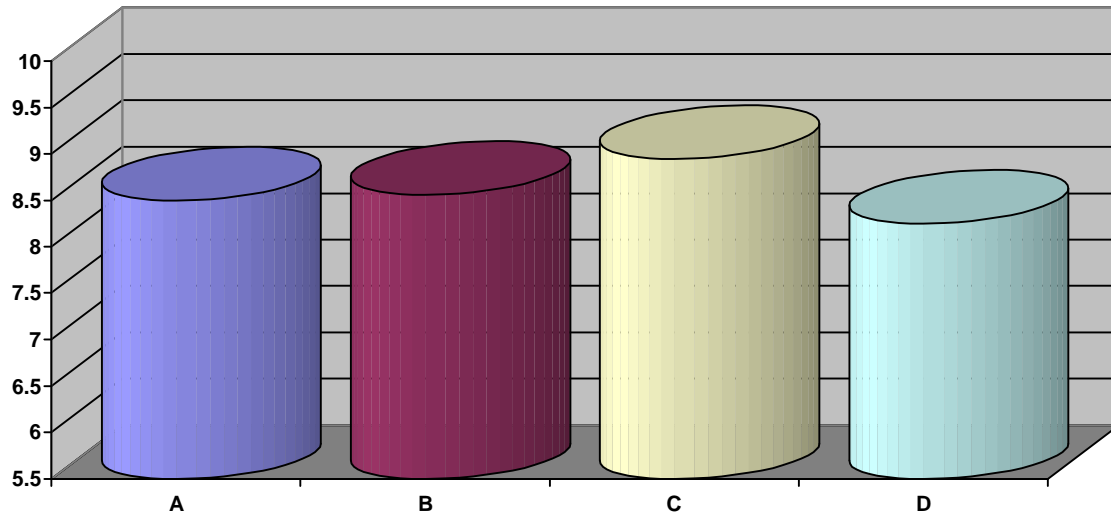
C) Evaluating Others (Secondary Strength) — The ability to make realistic and accurate judgments about others, to evaluate their strengths and weaknesses, to understand their way of thinking and acting.

D) Persuading Others (Secondary Strength) — The ability to convince others, to present a viewpoint in a manner such that it is readily accepted.

E) Relating With Others (Primary Strength) — This capacity indicates how well one can coordinate knowledge of others into action, how well one can get along with others, to what extent one can develop and maintain an open, positive relationship.

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PRACTICAL THINKING ABILITY



PRACTICAL THINKING ABILITY: The ability to make practical, common sense decisions, to see and understand what is happening in common sense ways, to readily identify problems and solutions in practical terms.

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) Common Sense (Secondary Development) — The ability to readily understand what is happening and solve problems in practical, concrete ways.

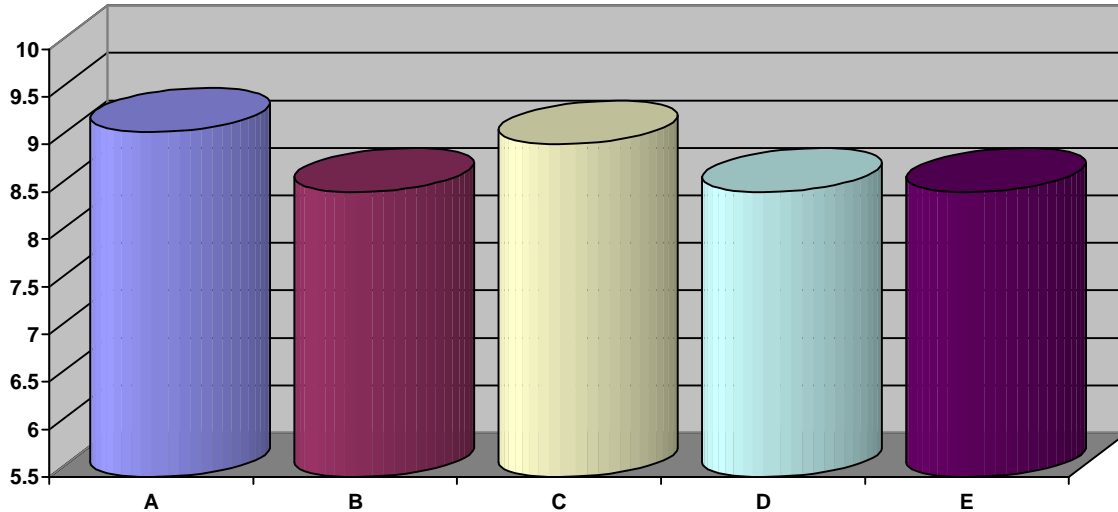
B) Evaluating What To Do (Secondary Development) — The ability to readily identify the heart of the problem to identify the critical elements of the situation and develop effective alternatives.

C) Sense Of Timing (Secondary Strength) — This capacity measures one's ability to be in touch with what is happening such that decisions and actions are effective, accurate and timely.

D) Appreciation Of Things (Primary Development) — The ability to see and appreciate the value of concrete, material things, to pay attention to taking care of things.

Sales Synopsis

ORGANIZATIONAL ABILITY



ORGANIZATIONAL ABILITY: The ability to identify the short range and long range needs and implications of a situation, and 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 can be realistically 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 goals.

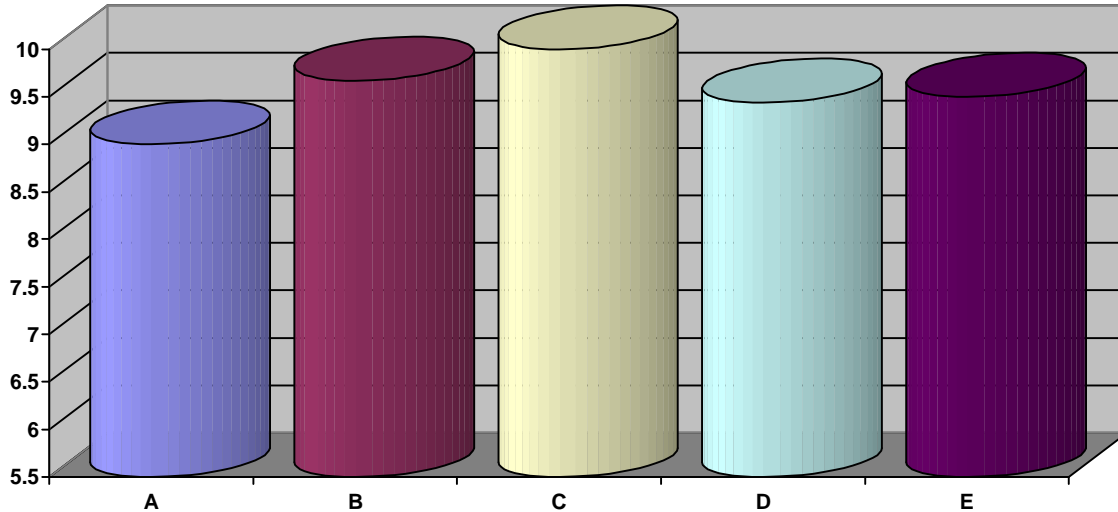
C) Long Range Planning (Secondary Strength) — The ability to see long range goals and to design plans and strategies for attaining these goals.

D) 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.

E) 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.

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HANDLING REJECTION



HANDLING REJECTION: The ability to see and appreciate one's self worth, to develop ego strength such that one can maintain self identity and self worth apart from how well one meets internal self expectations or the expectations and standards of others.

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) Self Esteem (Secondary Strength) — The capacity to see and appreciate one's unique worth and individuality, to see and understand 'Who One Is' apart from one's social/role or ideal self image.

B) Self Assessment (Primary Strength) — The ability to realistically see and understand one's strengths and limitations, to know what one's potential for success as well as one's limitations.

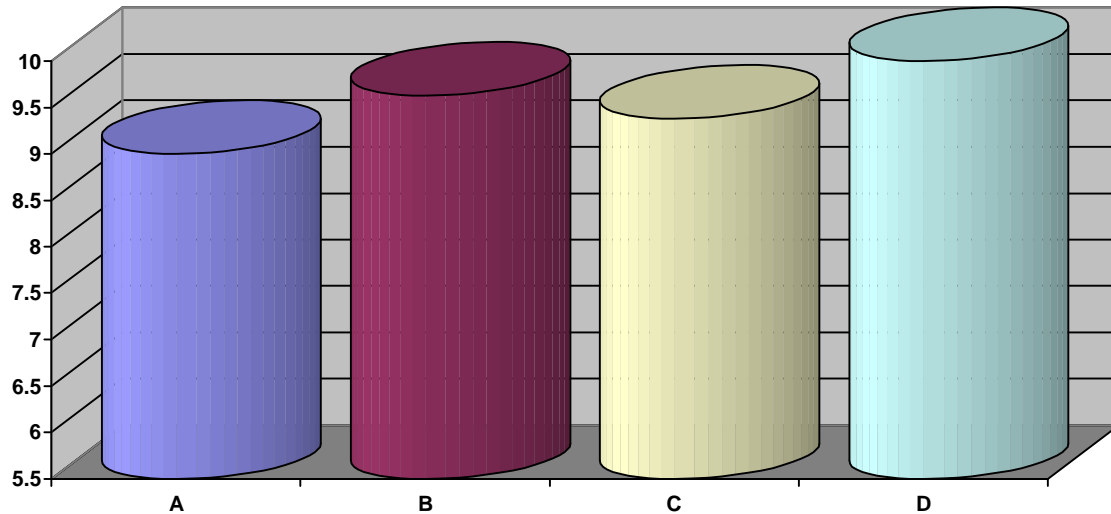
C) Self Confidence (Primary Strength) — The ability to develop and maintain inner strength based on the belief that one will succeed.

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

E) Sensitivity To Others (Primary Strength) — 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.

Sales Synopsis

SELF STARTING ABILITY



SELF STARTING ABILITY: This capacity measures the ability of an individual to marshal his or her energy to attain self goals on one's own, the ability of a person to be both persistent and consistent.

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) Persistence (Secondary Strength) — The ability of an individual to maintain one's direction in spite of the obstacles and to stay on target regardless of circumstances.

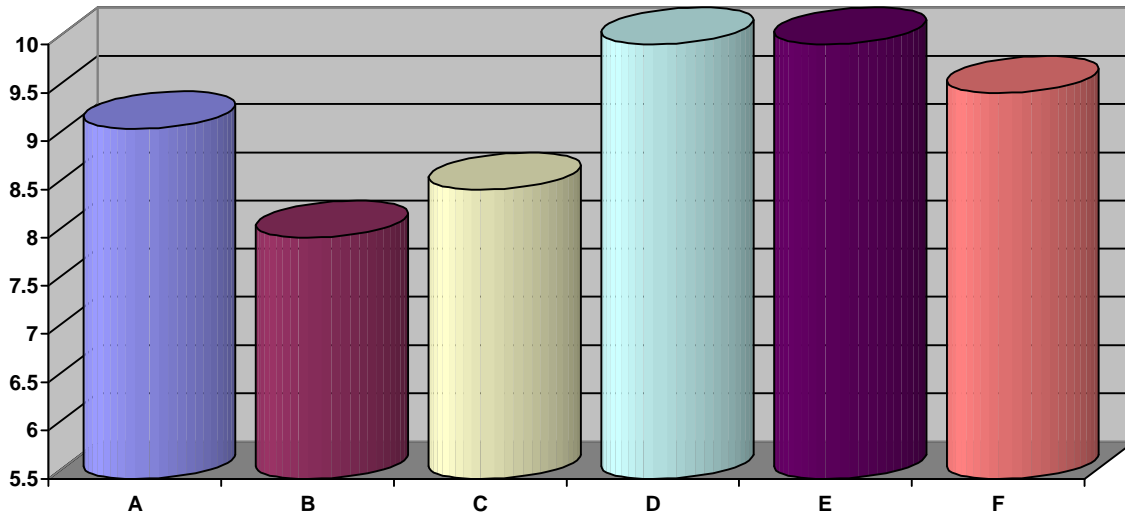
B) Consistency (Primary Strength) — The ability to maintain a sense of order constancy and continuity in one's actions, to be reliable in the transfer of thinking to action.

C) Initiative (Secondary Strength) — The ability to direct one's energies toward the completion of a task with a sense of urgency and mission.

D) Role Satisfaction (Primary Strength) — The ability to feel that one's social/role function is both fulfilling and rewarding, that what one is doing has a useful benefit.

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ACHIEVEMENT DRIVE



ACHIEVEMENT DRIVE: 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. Goal directedness, results oriented, needs to achieve, social recognition, self attitude and ambition have been identified as the primary components of this sales capacity.

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) Need To Achieve (Secondary Development) — Needs to achieve is a measure of how strongly one needs to attaining success to feel valuable and worthwhile.

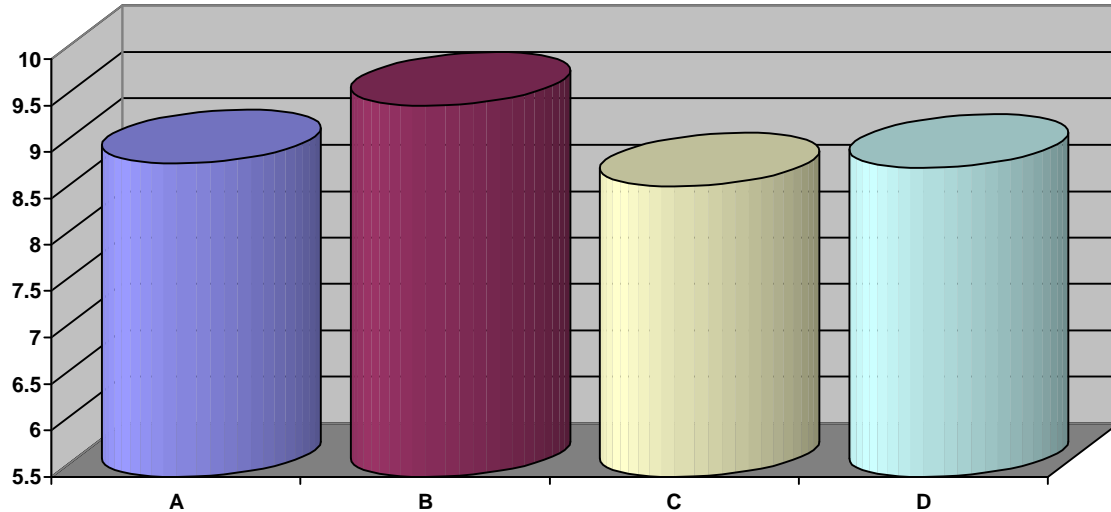
D) Social Recognition (Primary Strength) — The measure of Social Recognition as a drive factor depends on clarity about and attention and commitment to one's social/role image.

E) Self Attitude (Primary Strength) — Self Attitude indicates the degree to which a positive self attitude will act to drive and motivate one to action.

F) Ambition (Primary Strength) — Ambition is the ability to set inner ideals which become the standard for achievement and success, a strong sense of expectation and drive pushing one toward excellence.

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DISCIPLINE FOR SELLING



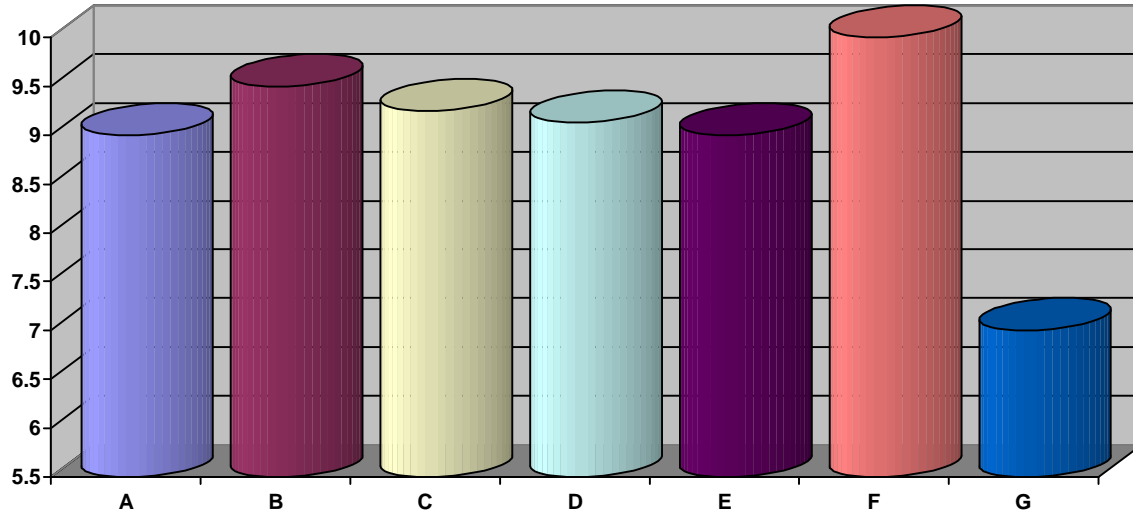
DISCIPLINE FOR SELLING: This capacity measures a person's general work ethic attitudes indicating willingness to get things done in an effective and efficient manner.

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) Meeting Established Standards (Secondary Development) — This component measures one's respect for and conformity to established norms and principles.
B) Doing Things Right (Primary Strength) — This component measures one's insistence on doing things right.
C) Attention To Policies And Procedures (Secondary Development) — This component measures one's sense of respect for and commitment to organizational policies and procedures.
D) Meeting Deadlines And Schedules (Secondary Development) — This component measures one's attention to and urgency to meet schedules and deadlines.

Sales Synopsis

STRESS FACTORS



STRESS FACTORS: This capacity measures different types of anxieties and frustrations, the degree or level of anxiety and stress and the effect of the stress levels on an individual.

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) Self Sufficiency (Secondary Strength) — This capacity indicates the degree of anxiety caused by self depreciation and the need for reassurance of self worth.

B) Role Frustration (Primary Strength) — This capacity measures the effect of social/role dissatisfaction or of false and unrealistic expectations.

C) Goal Frustration (Secondary Strength) — This capacity measures the effect of setting personal goals which are either unrealistic or do not demand the best.

D) Flexibility (Secondary Strength) — This capacity measures the effect of rigid self views and the imposition of these views on others.

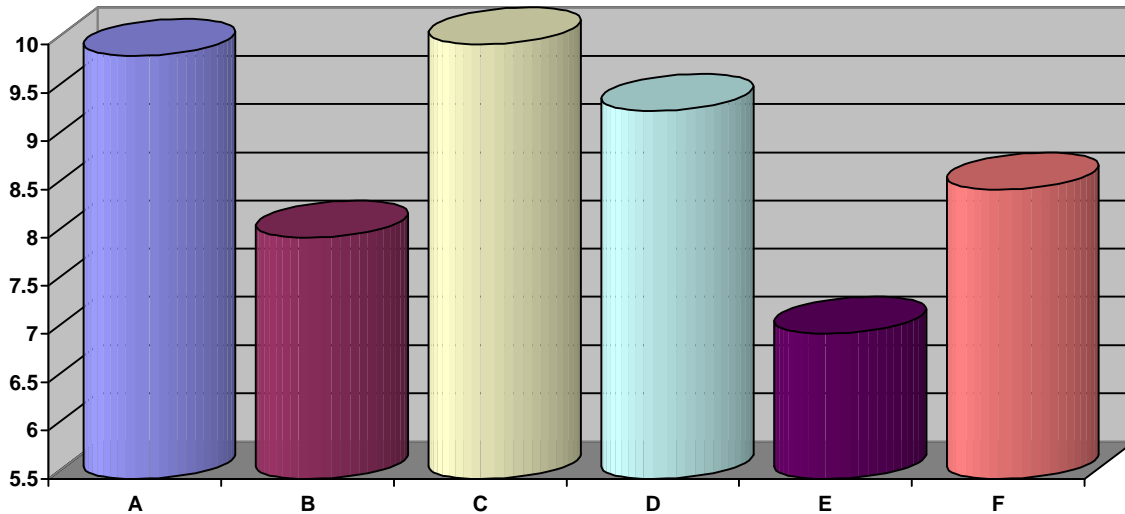
E) Handling Despair (Secondary Strength) — This capacity measures the anxiety and frustration which results when things do no go as expected.

F) Attitude Index (Primary Strength) — This capacity measures the anxiety which results from negative, depressive attitudes.

G) Health Tension Index (Primary Development) — This capacity measures how well an individual can balance and manage anxiety, despair and depressive, attitudes.

Sales Synopsis

SOURCES OF MOTIVATION



SOURCES OF MOTIVATION: This capacity is a composite of six motivators, both internal and external. It is a measurement of a person's attitude toward service, material possessions, recognition and status, personal development, sense of mission, and sense of belonging.

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) Service (Primary Strength) — This capacity measures the importance of seeing, appreciating and meeting the needs and interests of others.

B) Money, Material Things (Primary Development) — This capacity measures the degree to which money and material wealth are important to an individual.

C) Status, Recognition (Primary Strength) — This capacity indicates the importance receiving awards, plaques and other forms of social/role recognition.

D) Personal Development (Secondary Strength) — This capacity measures the importance of a well designed plan for one's career development.

E) Sense Of Mission (Primary Development) — This capacity measures the degree of commitment to personal ideals, goals and principles.

F) Sense Of Belonging (Secondary Development) — This capacity measures the importance of being a member of a team and working in a comfortable place where one is liked and accepted.

Sales Synopsis

PRIMARY STRENGTH COMMENTS

Intuitive Insight: (Empathy)

You have a well developed ability for intuitive thinking which gives you the capacity for developing a fruitful direction or identifying potential problem area by the strength of your inner, 'gut' feelings and instincts.

Attitude Toward Others: (Empathy)

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

Relating With Others: (Empathy)

You have the ability to maintain an independent but open and fair relationship with each person on an equal basis. You are an inner directed person and will likely be more open and available to those who measure up to your expectations. You are likely to be more comfortable in social relationships where the expectations are clear.

Self Assessment: (Ability To Handle Rejection)

You have the capacity to realistically see and accept your strengths and limitations. You know what you are capable of doing, what it will take to accomplish your goals, and what will give you both a sense of contribution as well as a sense of satisfaction.

Self Confidence: (Ability To Handle Rejection)

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.

Self Control: (Ability To Handle Rejection)

You have the capacity to maintain your sense of balance and equilibrium when dealing with stressful and emotional situations, to respond rationally and objectively to problem situations.

Sales Synopsis

PRIMARY STRENGTH COMMENTS

Sensitivity To Others: (Ability To Handle Rejection)

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 others. Moreover, you have the capacity to be open and available without risking becoming too trusting and too involved.

Consistency: (Self Starting Ability)

You have the ability to see and understand what course of action is best for you; however, you are uncertain about which steps to take. 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.

Role Satisfaction: (Self Starting Ability)

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.

Social Recognition: (Drive)

You value social status and social/role recognition as an extremely important measure of your own self worth and as a result the need for attaining social status, for accomplishing tasks which have high social image and for attaining of social power and position will act as strong drive centers.

Self Attitude: (Drive)

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.

Ambition: (Drive)

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 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.

Sales Synopsis

PRIMARY STRENGTH COMMENTS

Doing Things Right: (Discipline For Selling)

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 Frustration: (Stress Factors)

You not only have a clear sense of social/role image and function which defines your social and personal sense of responsibility but also have a strong sense of personal confidence. This social/role confidence can act to deflect any stresses and anxieties you may be experiencing.

Attitude Index: (Stress Factors)

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.

Service: (Motivators)

You not only have the ability to see and accept the needs and interests of others but you also are extremely concerned about making certain that the personal needs and concerns of others are fulfilled. As a result, you are likely to be highly motivated by activities which give you an opportunity to help others.

Social Recognition: (Motivators)

You see and accept the importance of status, social image and social/role accomplishments. Moreover you are willing to commit your energies more readily to activities which will result in social recognition and reward as well as personal recognition in your current role situation.

Sales Synopsis

SECONDARY STRENGTH COMMENTS

Evaluating Others: (Empathy)

You have an excellent capacity to see and understand the positive potential of each person, to identify the contribution each person can make to the team, and to understand what will motivate them to perform and fit in. You are willing to spend the time and energy necessary to develop team synergy and team commitment.

Persuading Others: (Empathy)

You have the ability to identify and understand the consequences of what and how you respond to others. Moreover, you are concerned about making certain that what you say has a positive effect and that what you say is understood by others. As a result, you are likely to be concerned about limiting the effect of impulsive responses.

Sense Of Timing: (Practical Ability)

You tend to see your self values more clearly than values in the world. You are an inner directed person who measures the world against your standards. As a result, your sense of timing may be too idealistic or unrealistic. Seek help from others to test the objectivity of your expectations.

Realistic Goal Setting: (Organizational Ability)

Your strong need to set goals which are challenging combined with your perfectionism and insistence that things be done the way which you believe to be right will build commitment and attention to setting goals and plans which reflect the ideas, ideals, and principles which are important to you.

Long Range Planning: (Organizational Ability)

You have a strong combination of attentiveness to conceptual and analytical thinking and planning as well as a very well developed capacity to see and understand how to set long range objectives and plans. You are likely to build your actions around the translation of strategic issues into specific long term plans.

Self Esteem: (Ability To Handle Rejection)

You have a keen appreciation of your uniqueness and individuality and a realistic assessment of your ability to perform, your strengths and talent, and 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.

Sales Synopsis

SECONDARY STRENGTH COMMENTS

Persistence: (Self Starting Ability)

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. You are currently somewhat uncertain about which direction is best and this uncertainty may lead you to delay action.

Initiative: (Self Starting Ability)

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. You are currently indecisive about which direction is best for you and this indecisiveness about the future can lead you to delay your decisions.

Goal Directedness: (Drive)

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.

Self Sufficiency: (Stress Factors)

You have a sense of inner self worth and self esteem which gives you the ability to identify your own uniqueness and individuality. This strong sense of self value will act as a source of strength in difficult times and will give you a sense of meaning and purpose even when you are uncertain about where you are or where you are going.

Goal Frustration: (Stress Factors)

You have the ability to identify organizational goals, plans and programs which will you believe are worthy of your time and commitment. You also understand the importance of focusing time and energy toward these objectives making certain that the actions which lead to their success are carried out right.

Flexibility, Adaptability: (Stress Factors)

You have a strong sense of personal commitment to what you believe is right. You also have the ability to redirect your energy and direction when you discover that what you are doing is not working and to see and accept your mistakes and use them as opportunities for pushing ahead.

Sales Synopsis
SECONDARY STRENGTH COMMENTS

Despair Index: (Stress Factors)

You have the ability to see what needs to be done in a clear and balanced manner. You are also willing to deal with things an objective manner when they do not work out as expected. As a result, you are likely only to experience temporary anxiety and frustration from any setbacks.

Personal Development: (Motivators)

You have a very clear sense of your own personal plan for development and a need for organizing this plan into strategies plans and personal goals which can be realistically achieved. You are likely to be highly motivated by actions and activities which will give you an opportunity to accomplish your goals and plans.

Sales Synopsis

SECONDARY DEVELOPMENT COMMENTS

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

You need to pay more attention to practical, common sense thinking and to stay in touch with what is happening in your immediate environment. Attend a workshop which teaches basic techniques and skills for identifying problems and generating constructive alternatives.

Evaluating What Needs To Be Done: (Managing Activities)

Your thinking can become clouded either by excess attention or by the lack of attention to people, results or structure. As a result, your ability to evaluate and decide what is important and needs to be done can be restricted. Seek feedback to help generate realistic alternatives for action.

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. Your perfectionism can lead you to delay short term planning. Seek feedback to test how realistic, practical and feasible your expectations and plans are.

Concrete Organization: (Planning and Organizing)

You tend to focus your time and energy on making certain that every thing works just the way it should. You are likely to organize things according to a program which can be unrealistic and out of touch. 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 check list which you can apply to your plans and ideas to keep you open to ideas and perspectives different from your own.

Need To Achieve: (Drive)

You tend not to give yourself enough credit, to blow up your imperfections and to build unrealistic expectations and goals. You are likely to overextend yourself and to promise to do more than is possible, potentially leading to a fear of success or failure.

Sales Synopsis

SECONDARY DEVELOPMENT COMMENTS

Meeting Established Standards: (Discipline For Selling)

Your strong sense of perfectionism can lead you to impose a set of standards with very little patience or flexibility and without regard to the consequences of the decision. Develop a checklist to keep yourself in touch with what is happening around you.

Attention To Policies And Procedures: (Discipline For Selling)

Your perfectionistic need for order and structure can lead you to dogmatically insist on obeying rules, policies and procedures to the letter of the law and without exception. Make certain that your zeal for conformity does not interfere with common sense and the natural flow of circumstances which are not always predictable.

Meeting Schedules And Deadlines: (Discipline For Selling)

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.

Sense Of Belonging: (Motivation)

You tend to depreciate yourself and not give yourself enough credit to the point that you are susceptible to a fear of not living up to either your own expectations or to the expectations of others. Your inner uncertainty can lead to excessive concern about what others expect, think, and say about you.

Sales Synopsis

PRIMARY DEVELOPMENT COMMENTS

Appreciation of Things: (Practical Ability)

You may not always see what is happening around you or pay attention to practical, concrete values and things. Utilize other viewpoints 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.

Results Oriented: (Drive)

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, may overlook crucial, immediate issues and become distracted by circumstances around you.

Health Tension Index: (Stress Index)

You are an inner directed person who sees yourself more clearly than the world. You are likely to feel anxiety and stress when the world does not meet your expectations. Seek feedback to examine the relevance and realistic nature of your thinking, your standards and your expectations.

Money, Material Things (Motivation)

Your lack of attention to practical thinking and results can lead you to discount the importance of money and material things. Unless money and the attainment of material wealth is an personal ideal or goal which commands your time, energy and commitment, you are likely to feel no drive or energy to gain money and material wealth.

Mission: (Motivation)

You are currently in transition about what course of action is best for you and, as a result, may or may not be currently motivated by a sense of mission and purpose. You may feel a hesitancy about pushing ahead and may not demand the most out of yourself, especially until you are certain about what is right for you.