

Sample Company

June 3rd, 2008

JOHN HILL

This confidential Assessment Report, prepared by our professional staff, is based on two principle sources: job information and responses to psychological tests by the individual assessed.

This information is integrated into a tailored report describing how your candidate is likely to respond to the demands of the job.

This report can be of greatest value to you when it is used in conjunction with all the other information obtained in a comprehensive selection process. The recommendation is based solely on test results and should serve only as a guide.

We are pleased to prepare this Assessment Report and hope it will be useful in helping you select the individuals most capable of working with you to achieve your organizational goals.

Test submitted by: Mr. Bill Smith

File Number: 382124

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	DESIRABLE	CAUTION
BASIC PERSONALITY STRUCTURE		
Stability	52	
Self-sufficiency	98	
Objectivity	55	
Dominance	88	
Self-confidence	87	
Aggressiveness	79	
WORK VALUES		
Goal-Direction		25
Orderliness		1
Practicality	50	
Perseverance	88	
Vigor	81	
Need for Variety	44	
MOTIVATIONAL ORIENTATION		
Need for Independence	29	
Need to Achieve	96	
Need for Support	3	
Need for Recognition	15	
INTELLECTUAL RESOURCES		
Intellectual Speed	90	
Intellectual Accuracy	99	
Intellectual Capacity	99	
Intellectual Curiosity	96	
SALES & FACILITATION CAPABILITIES		
Sales Knowledge	81	
Social Insight	86	
Tact		20
Empathy		16
Gregariousness	17	
Leadership Orientation	97	

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Objective of this Report:

To assess John Hill as Senior Research Analyst.

DETAILED ANALYSIS

John Hill's test results are impressive. He has the temperamental, intellectual and motivational resources to handle the problems, pressures and demands of a Senior Research Analyst. He is resilient, self-assured and able to successfully navigate a stressful and difficult work environment. He also appears to possess the intellectual curiosity and achievement orientation this position demands.

In particular, his test results revealed the following:

Mr. Hill's basic personality structure suggests that he has the emotional resiliency and emotional stamina to function effectively in a pressured and demanding environment. He seems able to rebound quickly when faced with unexpected difficulties or unanticipated problems and has the ability to maintain objectivity under the most trying of circumstances. Thus, his decisions and actions are apt to be based on rational analysis rather than on extraneous emotions.

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His self-confidence is likely to be reflected in his ability to project a strong, positive self-image and in his willingness to take on difficult and challenging assignments. He is naturally outgoing and assertive and able to take a commanding role in most face-to-face situations.

Additionally, his personality profile reveals the ability to take next steps, make decisions and work independently. He is likely to want independence and autonomy. Occasionally, individuals of his temperament prove to be overly insistent on having things their own way. Mr. Hill may prove intractable at times. This situation is complicated by his lack of appreciation of the value of organization and planning. There are weaknesses in the factors of goal direction and orderliness.

Fortunately, in all other respects, his work values profile is positive. He is energetic, pragmatic and persistent. He is willing to work hard to accomplish its objectives and seems to have a very strong need to achieve. He is success driven.

Moreover, his abilities profile is truly outstanding. His mental ability test results suggest that he is comfortable dealing with subject matter that is difficult, complex or abstract. There are few things he is unable to master once he sets his mind to it. He has excellent powers of concentration and the capacity to work on several projects simultaneously. He is very adaptable. He is also interested in new

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ideas and willing to take a proactive approach to his continuing professional development. Certainly, his intellectual curiosity and achievement orientation are likely to be nurtured by the content of this position.

There are also significant strengths in his sales and facilitation profile. He seems to have considerable insights into interpersonal dynamics and the ability to present his ideas convincingly. He does evidence strong leadership characteristics. One-on-one, however, Mr. Hill is probably not as effective as he is in group settings. He needs to improve his understanding of business etiquette and develop greater openness and empathy.

In the final analysis, however, John Hill is clearly an impressive candidate for this position, possessing the emotional and intellectual resources to successfully handle the responsibilities of Senior Research Analyst.

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SUMMARY ANALYSIS

MAJOR ASSETS

- ✓ Stable, well balanced and able to deal with job problems and pressures objectively.
- ✓ Comfortable taking next steps and making decisions independently.
- ✓ Naturally assertive and able to take a leading role in face-to-face situations. Has a strong leadership orientation. Able to project a positive self image.
- ✓ Pragmatic, persevering and willing to try his very best at anything he undertakes.
- ✓ Energetic, achievement orientated and success driven.
- ✓ Highly intelligent and generally able to master new ideas easily. Excellent powers of concentration and considerable abstract reasoning ability.
- ✓ Likely to be proactive about staying current and managing his personal development.
- ✓ Knowledgeable about interpersonal dynamics and able to present his ideas convincingly.

COACHING POINTS

- × May be self sufficient to the point of being stubborn and intractable.
- × Lacks the goal focus to establish clearly defined set of goals and objectives. Management assistance may be necessary to get this critical first step done efficiently.
- × Does not appear to be appreciative of the importance of an organized and systematic approach to job responsibilities.
- × Is not empathic and needs to develop his understanding of business etiquette.

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Recommendation:

John Hill is recommended as Senior Research Analyst.

KLEIN BEHAVIORAL SCIENCE CONSULTANTS, INC.

File Number: 382854