



Professional Profile

Prepared for:

Demo Sample

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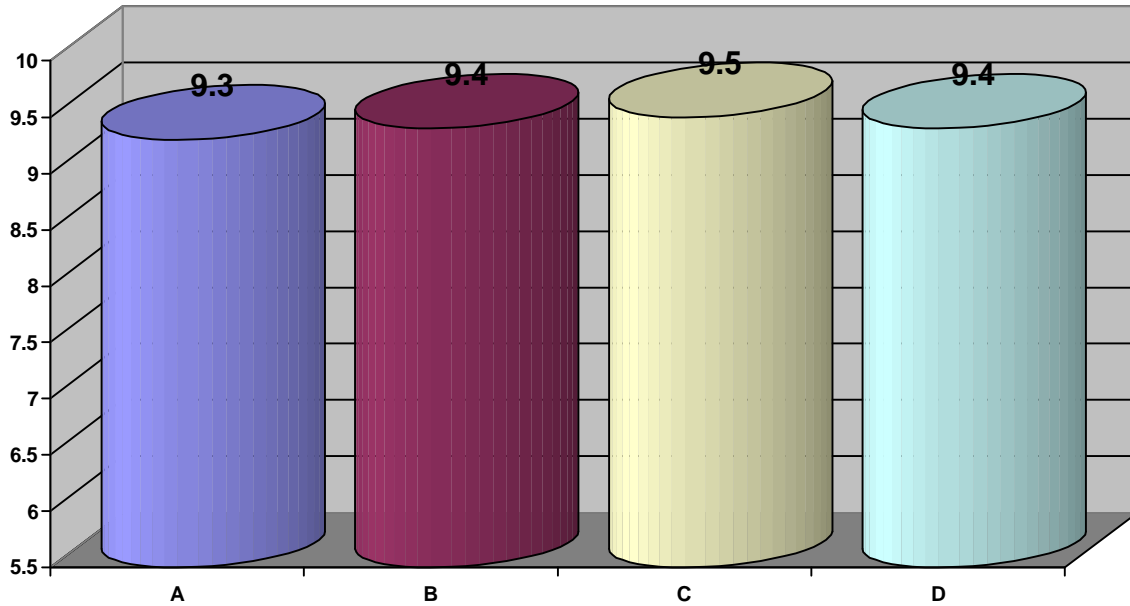
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Professional Profile

OVERALL TENDENCIES

- Have very strong intuitive insights and hunches about what is right and wrong as well as which direction will be fruitful.
- Sensitive to the needs and issues of others and to the protection of the individuality and freedom of others.
- May expect others to be better than they can be and become disappointed when they do not measure up to your expectations.
- Are likely to shift from being open and available to becoming cautious and suspecting of others.
- Have the ability to listen attentively, showing concern and respect; however, you may tend to avoid difficult, stressful, or confusing situations.
- Tend to think outside the box, seeing ideas and ways of doing things which others tend to miss because they think more by habit.
- Tend to be an individualist and an unconventional person, challenging existing ways of thinking and doing things.
- May become reactive and retroactive in your thinking, spending too much time and energy trying to see things from a different perspective.
- May develop a 'chip on the shoulder attitude' when things do not work out as you expect.
- Have keen knowledge of your social/role image, of your ability to perform and of the importance of status and recognition.
- Will likely be confident, comfortable, and satisfied about you are doing.
- Have the ability to see and understand your uniqueness and individuality and to assess personal strengths and limitations.
- Have the ability to see and set personal goals and to understand standards which will guide your development and conduct.
- Tend to be uncertain about which direction is best and, as a result, may delay decisions and actions until you are convinced that the time is right.

Professional Profile OVERALL INDIVIDUAL SCORECARD



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) Will You Fit Into The Organization? (9.3)
B) How Well Can You Manage Yourself? (9.4)
C) How Well Can You Think, Solve Problems, And Make Decisions? (9.5)
D) Can You Lead? (9.4)

Professional Profile

TOP TEN CRITICAL SUCCESS COMPETENCIES

Listed below are your top ten Critical Success Competencies. These competencies are listed in order of the talent you currently display for paying attention to and valuing them. The first competency listed is your strongest, which is then followed by the rank order of the remainder of the competencies.

Rank	Description	Strength/Development
1	Ability to see the big picture.	Primary Strength
2	Having good 'gut instincts'.	Primary Strength
3	Understanding what needs be done and how to get the job done.	Primary Strength
4	Understanding what it will take to solve a problem.	Primary Strength
5	Having backup plans for those times when things do not work out.	Primary Strength
6	Having optimism and believing that the best can and will happen.	Primary Strength
7	Willingness to match personal priorities to organizational needs.	Primary Strength
8	Getting things done on time.	Primary Strength
9	Having a good sense of timing.	Primary Strength
10	Ability to think beyond your immediate situation.	Primary Strength

Professional Profile

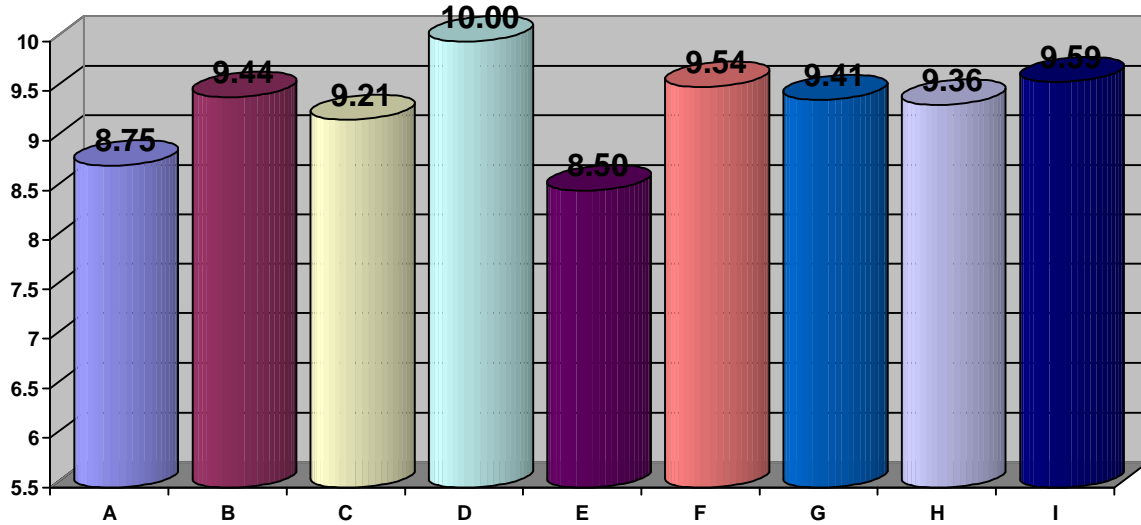
FIVE KEY DEVELOPMENT AREAS

Listed below are five key development areas from the Critical Success Competencies. These competencies are listed in order of the area which needs the most development followed by the other four in the order of their rank.

Rank	Description	Strength/Development
1	Difficulty managing stresses and anxieties.	Secondary Development
2	Difficulty fitting into the organization.	Secondary Development
3	Difficulty changing directions when necessary.	Secondary Strength
4	Difficulty keeping your composure in stressful situations.	Secondary Strength
5	May not stay focused on getting things done.	Secondary Strength

Professional Profile INDIVIDUAL SCORE CARD

WILL YOU FIT INTO THE ORGANIZATION?

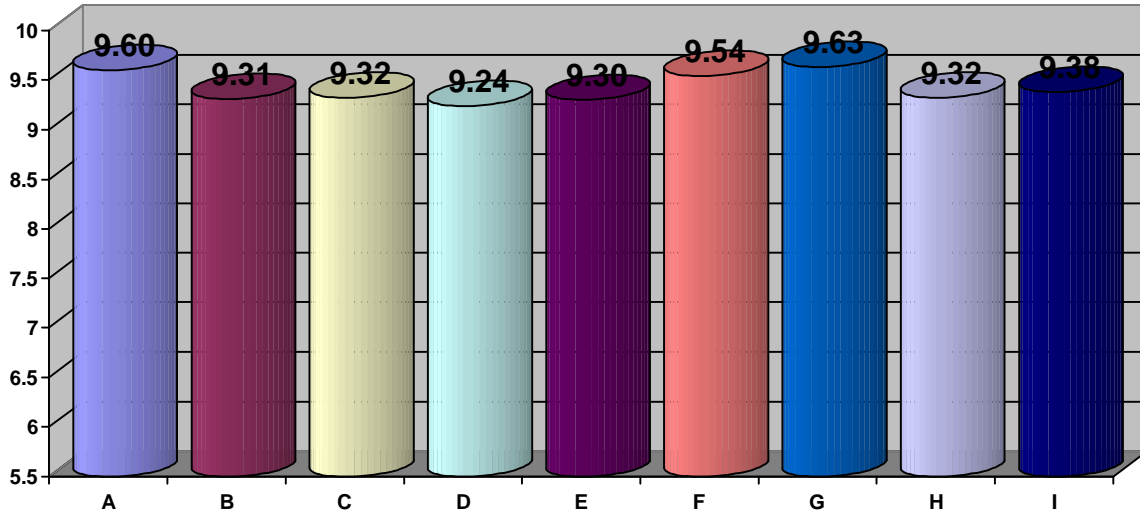


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A) Maintaining a positive attitude toward those in authority (8.75)
B) Willingness to listen attentively (9.44)
C) Willingness to learn from your mistakes (9.21)
D) Ability to see the big picture, to think long range (10.00)
E) Ability to manage your stresses and anxieties (8.50)
F) Willingness to be a team player, a member of the organization (9.54)
G) Willingness to do what the team asks (9.41)
H) Dependability in good times and bad (9.36)
I) Willingness to match personal priorities to organizational needs (9.59)

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HOW WELL CAN YOU MANAGE YOURSELF?

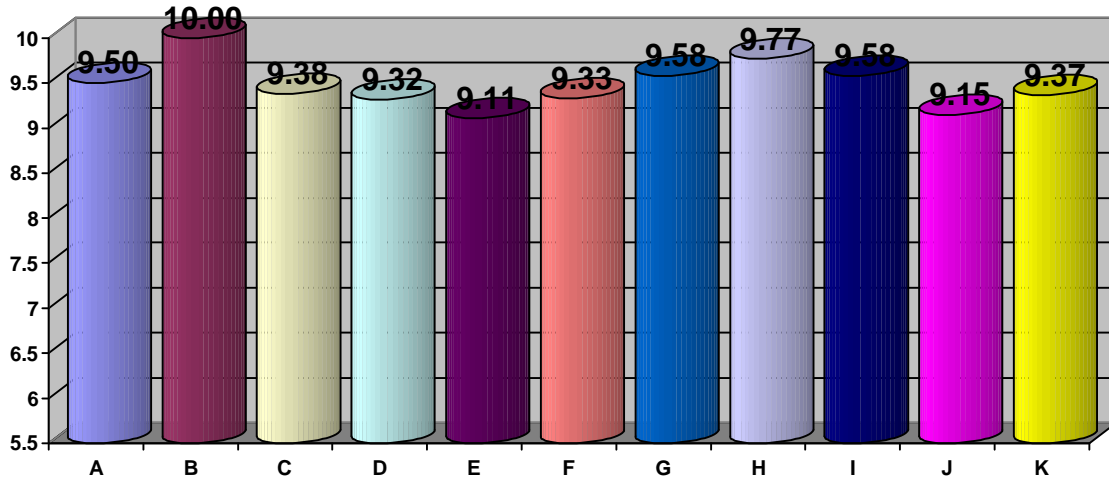


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A) Having optimism and believing that the best can and will happen (9.60)
B) Having no fear of success or failure (9.31)
C) Understanding what you can and cannot do (9.32)
D) Ability to accept responsibility for your decisions (9.24)
E) Ability to set realistic goals (9.30)
F) Paying attention to consequences (9.54)
G) Having backup plans for those times when things do not work out (9.63)
H) Willingness to do whatever it takes to accomplish your goals (9.32)
I) Willingness to be honest with yourself and others (9.38)

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HOW WELL CAN YOU THINK, SOLVE PROBLEMS, AND MAKE DECISIONS?

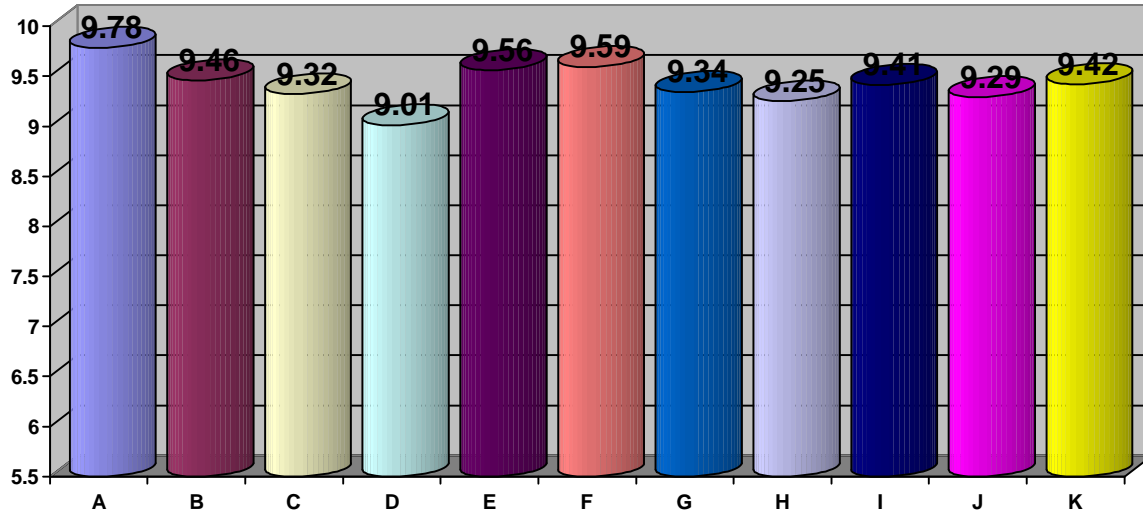


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A) Willingness to listen to other viewpoints (9.50)
B) Having good 'gut instincts' (10.00)
C) Having good 'street smarts' and common sense thinking (9.38)
D) Ability to see a problem before it hits you in the face (9.32)
E) Ability to keep your composure in stressful situations (9.11)
F) Willingness to take the time to find out what is causing a problem (9.33)
G) Ability to think beyond your immediate situation (9.58)
H) Understanding what it will take to solve a problem (9.77)
I) Having a good sense of timing (9.58)
J) Willingness to stay focused on getting things done (9.15)
K) Ability to pay attention to doing things right (9.37)

Professional Profile INDIVIDUAL SCORE CARD

CAN YOU LEAD?



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A) Understanding what needs be done and how to get the job done (9.78)
B) Communicating a sense of optimism, vision, and purpose (9.46)
C) Sticking by a decision once it is made (9.32)
D) Willingness to change directions when necessary (9.01)
E) Setting realistic priorities (9.56)
F) Getting things done on time (9.59)
G) Staying on track until the job is done (9.34)
H) Consistency and reliability (9.25)
I) Ability to make decisions with confidence (9.41)
J) Willingness to take risks for what you believe is right (9.29)
K) Helping others to have the confidence to take risks (9.42)