

The Scoreboard

Assessment On: Ronald Walters
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Position: Warehouseman

Company: Acme Construction Company
Report Type: Warehouse Worker

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----- Personality Structure -----

Energy

① ② ③ ④ **⑤** ⑥ ⑦ ⑧ ⑨

Energy and drive to get the job done -- Well-balanced energy level. Can handle both sedentary and action-oriented tasks and likes a balance of the two.

Flexibility

① ② ③ ④ ⑤ ⑥ ⑦ **⑧** ⑨

Level of flexibility, creativity, integrity and adaptability to change -- Likes having structured guidelines and rules to follow; not flexible, adaptive to change or creative, but very loyal to his company and honest and straightforward with people.

Organization

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ **⑨**

Desire to organize assignments to better utilize time and resources -- Overly devoted to processes and procedures; likes to know exactly when each thing will take place. Can become very frustrated when organized schedule is altered or interrupted.

Communication

① ② ③ ④ **⑤** ⑥ ⑦ ⑧ ⑨

Ability to communicate and willingness to share knowledge with others to achieve common goals -- Equally able to work alone or with others. This indicates good communication skills and the ability to converse with people, or work alone, as necessary.

Emotional Dev

① ② ③ ④ ⑤ ⑥ **⑦** ⑧ ⑨

Level of ego and confidence -- Patient, mature individual who seldom becomes impatient with situations or people. Could tend to procrastinate when action is needed. May be overly self-confident.

Assertiveness

① ② ③ ④ ⑤ ⑥ ⑦ **⑧** ⑨

Cooperativeness versus the tendency to be opinionated -- Likes to do things his own way; enjoys control and responsibility. Enjoys positions of authority, but will need to control the tendency to take over without being asked. May be difficult to train or manage.

Competitiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Desire to compete against others and win vs. desire to work as part of a team -- Desires to excel, but through a team effort, rather than individually.

Mental Toughness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Ability to handle negative aspects of job as well as ability to exhibit empathy towards others -- Tough enough to handle pressures and problems on the job, yet sensitive enough to care about others.

Questioning /Probing

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Desire to question and probe, rather than accepting things at face value -- Is neither overly gullible, nor overly cynical. Can question to discern motives without appearing untrusting.

Motivation

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Achievement orientation and internal motivation to initiate changes and take risks in order to advance -- Highly recognition-motivated. Could be a turnover risk unless allowed to reap rewards for hard work in the form of commissions, bonuses and other remunerative rewards.

----- Validity Scales -----

Distortion

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Proper vs. improper reporting -- Unwilling to report honestly.

Equivocation

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Certainty of personal response -- Accurate; represented self clearly and consistently.

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.

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Personality Dimensions - for Warehouse Worker position											
		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
Validity Scales - for Warehouse Worker position											
		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.