



Manager Synopsis

Prepared for:

Demo Sample

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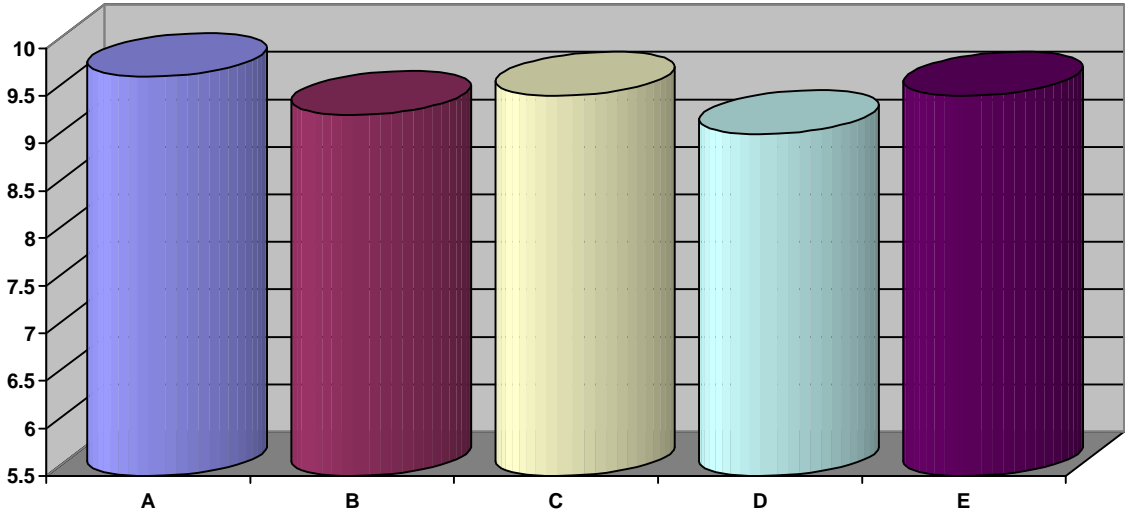
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Manager Synopsis

OVERVIEW GRAPH

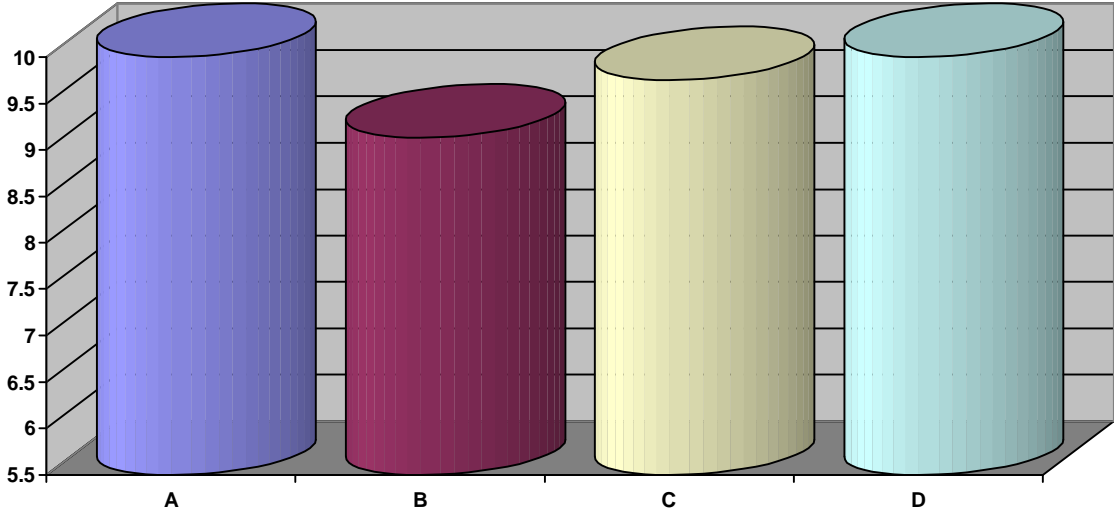


Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	6.0 to 8.29

- A) Deciding What Needs To Be Done (Primary Strength)** — Identifies the issues that are relevant and need attention.
- B) Managing Activities (Secondary Strength)** — Measures the ability to see what is needed to get things done.
- C) Planning & Organizing (Primary Strength)** — Measures the ability to set goals, build plans, and translate them into action.
- D) Making Things Happen (Secondary Strength)** — Measures the capacities needed to marshal one's energy and drive toward goals.
- E) Relating With Others (Primary Strength)** — Measures the ability to see and appreciate others and deal with them on a daily basis.

Manager Synopsis

DECIDING WHAT NEEDS TO BE DONE



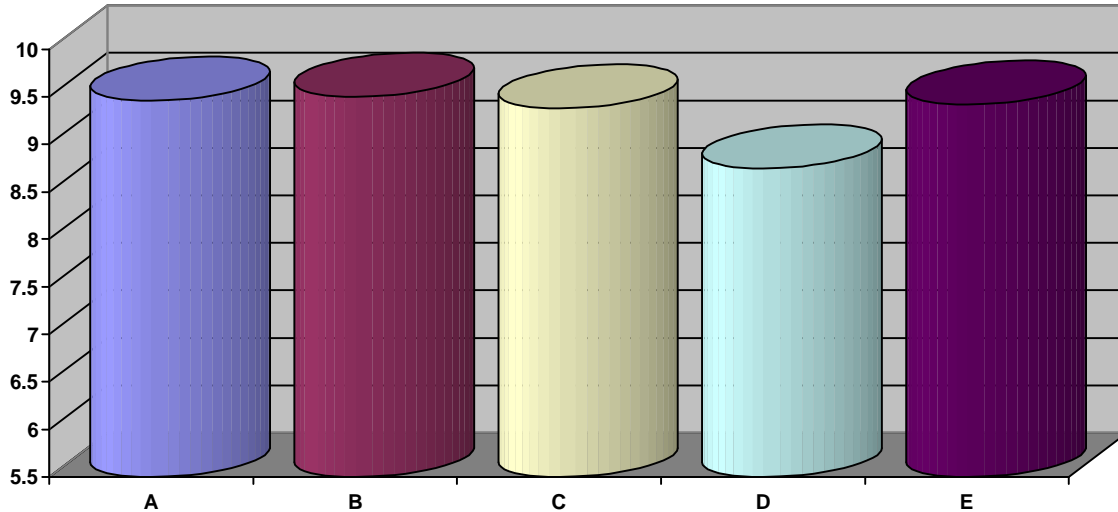
DECIDING WHAT NEEDS TO BE DONE: These capacities measure the ability to decide what issues are relevant and need attention from an intuitive, practical, conceptual and analytical perspective.

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) Proactive Thinking (Secondary Strength)** — The ability to think ahead, to plan for consequences of actions and decisions rather than reacting to circumstances.
- C) Common Sense Thinking (Primary Strength)** — The ability to use one's practical thinking ability to see and understand what is happening.
- D) Integrative Ability (Primary Strength)** — The ability to readily identify the heart of the problem, the critical elements of a situation and to generate workable solutions.

Manager Synopsis

MANAGING ACTIVITIES



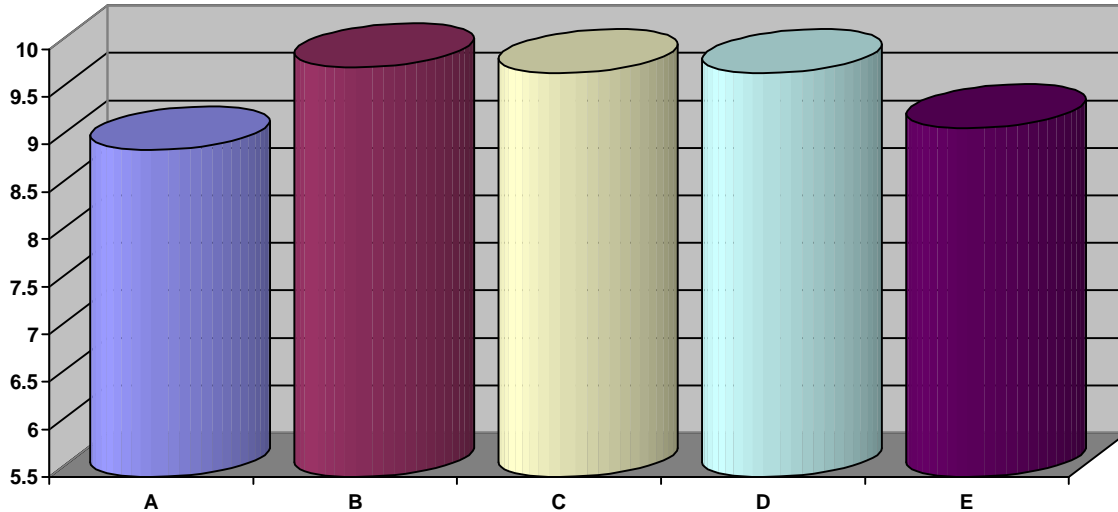
MANAGING ACTIVITIES: These capacities measure a person's ability to see what needs to be done, who needs to do the work and how things need to be done.

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) Evaluating What Needs To Be Done (Primary Strength) — The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.
B) Attention To Concrete Detail (Primary Strength) — The ability to clearly see and pay attention to flaws in things, people and situations.
C) Doing Things Right (Secondary Strength) — This component measures one's insistence that things be done according to specifications and plans, their attention to excellence and perfection.
D) Attitude Toward Authority (Secondary Development) — This component measures the willingness to conform to existing codes, rules and sources of order and control.
E) Meeting Deadlines (Primary Strength) — This component measures the ability and willingness to maintain a strong sense of responsibility for meeting schedules and deadlines.

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PLANNING AND ORGANIZING



PLANNING AND ORGANIZING: These capacities identify the short range and long range needs and implications of a situation, 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 which can be achieved within the projected time.

B) Short Range Planning (Primary Strength) — The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.

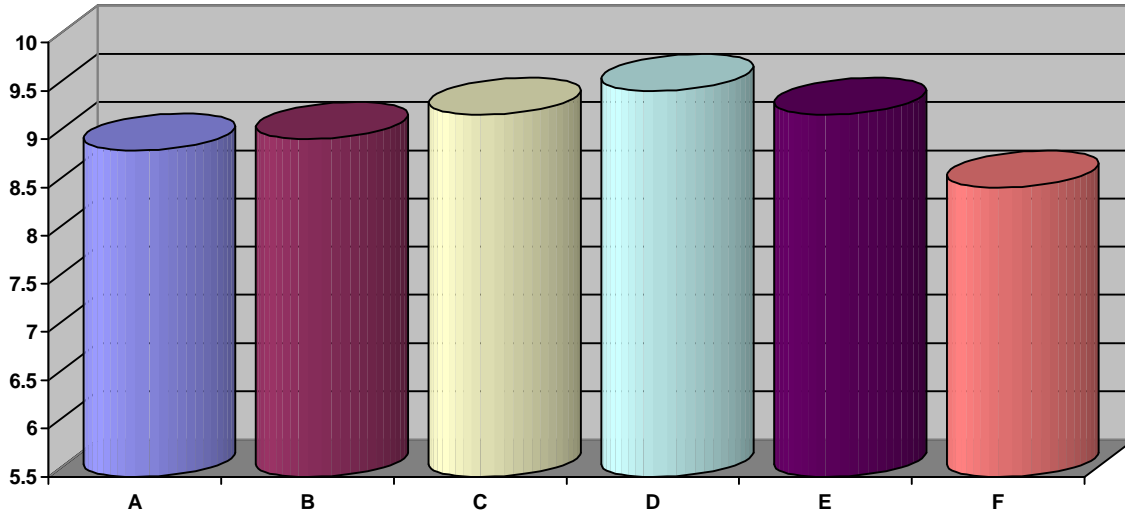
C) Concrete Organization (Primary Strength) — The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.

D) Conceptual Organization (Primary Strength) — The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

E) Attention To Planning (Secondary Strength) — The ability to keep one's focus and attention on planning details and activities.

Manager Synopsis

MAKING THINGS HAPPEN



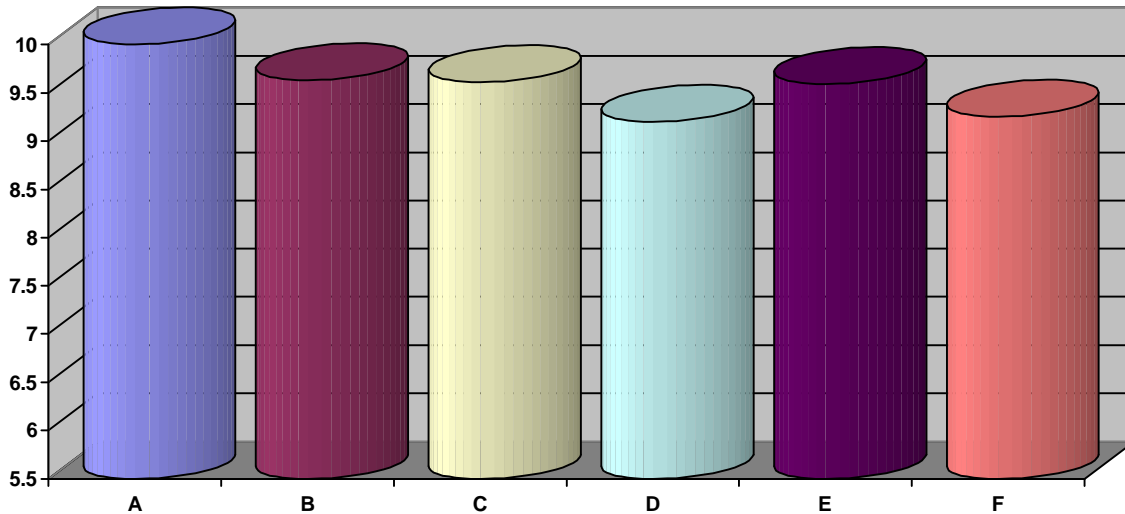
MAKING THINGS HAPPEN: Achievement Drive is a composite of several internal value structures that provide the primary driving impetus for a person to perform at a level higher than the average or to continually strive to achieve a higher performance level.

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 Development) — 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 (Secondary Strength) — 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) Role Satisfaction (Secondary Strength) — This component measures the degree of satisfaction and confidence one has in their role.
D) Persistence (Primary Strength) — The ability of an individual to maintain direction regardless of circumstances, to stay on target until one's goal is achieved.
E) Consistency (Secondary Strength) — The ability to maintain a sense of order, constancy and continuity in one's actions, to be able to transfer goals into action.
F) Health Tension Index (Secondary Development) — This component measures how well one can balance anxiety, despair and depressive attitudes.

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RELATING WITH OTHERS



RELATING WITH OTHERS: These capacities measure 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.

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) Attitude Toward Others (Primary Strength) — This component measures the ability to be positive, objective and tolerant in interactions with others.

B) Insight Into Others (Primary Strength) — This component measures a person's ability to see and understand the needs and interests of others, to identify and relate with the needs and concerns of others.

C) Listening To Others (Primary Strength) — This component measures a person's ability to see and understand the needs and interests of others, to identify and relate with the needs of others.

D) Talking At The Right Time (Secondary Strength) — This component measures how well an individual listens to another person's point of view without imposing personal biases and expectations.

E) Patience With Others (Primary Strength) — The ability to see and accept others as they are and to allow others to proceed at their own pace.

F) Sensitivity To Others (Secondary Strength) — The degree to which one can be objective about others without allowing personal feelings, positive or negative, to interfere with making decisions.

Manager Synopsis

PRIMARY STRENGTH COMMENTS

Intuitive Insight: (Deciding What Needs To Be Done)

You have a well developed ability for intuitive thinking. This gives you the capacity to identify a fruitful direction or a potential problem area by the strength of your inner, 'gut' feelings and instincts about what is right or wrong.

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

You have the potential for a very unconventional, novel view of practical common sense issues. This capacity can develop the ability to be creative in your thinking, seeing ways of doing things which others tend to overlook, and can build a strong, individualistic drive to do things in your own unique way.

Integrative Ability: (Deciding What Needs To Be Done)

You have a good capacity for identifying what the crucial issues are in complex and confusing situations and how these issues are integrated into the overall perspective of the problem situation. You know what is important and needs attention and can see the heart of the problem identifying alternatives for resolving the problem in an effective manner.

Evaluating What Needs To Be Done: (Managing Activities)

You have an excellent ability for sizing up situations, for identifying problems especially in difficult or confusing situations, and for generating constructive alternatives for resolving problems. This ability is a combination of practical, common sense thinking and conceptual, analytical thinking ability.

Attention To Concrete Detail: (Managing Activities)

Your compulsion for seeing things in an unconventional and possibly creative manner can generate the ability to identify concrete ways of thinking and solving problems which others are likely to overlook because they think in more habitual ways.

Meeting Schedules And Deadlines: (Managing Activities)

You have a strong sense of inner perfectionism. This builds a need for things to work out the way they should, as well as attention to developing and installing timetables and deadlines which correspond to your own preset goals, expectations and standards.

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PRIMARY STRENGTH COMMENTS

Short Range Planning: (Planning and Organizing)

You have the ability to understand why setting short term, tactical goals is important and the capacity to focus your energies to carry out that task. You are an individualist and an unconventional thinker and may not always spend all of the time necessary to plan results because you will stay busy making things happen according to your expectations.

Concrete Organization: (Planning and Organizing)

Your highly individualistic and unconventional thinking gives you the capacity to see how to organize things in ways which others, who think in a more structured and habitual manner may overlook. Your individualism may, however, lead you to be cautious and skeptical in your thinking to the point that you delay organizational activities.

Conceptual Organization: (Planning and Organizing)

Your individualism can generate a strong need to do things in your own way. This individualism combined with your ability to see and understand how to organize can lead to innovative and novel ways to build and carry out organizational plans.

Persistence: (Making Things Happen)

Your strong commitment to your inner ideals, personal goals, and beliefs about the future combined with your sense about what is right provide a compulsive need to push ahead and will also act as a beacon to keep you on track in difficult and confusing situations.

Attitude Toward Others: (Relating With Others)

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

Insight Into Others: (Relating With Others)

You have very keen insight into others. This gives you the ability to evaluate their potential for good and bad, to functionally evaluate the ability of others, to see opportunities for development with others which is good for you and them, and to be aware of the needs and concerns of others.

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PRIMARY STRENGTH COMMENTS

Listening To Others: (Relating With Others)

You have the ability and willingness to listen to what others are saying, to pay attention to their own unique viewpoints and their needs and concerns. You are likely to spend time and energy allowing others to express their viewpoints even when those viewpoints and perspectives are contrary to your own.

Patience With Others: (Relating With Others)

You have the ability and the willingness to be open and available to the needs and interests of others to be accepting of their viewpoints. As a result, you are likely to be more patient with others when they need attention to issues which are not of concern to you or when they express viewpoints contrary to your own.

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SECONDARY STRENGTH COMMENTS

Proactive, Conceptual Thinking: (Deciding What Needs To Be Done)

You tend to be a very unconventional, individualistic thinker and planner. As a result, you will spend your time and energy looking for novel and potentially creative ways of thinking. Remember that you may allow your need for spontaneous, novel thinking to prevent you from having the patience to see the consequences of your ideas and plans.

Doing Things Right: (Managing Activities)

You tend to have a constant need to be unconventional and inventive in your thinking. This individualism and innovativeness will likely lead you to develop an insistence on doing things in unique, novel and potentially creative ways. These may come in conflict with more accepted ways of thinking and acting.

Realistic Goal Setting: (Planning and Organizing)

Your strong need to set goals which are challenging combined with your insistence that things be done the way you think is right and your innovative, unconventional thinking builds a capacity for setting goals which will be novel, spontaneous and potentially creative and which will demand your full commitment and attention.

Attention To Planning: (Planning and Organizing)

You have the ability to understand the need for planning and organizational thinking. This understanding is couched in a highly innovative, unconventional approach to analytical, structured thinking which can lead you to delay planning activities or to compulsively look for creative planning options.

Results Oriented: (Making Things Happen)

A combination of unconventional, individualistic thinking and attention to practical, concrete results generates a strong drive center. This not only acts as a source for getting things done but builds in a potential for creativity, novelty and spontaneity into your actions and decisions.

Role Satisfaction: (Making Things Happen)

You are confident that what you are doing is what is best for you and that your social/role accomplishments will serve a useful function for yourself and for society. This confidence combined with your feelings of personal competence will build an urgency to get things done and to push ahead with energy and commitment.

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SECONDARY STRENGTH COMMENTS

Consistency: (Making Things Happen)

You have strong confidence about what you can do which leads to a sense of comfort and acceptance with your current circumstances. Your confidence gives you a sense of personal competence and satisfaction with what you are doing and acts as a springboard to action as well as personal justification that what you are doing is right for you.

Talking At The Right Time: (Relating With Others)

You have the ability to correctly and immediately identify both what is the correct or appropriate response and when the time is right to make your point. As a result, you are likely to readily see what the crucial issues are and direct your attention to responding to those issues.

Sensitivity To Others: (Relating With Others)

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 them in personal, social and role relationships. Moreover, you have the capacity to be open and available without risking becoming too trusting and too involved.

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SECONDARY DEVELOPMENT COMMENTS

Attitude Toward Authority: (Managing Activities)

Your unconventional, individualistic thinking can lead you to covertly or overtly challenge authority. You tend to insist on being inventive and doing things your own way. Seek feedback from others or develop a reminder system to help you prevent your inventiveness from interfering with your ability to understand and value authority, structure and order.

Goal Directedness: (Making Things Happen)

You are currently in a transition period with respect to your inner goals and ideals which guide your actions. Seek feedback from others to find out why you are feeling uncertain about the future, to help you decide what you want to accomplish and to guide you in deciding what you are willing to commit your energies toward the future.

Health-Tension Index: (Making Things Happen)

You currently do not see or value your self as well as the world around you and as a result are subject to anxiety and stress effects. Seek feedback to identify development steps which will reduce this stress. Spend time and energy doing things you enjoy and which can help to relieve anxiety and stress symptoms.

