

# Production Performer

Assessment On: Angela Michaels  
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Position: Assembler

Company: Acme Manufacturing  
Report Type: Assembler

Assessment Date: 4/26/2007

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## Basic Math

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

MATH SKILLS measures the general knowledge of arithmetic an individual possesses. Ms. Michaels's knowledge of general arithmetic is very good. She can be expected to add, subtract or multiply with the speed and degree of accuracy required for most positions.

## Numerical Perception

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

NUMERICAL PERCEPTION measures an individual's accuracy in handling numeric and alphabetic data. Ms. Michaels's superior Numerical Perception score indicates that she can process data quickly and correctly.

## Energy

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

ENERGY measures the individual's stress and drive level, and ability to work under pressure. Ms. Michaels's score indicates that she has a good energy and drive level, yet is able to maintain her level of concentration and handle life's stress and pressure well.

## Flexibility

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

FLEXIBILITY measures an individual's attitude toward ethics, honesty, reliability and dependability. Ms. Michaels is oriented to be an ethical, honest individual who adheres to policies and procedures of the organization as they relate to job requirements.

## Organization

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

ORGANIZATION measures an individual's mental orientation to plan and organize her life events and job requirements. Angela is an organized individual who likes to preplan her day. She will be aware of deadlines she must meet, but will not easily adapt to interruptions or schedule changes which throw her schedule off track.

## Communication

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

COMMUNICATION measures an individual's desire to communicate verbally with co-workers in the course of her workday. Angela is a friendly individual who enjoys interacting with co-workers during the day. At times, she could waste time in idle conversation.

### **Emotional Dev**

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

EMOTIONAL DEVELOPMENT measures an individual's ego, self-confidence and self-esteem. Ms. Michaels is generally self-assured and patient, but may become impatient with fellow workers when under extreme pressure.

### **Assertiveness**

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

ASSERTIVENESS measures an individual's desire to interact with fellow workers in a cooperative manner, rather than attempting to control a situation. Angela is assertive enough to hold her own with fellow workers, but will not appear unduly domineering.

### **Competitiveness**

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

COMPETITIVENESS measures whether an individual desires to be a participating team member versus being individually responsible for results. Angela is a strong team player who prefers achieving as part of a team, rather than individually.

### **Mental Toughness**

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

MENTAL TOUGHNESS measures an individual's orientation to deal with life and job problems, as well as the ability to work under less favorable physical conditions. Ms. Michaels is sensitive enough to care about her own needs, as well as those of her fellow workers, but is tough enough to handle the normal amount of life or job pressures or problems.

### **Questioning /Probing**

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

QUESTIONING/PROBING measures an individual's orientation towards accepting things at face value versus having the tendency to ask questions and probe to find hidden or underlying motives. Angela will probe and ask questions to fully understand a situation, but will not appear suspicious.

### **Motivation**

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

MOTIVATION measures an individual's desire for job security rather than recognition, incentives and change. Ms. Michaels prefers some security in her job, but is also motivated by recognition and incentives.

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----- **Validity Scales** -----

**Distortion**

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Ms. Michaels is a secure person who is not afraid to admit her weaknesses. She is also good at assessing her strengths. She tends to be open and frank, with these assessment results having a high degree of accuracy.

**Equivocation**

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

She has scored within our acceptable equivocation range.

----- **History of Dishonesty** -----

- \* NO SIGNIFICANT HISTORY OF STEALING
- \* NO SIGNIFICANT HISTORY OF DRUG OR ALCOHOL ABUSE

**This report is confidential and is an opinion based on test results and other available data. In the selection process it may count up to one third (1/3) of the decision process along with the interview, reference check, education and experience.**

<b>Mental Aptitudes - for Assembler position</b>												
		1	2	3	4	5	6	7	8	9		
BASIC MATH	Low Skills									X		High Skills
NUMERICAL PERCEPTION	Imprecise										X	Accurate
<b>Personality Dimensions - for Assembler position</b>												
		1	2	3	4	5	6	7	8	9		
ENERGY	Restless										[ . . . . . X ]	Calm
FLEXIBILITY	Flexible										[ . . . X . . . . . ]	Rigid
ORGANIZATION	Disorganized										[ X . . . . . ]	Planful
COMMUNICATION	Reserved										[ . . . . . X . . . ]	Interactive
EMOTIONAL DEV	Impatient										X [ . . . . . ]	Tolerant
ASSERTIVENESS	Cooperative										[ . . . . . ] X	Authoritative
COMPETITIVENESS	Team Player										[ X . . . . . ]	Individualist
MENTAL TOUGHNESS	Sensitive										[ . . . . . X . . . . . ]	Tough
QUESTIONING /PROBING	Trusting										[ . . . . . ] X	Skeptical
MOTIVATION	Security										X	Recognition
<b>Validity Scales - for Assembler position</b>												
		1	2	3	4	5	6	7	8	9		
DISTORTION	Frank Answer										[ . . . . . X . . . ]	Exaggerates
EQUIVOCATION	Choose Alter.										[ . . . . . X . . . . . ]	Choose Middle

**STANINE:** The STANINE is a system of measurements which divides the population into nine parts.

**NOTE:** Areas with dots and brackets ([.....]) are of primary importance with the dots and brackets reflecting the most desirable range for an individual to score in to have those characteristics. Areas without dots and brackets are secondary areas that provide additional information regarding the individual.

**AREAS OF CONCERN -** Scores of 1 or 2 in any of the following dimensions: *Energy, Flexibility, Emotional Development or Mental Toughness* are areas of concern.