

ProfileXT™

CONFIDENTIAL

INDIVIDUAL REPORT

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*Building and Retaining
the
High-Performance
Company*

A Message to Sally Sample

Behavioral science has proven that the most successful people are those who know themselves, both their strengths and weaknesses. This knowledge is important to them as they develop the strategies necessary to meet the demands and challenges of achieving success.

The purpose of this report is to help you to identify and make full use of your strengths, and to help you develop an awareness of any areas that could be limiting your effectiveness. The goal of this report is to help you to achieve greater success for yourself.

The report gives you a Profile of the Total Person

- **Thinking Style** – Learning index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Interests** – Enterprising, Financial/Administrative, People Service, Creative, Technical, and Mechanical.

The information in your report can be useful in planning a self improvement program for your professional development and personal growth.

A Profile of the Total Person

Thinking Style

Learning Index (An index of expected learning, reasoning and problem solving potential.)

- o Your overall learning capacity is good; you should demonstrate an adequate understanding of the requirements of a new job.
- o You are generally adaptive in the intellectual sense.
- o Upon completing a new training program, you appear capable of picking up new concepts without direct support.
- o Overall, you can be expected to complete a new training program with at least adequate success.

Verbal Skill (A measure of verbal skill through vocabulary.)

- o You may initially need extra time in analyzing verbal and written information.
- o You may not have had much recent opportunity to use verbal analysis and communication in work.
- o On occasion, communicating ideas and directions could present a challenge for you.
- o You should be able to more quickly and accurately carry out communications as applied to the job with training and experience.

Verbal Reasoning (Using words as a basis in reasoning and problem solving.)

- o You demonstrate adequate and, in some areas, good verbal skill.
- o You probably assimilate verbal information as easily as the general population.
- o You do not typically have any difficulty in effectively communicating thoughts and ideas to others.
- o You are proficient in the use of words and language.

Numerical Ability (A measure of numeric calculation ability.)

- o You should be comfortable analyzing basic numerical material and performing some mathematical functions without relying on a calculator.
- o You should be capable of learning to apply everyday mathematical principles to new, more complex problems as necessary.
- o You should be able to grasp common mathematical principles that apply to the job.
- o You may need assistance with complex mathematics or technical calculations.

Numeric Reasoning (Using numbers as a basis in reasoning and problem solving.)

- o You complete numerical problems with comparable success to the general population.
- o You work well with numbers and numerical concepts.
- o You grasp numerical concepts readily.
- o You demonstrate a relatively strong ability to solve problems of a numerical nature.

Behavioral Traits

Energy Level (Tendency to display endurance and capacity for a fast pace.)

- o Your work pace is compatible with average performance and consistent results.
- o You can be relied on to complete assignments in a timely manner.
- o You can act with a sense of urgency, even under pressure.
- o Your typical work pace should be consistently productive.

Assertiveness (Tendency to take charge of people and situations. Leads more than follows.)

- o You express a strong need to be in charge, to be the leader.
- o You can be highly motivated by situations in which you are held accountable for results. You're strongly motivated by power and authority.
- o You have a preference for making the hard decisions, to determine outcomes.
- o You can make decisions, enforce company policies and act with authority. You are quite capable of making unpopular decisions when necessary.

Sociability (Tendency to be outgoing, people-oriented and participate with others.)

- You are generally motivated by assignments that require contact with people.
- You prefer direct and to the point communication and may avoid spending time on small talk and social amenities.
- You experience limited enjoyment of public contact work.
- Your sociability is moderately compatible with establishing a network of contacts.

Manageability (Tendency to follow policies, accept external controls and supervision and work within the rules.)

- You are friendly, accommodating and should be fairly easy to work with.
- You demonstrate a willingness to conform to company policies without feeling any loss of personal freedom.
- You have a moderately positive attitude concerning organizational constraints and restrictions.
- You typically are willing to accept guidance and suggestions from others.

Attitude (Tendency to have a positive attitude regarding people and outcomes.)

- You may feel uncomfortable with changes in policies and guidelines.
- You may be inclined to become skeptical or suspicious of risk and change.
- It can be a challenge for you to not become critical of yourself and others.
- You prefer to avoid risk, change and unexpected challenges.

Decisiveness (Uses available information to make decisions quickly.)

- You can stand firm on decisions and may not be inclined to back down once a decision is made.
- You are decisive, quick to act and likely to enjoy positions which require immediate action.
- You are inclined to take decisive action, to move decisions forward.
- You are capable of responding to an emergency and resolving problems.

Accommodating (Tendency to be friendly, cooperative, agreeable. To be a team person.)

- o You tend to use a positive, informal approach and generally demonstrate a willingness to listen.
- o Potentially, you can become defensive whenever someone tries to take advantage of you.
- o For the most part, you tend to be agreeable, cooperative, good-natured, and fairly easy to please.
- o You do not back away from important arguments, disagreements and/or conflict.

Independence (Tendency to be self-reliant, self-directed, to take independent action and make own decisions.)

- o You take on new developments independently, bringing in co-workers only when absolutely necessary.
- o You likely prefer to run your own show and may quietly resist being restricted. You can become impatient with the traditionalist view that "we've been doing this for the last ten years, so why should we change?"
- o You are highly independent, functioning well on your own, but could benefit by making room for the advice of others.
- o You are an independent worker who prefers minimal guidance and coaching.

Objective Judgment (The ability to think clearly and be objective in decision-making.)

- o You tend to be a subjective thinker, and to emphasize personal opinions more than factual data.
- o You have a strong tendency to use more subjective judgment when you feel pressured.
- o Your thinking can be most effective when you are aware of how personal biases and opinions might replace sound judgment.

Occupational Interests

You scored highest in the Creative, Enterprising and People Service themes on the inventory. You are attracted to positions in which you can use your creative side in a business environment that allows for a high degree of contact with people. You appear to be drawn toward opportunities to solve problems in an innovative way. The chance to serve the needs of customers and the public in general also relates to this interest pattern.