

Profiles PowerSelect™

CONFIDENTIAL
REPORT

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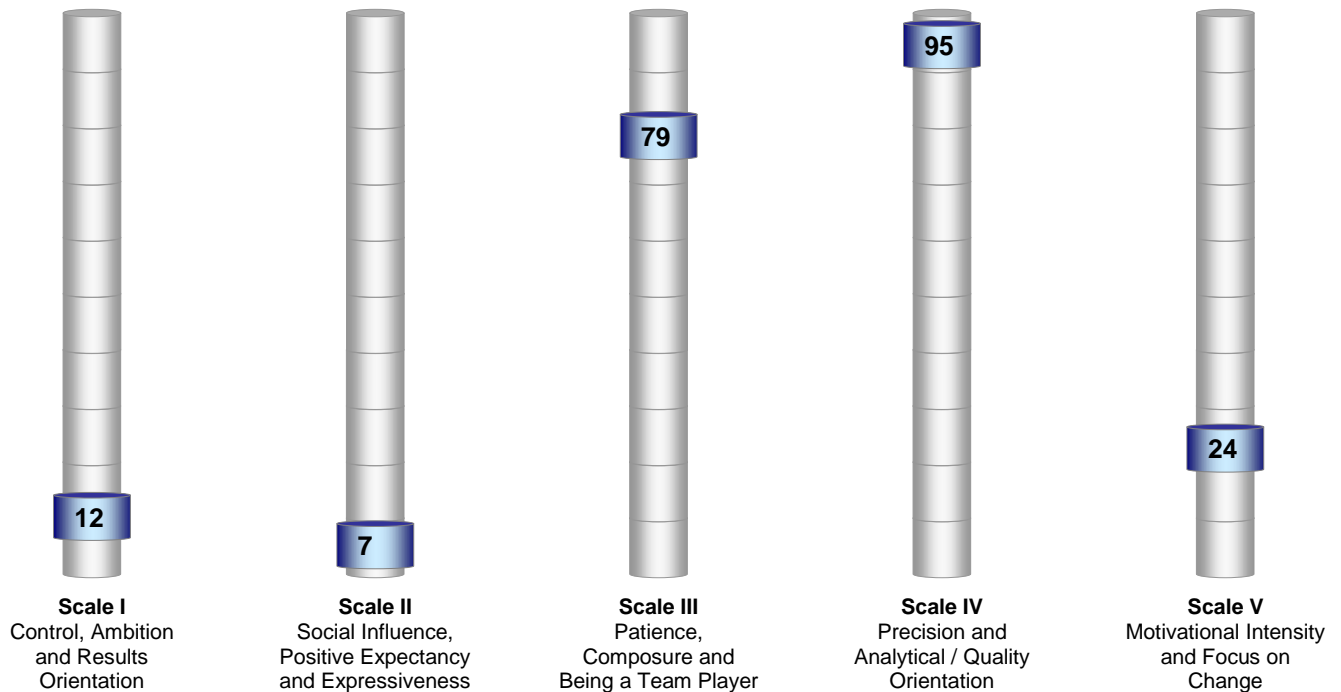
Betty Sample

Profiles International's Enterprise Solutions



Introduction

This report is an overview of the impact of the responses made by Ms. Sample. The following graphs show the relative relationship of her scores on all five scales, while the bulleted statements that follow summarize her results.



The scores attained by Ms. Sample suggest what is most likely to be noticed in her daily activities. The statements provide an idea of what might be expected from her in the work setting.

- You may notice her becoming stressed when she fails to recognize the validity of others' opinions.
- She will be very systematic and detail-oriented when working on a task or project.
- She is somewhat of a perfectionist in her approach to work situations.
- She should learn ways to overcome her reluctance to compromise in group situations.
- An improvement plan for her should focus on taking and managing acceptable risk when information upon which to base decisions is unavailable.
- She will take risks only when she has sufficient facts to back up a decision.
- She may be inhibited from making decisions in a timely manner and could slow down production.
- Decisions to take action or make changes will be based on often exhaustive review of data and information.

Specific Areas

This section of the report expands the view of Ms. Sample in six specific work-related areas.

Typical Work Behavior

The following suggests behaviors that Betty may typically demonstrate in the work situation:

- She is somewhat of a perfectionist in her approach to work situations.
- She will be very systematic and detail-oriented when working on a task or project.
- She may tend to isolate and seem unapproachable to others.
- She has very high standards and expectations for herself and may become frustrated when others do not live up to those standards.

Preferred Supervision

These comments suggest the type of supervision that Ms. Sample prefers:

- She needs a supervisor who will give her a task and leave her alone to accomplish it.
- She appreciates a supervisor who recognizes her persistence and does not criticize her in front of others.
- She may, at times, need to be encouraged to try new methods and take risks.
- Somewhat set in her ways, she appreciates a supervisor who recognizes the value of tried and true practices.

Behavior Under Stress

Pressures on the job can elicit these responses, especially if the pressures are persistent or extreme:

- She can reduce stress by learning ways to handle situations where limited information must be used to make decisions.
- She may tend to hide feelings of stress or pressure.
- She will typically maintain proven practices and may refuse to deviate from the original plan even under pressure.
- She may experience stress when others fail to meet her high standards.

Preferred Work Environment

Brief descriptions of the work environment where Betty works most effectively:

- She appreciates an environment in which attention to detail is expected and rewarded.
- She likes a setting that is quiet and free from distractions.
- She prefers a steady and predictable workplace where accuracy and efficiency are valued.
- She typically avoids situations over which she has little control or in which she is required to accept undue risk.

Motivation

Some considerations of what motivates Ms. Sample when in the work environment:

- She is driven to find proof that plans and procedures will be effective.

- She is motivated by the need to see a job done accurately and completely with few, if any, mistakes.
- She likes to be given the opportunity to investigate options and present findings.
- She values precise and positive results and is determined to see a job through to fruition.

Discretionary Effort

Below are comments that describe her willingness to go beyond the call of duty:

- She will usually get the job done but may tend to ignore deadlines in the interest of maintaining quality control.
- She will maintain her determination to produce quality output in all situations.
- She is confident of her abilities as long as the work environment remains stable.
- She has high standards for herself and typically holds other peoples' work habits to those same expectations.

This report is to be used as representing only a part of the information necessary to make a decision about Ms. Sample. It should never be considered as more than 1/3 of the information needed to make an informed decision.