



General Employability Screen

Prepared for:

Demo Sample

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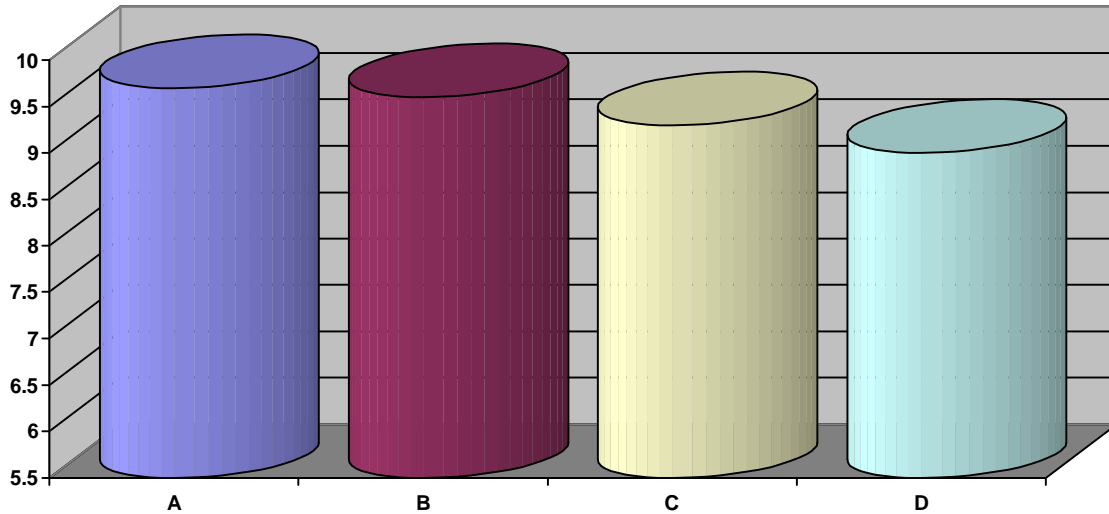
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General Employability Screen

GLOBAL GRAPH



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

A) Works With Others (Low Risk) — This capacity measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.
B) Gets Things Done (Low Risk) — This section measures the ability of an individual to focus energy on tasks and follow them to completion dealing with the stresses and strains without losing freedom of action.
C) Knows What To Do (Low Risk) — This capacity measures a person's ability to decide what issues are relevant and need attention including intuitive insights, practical, common sense and conceptual abilities.
D) Job Related Attitudes (Low Risk) — This capacity measures a person's general work ethic and work attitudes indicating ability and willingness to take direction and work within organizational standards.

General Employability Screen WORK SYNOPSIS

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
WORKS WITH OTHERS				
Insight Into Others	✓			
Attitude Toward Others	✓			
Prejudice/Bias Index	✓			
Sensitivity To Others	✓			
KNOWS WHAT TO DO				
Common Sense Thinking	✓			
Attention To Concrete Detail	✓			
Intuitive Insight	✓			
Proactive Thinking Ability	✓			
GETS THINGS DONE				
Results Oriented	✓			
Persistence	✓			
Consistency	✓			
Self Confidence	✓			
JOB RELATED ATTITUDES				
Doing Things Right	✓			
Willing To Follow Directions	✓			
Attitude Toward Authority		✓		
Responsibility/Accountability	✓			

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CORE STRENGTHS

Insight Into Others: (Working With Others) (WE-1A)

Low Risk

Keen insight into others combined with a positive attitude builds a realistically optimistic evaluation of others.

Attitude Toward Others: (Working With Others) (WE-2A)

Low Risk

Positive, open attitude toward others generates genuine concern about the needs and interests of others

Prejudice/Bias Index: (Working With Others) (WE-3A)

Low Risk

An optimistic attitude combined with good awareness builds tolerance for different ideas and ways of doing things.

Sensitivity To Others: (Working With Others) (WE-4A)

Low Risk

The ability to be open to the needs and interests of others without being too subjective and involved.

Common Sense Thinking: (Knowing What To Do) (WE-5A)

Low Risk

Excellent ability to see and pay attention to things in a practical, functional and common sense way.

Attention To Concrete Detail: (Knowing What To Do) (WE-6C)

Low Risk

Good practical common sense and a compulsion for doing things things right creates immediate awareness and balance.

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CORE STRENGTHS

Intuitive Insight: (Knowing What To Do) (WE-7)

Low Risk

Excellent ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.

Proactive, Conceptual Thinking: (Knowing What To Do) (WE-8C)

Low Risk

A cautious, somewhat skeptical approach to system is couched within a good ability for conceptual, long range thinking.

Results Oriented: (Ability to Get Things Done) (WE-9B)

Low Risk

Understands the importance of results but may be indifferent to driving toward practical, immediate consequences.

Persistence: (Ability to Get Things Done) (WE-10A)

Low Risk

Strong personal commitment to stay on track and complete goals and tasks regardless what happens.

Consistency: (Ability to Get Things Done) (WE-11B)

Low Risk

The ability to feel confident and competent about staying on track even in difficult times.

Self Confidence: (Ability To Get Things Done) (WE-12J)

Low Risk

Ability to generate and attention to developing realistic confidence about one's ability to perform.

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CORE STRENGTHS

Doing Things Right: (Job Related Attitudes) (WE-13A)

Low Risk

A strong sense of perfectionism generates focus and attention on making certain that things are done right.

Willing To Follow Directions: (Job Related Attitudes) (WE-14B)

Low Risk

An understanding of organization rules and procedures is tempered by strong individualistic thinking.

Responsibility, Accountability (Job Related Attitudes) (WE-16A)

Low Risk

A strong focus and attention on the consequences of decisions and actions generates responsibility and accountability

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DEVELOPMENT COMMENTS

Attitude Toward Authority: (Job Related Attitudes) (WEI-15B)

Situational Risk

Strong individualism can lead one to covertly or overtly disregard existing authority, standards or rules.

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INTERVIEW GUIDES

Interview Notes (WEI-15B) The interview should examine this person's willingness to covertly or overtly do things their own way. The following steps are recommended:

1. Provide them a problem situation from the work environment which has several different alternatives, one which follows company guidelines. Use a company option which is not as functional but represents a more orderly way of solving the problem. Indicate that sometimes the company alternatives are not always the most functional and suggest that sometimes employees have to go it their own way to get things done. See how they respond and how much they are willing to go around company guidelines.
2. See how willing they are to rationalize getting around or replacing company policies by appealing to practical thinking.