

The Scoreboard III

Assessment On: Joe Applicant
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Position: Server

Company: Frisch's
Report Type: Cashier

Assessment Date: 5/1/2009 4:20:05 PM

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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 -- Dependable and honest; will follow company guidelines, yet can also adapt to changes and be creative.

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 -- Gregarious; enjoys interacting with people, but may need to also develop better listening skills for enhanced communication. Best suited to a position where he has a lot of people contact.

Emotional Dev

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Level of ego and confidence -- Sometimes unrealistically impatient and demanding of others; may act immature and be hard to work with. Lacking in self-confidence.

Assertiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Cooperativeness versus the tendency to be opinionated -- Able to deal with most people in a firm, yet respectful, manner. Good degree of dominance for most positions.

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 -- Can work as part of a team, or through individual pursuits. Desires to excel.

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 -- Moderate questioning skills; will accept most things at face value, but will do a moderate amount of probing to better understand matters.

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 -- Commission-type; needs awards, position, visibility. Turnover risk, if in a position where strong recognition is not available.

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

Distortion

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Proper vs. improper reporting -- Gave good, frank answers about self.

Equivocation

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

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

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----- 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.

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		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 Cashier 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.