



Personal Value Analysis

Prepared for:

Demo Sample

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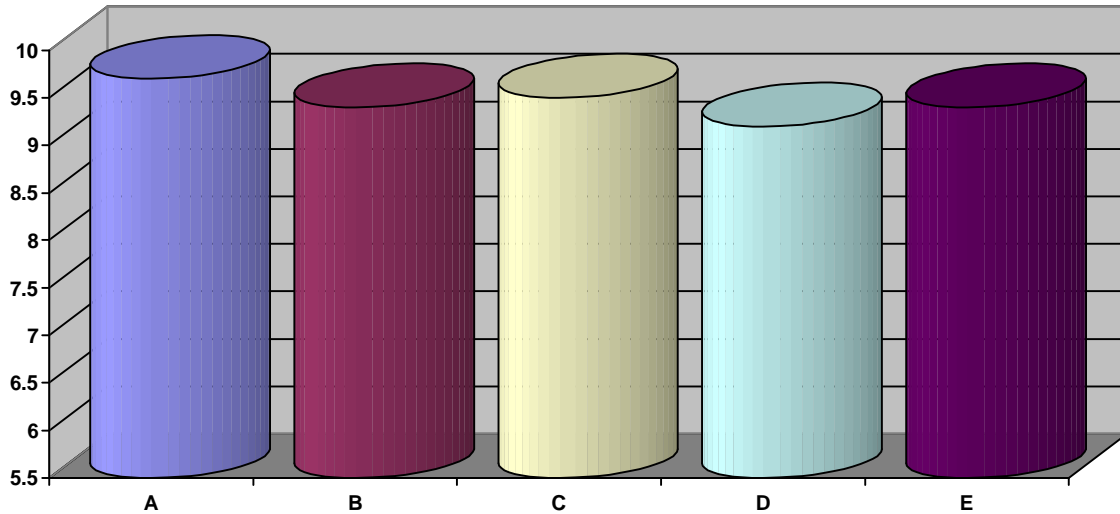
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Personal Value Analysis

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) Knows What To Do (Low Risk) — This section measures the ability to clearly and correctly see what is important and needs attention.

B) Knows How To Do It (Low Risk) — This section measures the ability to develop ideas, techniques, and solutions for getting things done.

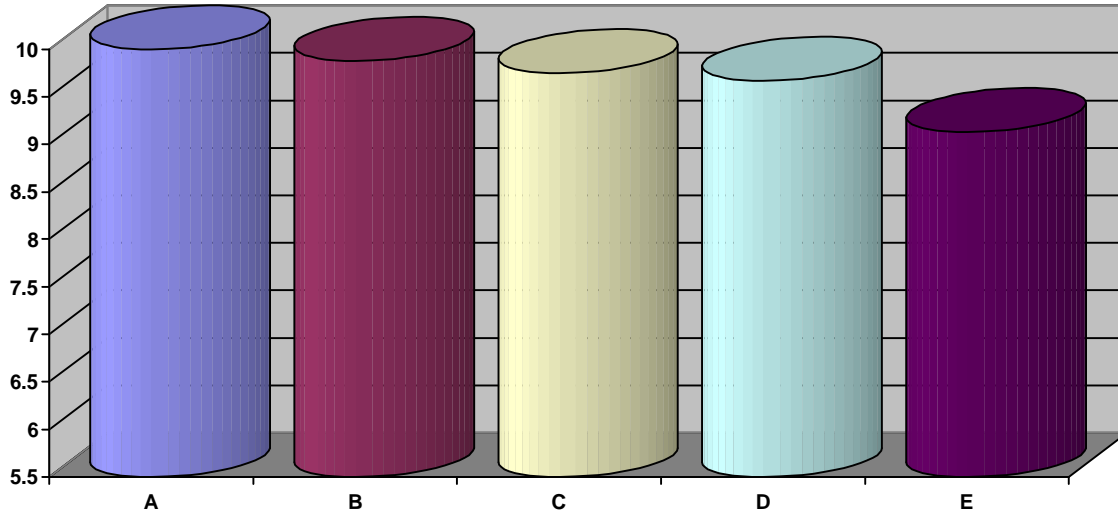
C) Planning And Organizing (Low Risk) — This section measures the ability to develop plans and strategies for focusing and measuring the success of actions.

D) Gets Things Done (Low Risk) — This section measures the capacity to focus energy, stay on track, and get things done effectively and efficiently.

E) Works Through Others (Low Risk) — This section measures the ability to develop, motivate, focus, and monitor others.

Personal Value Analysis

KNOWS WHAT TO DO



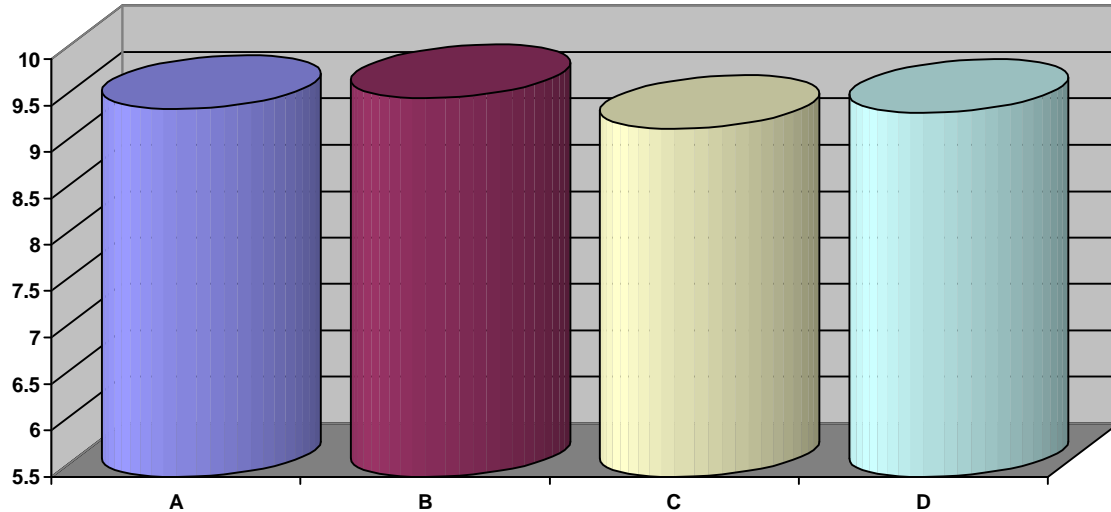
KNOWS WHAT TO DO: These capacities measure the ability to decide which issues are relevant and need attention from an intuitive, practical, conceptual, and analytical perspective.

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) Intuitive Insight (Low Risk) — The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.
B) Seeing The Big Picture (Low Risk) — This capacity measures the ability to not only see all of the pieces and angles of the picture, but also the ability to see how the pieces fit together to make a whole.
C) Common Sense Thinking (Low Risk) — The ability to use one's practical thinking ability to see and understand what is happening.
D) Long Term Goal Assessment (Low Risk) — The ability to project a goal into the future and understand not only future consequences but also see how to plan to attain their goals.
E) Proactive Thinking Ability (Low Risk) — The ability to plan for consequences of actions and decisions rather than reacting to crises.

Personal Value Analysis

KNOWS HOW TO DO IT



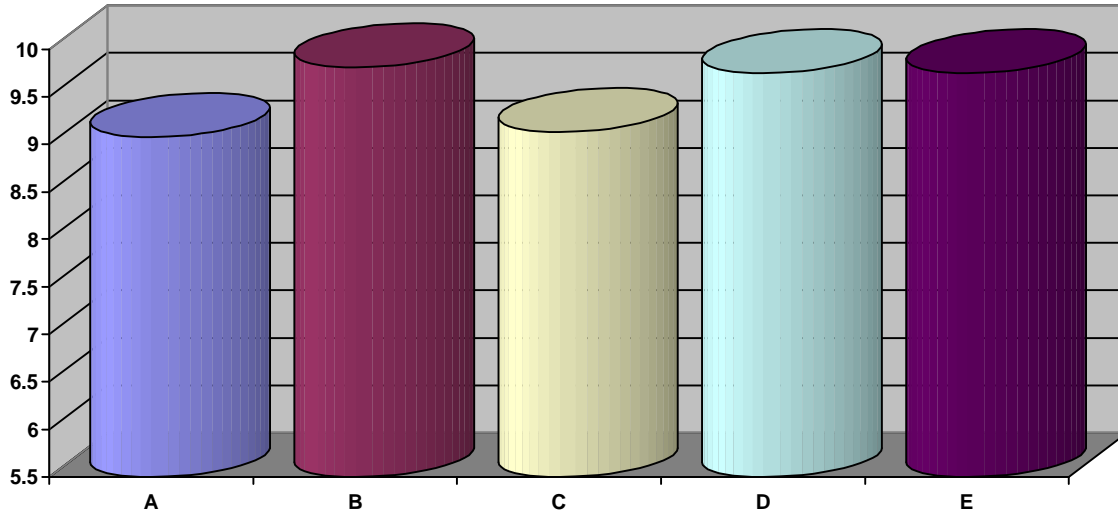
KNOWS HOW TO DO IT: These capacities measure a person's ability to see what needs to be done, who needs to do the work, and how things need to be done.

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) Evaluating What Needs To Be Done (Low Risk) — 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 (Low Risk) — The ability to clearly see and pay attention to flaws in things, people and situations.
C) Doing Things Right (Low Risk) — This component measures one's insistence on doing things right.
D) Meeting Schedules/Deadlines (Low Risk) — The ability to pay attention to and insist on doing things right.

Personal Value Analysis

PLANNING AND ORGANIZING



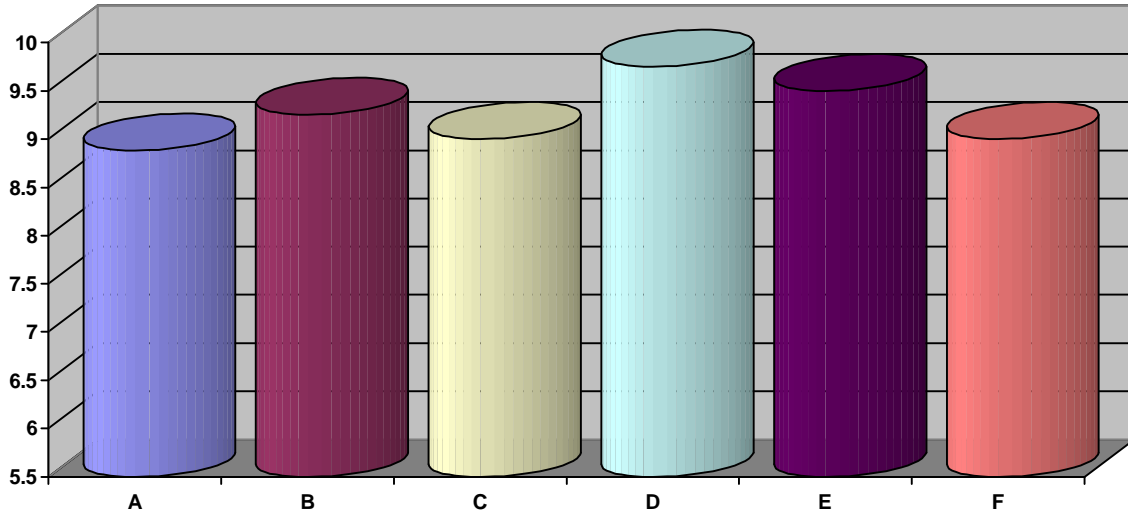
PLANNING AND ORGANIZING: These capacities identify the short range and long range needs and implications of a situation, to set goals which are realistic and to develop plans of action which attain these goals in an effective and efficient manner.

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
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A) Attention To Planning (Low Risk) — The ability to keep one's focus and attention on planning details and activities.
B) Short Range Planning (Low Risk) — The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.
C) Long Range Planning (Low Risk) — The ability to see long range goals and to design plans and strategies for attaining these goals.
D) Concrete Organization (Low Risk) — The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.
E) Conceptual Organization (Low Risk) — The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

Personal Value Analysis

GETS THINGS DONE



GETS THINGS DONE: These capacities measure the ability to marshal energy to attain self goals as well as the ability of be persistent and consistent.

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) Goal Directedness (Low Risk) — The ability to be excited about and committed to goals, to marshal energy to push toward attainment of goals.

B) Results Oriented (Low Risk) — The ability to pay attention to the achievement of results and to decide to what extent attaining results is a major factor pushing one to action.

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

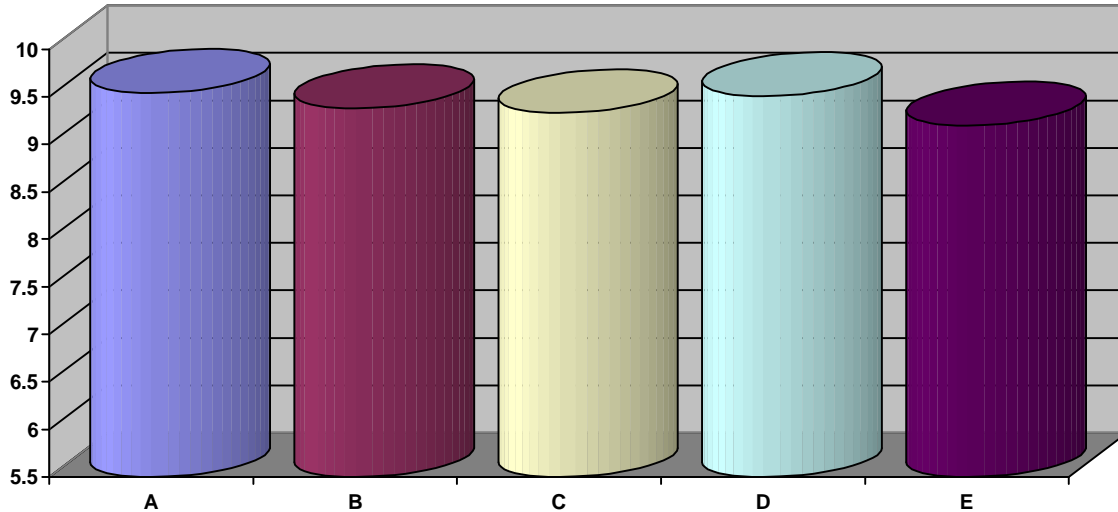
D) Self Attitude (Low Risk) — The ability to utilize a positive self attitude as a source for drive, motivation and as a major means of pushing one to action.

E) Persistence (Low Risk) — The ability of an individual to maintain direction in spite of obstacles and to stay on target regardless of circumstances.

F) Consistency (Low Risk) — The ability to maintain a sense of constancy and continuity in one's actions, to be reliable in the transfer of thinking to action.

Personal Value Analysis

WORKS THROUGH OTHERS



WORKS THROUGH OTHERS: These capacities measure the ability to see and appreciate the needs and interests of others and to deal with others in a concerned but objective manner.

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
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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) Insight Into Others (Low Risk) — The ability to see and understand the needs and interests of others, to identify and relate with the concerns of others.
B) Attitude Toward Others (Low Risk) — The ability to maintain tolerance, be positive and remain objective in interactions with others.
C) Relating With Others (Low Risk) — The ability to coordinate knowledge of others into action, to get along with others, and to develop and maintain open, positive relationships.
D) Listening To Others (Low Risk) — The ability to listen to another point of view without imposing personal biases, standards and expectations.
E) Talking At The Right Time (Low Risk) — The ability to know what to say, how to say it, and when to speak.

Personal Value Analysis **DEVELOPMENT COMMENTS** **KNOWS WHAT TO DO**

Intuitive Insight: (Knows What To Do)

Strength

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

Seeing The Big Picture: (Knows What To Do)

Strength

You have the ability to see all of the pieces and angles of a picture, and at the same time, understand how all of these pieces fit together to form a total picture. You have the ability to understand how the parts of a puzzle can be fit together to form the puzzle itself.

Common Sense Thinking: (Knows What To Do)

Strength

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 strongly individualistic drive to do things in your own unique way.

Long Term Goal Assessment: (Knows What To Do)

Strength

You tend to be a very spontaneous, potentially creative thinker giving you the ability to see and set goals which provide novel ways of thinking and getting things done. You are likely to see consequences of goals which others are likely to overlook because they think in more structured, habitual ways.

Proactive, Conceptual Thinking: (Knows What To Do)

Strength

You tend to be a very unconventional, individualistic thinker and planner and as a result 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.

Personal Value Analysis
DEVELOPMENT COMMENTS
KNOWS HOW TO DO IT

Evaluating What Needs To Be Done: (Knows How To Do It)

Strength

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: (Knows How To Do It)

Strength

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.

Doing Things Right: (Knows How To Do It)

Strength

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 which may come in conflict with more accepted ways of thinking and acting.

Meeting Schedules And Deadlines: (Organizational Attitudes)

Strength

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

Personal Value Analysis
DEVELOPMENT COMMENTS
PLANNING AND ORGANIZING

Attention To Planning: (Planning and Organizing)

Strength

You have the ability to understand the need for planning and organizational thinking but 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.

Short Range Planning: (Planning and Organizing)

Strength

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.

Long Range Planning: (Planning and Organizing)

Development Area

You tend to be naturally skeptical about the value of spending time and energy on long range planning. You should attend a course which teaches you the value of long range planning and provides techniques for developing realistic and workable plans.

Concrete Organization: (Planning and Organizing)

Strength

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)

Strength

Your individualism can generate a strong need to do things in your own way and 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.

Personal Value Analysis
DEVELOPMENT COMMENTS
GETS THINGS DONE

Goal Directedness: (Gets Things Done)

Strength

A combination of your individualistic attitude toward the world and a stubborn, self perfectionistic attitude can cause you to set goals which are either unrealistic or which will not keep you on track. Set short term goals based on past successes where possible and these goals are more likely to consistently function as a source of drive.

Results Oriented: (Gets Things Done)

Strength

A combination of unconventional, individualistic thinking and attention to practical, concrete results generates a strong drive center which 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.

Self Confidence: (Gets Things Done)

Strength

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 Attitude: (Gets Things Done)

Strength

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.

Personal Value Analysis
DEVELOPMENT COMMENTS
GETS THINGS DONE

Persistence: (Gets Things Done)

Strength

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

Consistency: (Gets Things Done)

Strength

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.

Personal Value Analysis
DEVELOPMENT COMMENTS
WORKS THROUGH OTHERS

Insight Into Others: (Works Through Others)

Strength

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

Attitude Toward Others: (Works Through Others)

Strength

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

Relating With Others: (Works Through Others)

Strength

You have the ability to develop discriminating, discrete relationships treating each person consistently and fairly. You are in touch with the needs and interests of others and respect their rights and individuality. You are cautious about opening up to others and will likely test their motives and intentions and how they will affect you.

Listening To Others: (Works Through Others)

Strength

You have the ability and willingness to listen to what others are saying paying attention to their own unique viewpoints, to 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.

Talking At The Right Time: (Works Through Others)

Strength

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.