



Personality Profile for: Bob Smith

Prepared by : The Northwest Board Room

This assessment was taken on 3/1/2010 3:24:03 PM

All applicants are treated equally, based on the answers they provided.

The five types of personalities reviewed are :

- 1: The A personality - Very strong, decisive, independent, risk taker, take charge type.
- 2: The B personality - Outgoing personality, good sense of humor, talkative, enthusiastic.
- 3: The C personality - Deep and thoughtful, analytical, and usually a perfectionist.
- 4: The D personality - Low key personality, calm, usually patient and consistent.
- 5: The E personality - An equal combination of all 4 personalities.

No person is ever only one of the above types, but is a mixture of all four. There will be a dominating personality if the questions were answered honestly. The Secondary type may be close to one of the other types and may or may not be as strong as the dominate personality.

The chart on page 2 shows the main type scores as well as the character and talent traits Bob has. if the percentage is 30 % or higher, Bob will be very much like that type. The other types will also have an influence on Bob's day to day behavior.

Use the character and talent traits to read into the true Bob. If there are very strong traits you will then know what the benefits and / or drawbacks will be. The consistency level will show how consistent Bob was in filling out the profile sheet. Use this score as your validity benchmark when reviewing the report. We strongly suggest reading the

Management Book or the help section before trying to evaluate this report.

We have taken every precaution as to the results of this report. Remember, this is only a guide/tool and other means of evaluation should be used as well. Neither 360Solutions nor anyone associated with this program accept any responsibility for your actions or decisions based on this report.

Consistency Level : 18

Confidence Level : 15

Note: Because of Bob's high consistency level and a high confidence score, you can have the utmost confidence in the reliability of this report.



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Consistency Score: 18 out of 20.

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Dominating Personality = A

Secondary Personality = C

Least like Personality = D

Bob's Personality Type is A / C

% for Type-A is 32 % - Leader

% for Type-B is 23 % - Networker

% for Type-C is 24 % - Thinker

% for Type-D is 21 % - Supporter

Character & Talent Traits - Middle Management Benchmark

The table below scores each character and talent trait from 1 = weak to ----- 15 = extreme

Character/Trait	Score	Made Benchmark	Score Wanted
Stress Management	10	Yes	8 - 15
Sensitivity Level	2	No, Too Low	4 - 10
Compassion Level	9	No, Too High	2 - 8
Patience Level	7	Yes	7 - 12
Creative Abilities	10	Yes	6 - 15
Artistic Abilities	6	Not Used	0 - 0
Outgoing Traits	12	No, Too High	6 - 10
Interaction Level	13	Yes	8 - 15
Analytical	9	Yes	8 - 12
Detailed Traits	6	No, Too Low	8 - 12
Decision Making	5	No, Too Low	6 - 10
Independent	14	No, Too High	7 - 12
Persuasive Level	14	Yes	8 - 15
Aggressive Level	15	Yes	7 - 15
Stubborn Level	7	Yes	3 - 8
Goal Setting	12	Yes	6 - 15
Time Management	11	Yes	8 - 15
Confidence Level	15	Yes	10 - 15



Personality Types for: Bob Smith

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DOMINATING PERSONALITY

A-Type - Leadership - Decision making - Independence - Vision

TOTAL PERCENTAGE OF SCORE: 32%

The A-Type is one of the most sought after types in the business world. The A-type personality is very strong and their abilities will enable them to accomplish most anything. A born leader, very aggressive and sometimes demanding. They have a compulsive need for change and like to be in control. Don't try to hold down the A-type for long. This type of personality is strong willed and decisive to a fault. The true A-type is quick to learn and will want and need to rise to the highest position. More into achieving goals than pleasing people, the A-type will sometimes step on some toes. They manage and survive using the 'bottom-line' approach. Don't place a lot of restraints or restrictions on them and allow them to work independently and set their own schedules.

The A-type personality is very strong and needs another A-type to manage them. They will become bored or upset with another personality type managing them and will leave quickly. Keep the work challenging with minimum supervision and good monetary rewards to keep them happy.

Bob will tend to act like the above description on a day to day basis. This is his highest type score. Depending on the secondary type, Bob may not have all of these traits. At times we pull traits from both the dominant and the secondary types. Look at the secondary personality type as well as this dominate type to get a complete picture of what you can expect from Bob.

SECONDARY PERSONALITY

C-Type - Analytical - Artistic - Detailed - Serious

TOTAL PERCENTAGE OF SCORE: 24%

Type C is very deep, analytical and serious. They like to be involved in projects that are controlled and stable. They can be very creative and talented. Conscientious of others and self sacrificing. They are idealistic and appreciative of beauty. Usually a perfectionist with high standards and uses rationale and logic. Very persistent and detail conscious they will look at all sides of a problem before making a decision. They spend more time organizing than any other type. They are loyal and make good employees if their conditions are met.

At times you will see Bob use the above traits. We all tend to use our secondary type when we are pushed into an uncomfortable position or we need to act differently to get something we want. We seem to pull the secondary type from one of our parents, a spouse, a mentor or a close friend. The type closest to the dominant type is C type. Bob's personality type is A / C. The Personality you're least likely to see is the D.



Chart Scores for: Bob Smith

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STRESS MANAGEMENT CHART SCORE: 10

Bob appears to be able to handle up to 8 problems or stressful situations at one time.

On a day to day basis Bob is very well balanced and handles stress and pressure well.

He will work very well in a high pressure, stressful position for short periods of time.

He may hold his emotions deep within himself so a bit of exercise or outside activity may be needed to vent these emotions.

SENSITIVITY - AWARENESS LEVEL CHART SCORE: 2

Bob is not very aware of actions and events taking place around him . He goes about his way and ignores or can't read others feelings.

Bob will seem indifferent to others wants and needs. This may have an effect on decision making and morale in the workplace.

He is aggressive so this is normal for this type person. Bob is demanding and is usually too busy working or thinking to pick up on other peoples feelings, wants and needs. You will need to be very blunt and forward with Bob. Bob may be self sensitive but this is not what we are looking for.

COMPASSION LEVEL CHART SCORE: 9

Bob is above average in his compassionate traits. He will take the steps needed to help someone and is humane and caring toward

others feelings and needs. Common in C or D personality or with creative, talented people.

If Bob is in management, he may overcompensate employees or spend too much time worrying about employees personal problems. Review the interview questions under compassion.

Bob is not sensitive, but when he realizes a problem, he will act.

PATIENCE LEVEL CHART SCORE: 7

He is above average in patience traits. He is not one to give up easily and likes to complete a project. Bob does not like to be rushed into a bad move or a decision and will become upset with people who try to rush or push him .

This is a good balance for a position which may need quick but accurate action and information.

CREATIVE ABILITIES CHART SCORE: 10

Bob is very creative. Like an artist or engineer, He has a feel for beauty and design. He should do well in any type of creative position. He has vision for the ideas others present or the insight needed to design his own. Most people with this trait have enormous amounts of energy.

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PEOPLE / OUTGOING TRAITS CHART SCORE: 12

INTERACTION LEVEL CHART SCORE: 13

Bob loves people and enjoys being the center of attention. He enjoys working in group projects and should be comfortable with anything associated with being around and dealing with others. He is very outgoing and

friendly.

This may be what you need or could become a negative if too extreme. Review the interview questions on this area.

Bob knows how to manipulate most people to his advantage.

He should get along fine with most people, he has a good interaction level.

Bob sometimes hides his true feelings towards other people. Bob has a very good interaction level which means others will like him .

ANALYTICAL TRAITS CHART SCORE: 9

This trait shows the approach Bob will take with tasks and making decisions.

Bob is above average in his analytical abilities. He doesn't waste time analyzing everything around him but will question important data or answers given to him . He likes to know what's behind the problem or idea presented to him .

If this position requires making many decisions that must be made fairly quickly, you should review the decision section in the interview questions with Bob.

DETAIL TRAITS CHART SCORE: 6

Bob is average in his detail traits. He sometimes overlooks details that could make a difference. He may not make a great organizer

or project manager. He needs to delegate the details to others or he may ask for help. You may have some problems with incomplete paperwork and/or quality detailed work.

If the position requires this trait, you may wish to double check this area. He is creative and looks at the whole picture, not small details.

Bob would make a good idea person or sounding board for others who are more detailed.

DECISIVENESS CHART SCORE: 5

This score is a combination of how fast, how many and what type of decisions Bob will make on a day to day basis. A score of 1 - 5 indicates slow to make decisions. A score of 6 - 9 shows a good decision making level with 7/8 being the perfect balance. A score of 9 or above indicates quick decisions with little or no thought behind them. Bob is fairly decisive.

He will not make quick, instant decisions, he likes to weigh the facts.

He is analytical and will look at all sides before making a decision.

May tend to procrastinate in making some types of decisions.
He is stubborn, it will take a lot to change his mind once it is made up.
Decisions made will be based on facts & instincts.

INDEPENDENT TRAITS CHART SCORE: 14

Bob is very independent. He needs little help and prides himself on doing things on his own. He has few true friends and rarely asks for, or takes advice. He is persistent, self reliant and skeptical. He will work very well on his own with little direction or supervision. He may dislike direct supervision and needs to feel in control. He will become very unhappy if over managed or held down. Bob may not make a good team player unless he is the leader.



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PERSUASIVENESS CHART SCORE: 14

Bob is very persuasive and can relate to others, ideas or anything else he wants to. Bob has a sense of humor and has influenced many people in his life. He is very good at persuading others to see his way or follow in his direction. He should have very good verbal skills and many achievements and awards in this area.

Bob should also be able to motivate others as well.

Bob also uses his personality to get what he needs.

AGGRESSIVE TRAITS CHART SCORE: 15

Bob is very aggressive. He knows what he wants and will go after it. He wants more out of life than most people and will not settle for less. He is very competitive and restless. Bob should have a very high energy level and seek out opportunities as well as challenges. You will need to keep Bob busy and challenged to keep him happy and productive.

STUBBORNNESS CHART SCORE: 7

Bob is above average on stubbornness. He is no one's fool. It will take a good argument to change his mind. You'd better have your facts correct and be very persuasive to change his opinion or decision. He may not be very open minded or flexible. (A good interview point) The independent level is also high. This may affect the way Bob takes direction or advice. (A good interview point)

GOAL SETTING LEVEL CHART SCORE: 12

Bob has his goals set. He thrives on knowing he can be all he can be. He has learned getting where you want to go requires a map. He establishes goals and then charges ahead. Make sure you review your companies goals with Bob to ensure compatibility and compliance. Makes long term as well as short term goals.

TIME MANAGEMENT CHART SCORE: 11

Bob has all the character and talent traits needed for good time management skills. If he has learned time management, you should have no problems in this area. If not, a good course would be beneficial. Time management skills are a learned trait. We have no way of knowing if Bob learned the skills. The above observation is based only on the way he answered the profile and his personality type.

CONFIDENCE LEVEL CHART SCORE: 15

The confidence level is an indicator of the applicants frame of mind at this time. The higher the score, the more confident the applicant is. A score of 10 or less would indicate the applicant is experiencing a business or personal problem at this time which is directly affecting their confidence. The lower the score, the deeper rooted the problem is and the more likely the applicant will bring this problem to work. Bob is very confident. He knows what he wants in life and knows he can do it. He thinks highly of himself and may try to intimidate others. He seldom backs down from a challenge and is very competitive and high spirited. Bob does not seem to have any major problems in his life at this time. Because of the high consistency level and a high confidence score, you can have the utmost confidence in this report.



Interview Questions for: Bob Smith

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INTERVIEW QUESTIONS

Below are the extreme traits which should be used as interview questions. We have provided a few questions for each trait that you may wish to ask the applicant. As you well know, each question should be followed with why or why not and will lead to other questions. Be careful of the type of questions you ask. Your local, state and/or country laws may prevent questions about age, religion, health and such to be asked. You may however talk about these issues IF the applicant brings them up in conversation.

Outgoing Level - High 12

Will the applicant spend more time socializing than working? Will they try to make friends and be involved with other employees?

Making friends with subordinates is not wise for a management position but may be fine for a non management position. Will they be disruptive at meetings?

Questions:

Is it important for you to have many friends?

If someone doesn't like you, does it bother you?

How much of your time is spent with friends each week?

Do you think socializing with employees after work is helpful?

Do you feel making friends with employees is a good idea?
Would you ever make a decision that would hurt a friend?
Would you inform on a friend that has a drug or alcohol problem?
Do you feel you need to get your point across at meetings?
Do you feel people are always interrupting you?

Comments _____

Independent Level - High 14

Will the applicant follow direction, take advice or will they do what they think is correct and ignore company policy or their superiors direction?

Questions:

Do you ask for advice often - and why or why not?
Do you take advice very often - and why or why not?
If you were told to do something that you felt would not work, what would you do?
How do you feel about working as a team player, under someone else's direction?
Can you take constructive criticism? Do you ever admit you were wrong?
Could you assign other employees to do part of your work? Would you trust them?

Comments _____

Detail Level - Low 6

Will the applicant overlook important details that could affect their work?
Most managers leave the small details to others but still need some detail traits. Labors, salespeople and office staff need to be detailed to do professional work.

Questions:

Does it bother you if your check book doesn't balance?

What part of an employment application do you dislike the most?

What did you like least about your last job? (was it paperwork, checking inventory) Do you think people who need every detail looked after miss the overall picture?

Would you prefer to create the idea and let someone else handle the details?

Do you have a problem with delegating authority to finish the detail work?

Comments _____



Management Summary

Contributions - What will the applicant bring to the table in terms of personality traits.	Vision, risk taker , verbal skills , creative talent , direction , logic , motivation skills
Communication methods -Best ways to communicate with this applicant.	Verbal, written, to the point, bottom line.
Motivations - What motivates this applicant to give 100%	Verbal, written, to the point, bottom line.Money, challenge, freedom
Turn offs - Actions, traits or situations that will upset the applicant and cause loss of production.	Being taken advantage of, laziness, stupidity, confinement, wasting time or money
Needs - What the applicant needs from the company / management to produce.	Challenge, free rein, short term projects, competitive atmosphere
Potential conflicts - Some traits that may be good / bad for the position and may cause conflict with others.	Demanding, intolerant of the D-type personality , may not pick up on other employees moods, wants or needs, may tend to procrastinate, may not follow through with paperwork

Management Suggestions

Some ways to overcome the conflicts and help the applicant deal with them.

Remind Bob he is part of a team and he alone cannot do the job. The A-type personality is strong and very independent and thrives on freedom. The best way to approach them is to say 'What do you think of doing it this way?' rather than giving a direct order. The A-type usually acts like the D-type personality when they are at home relaxing so they view the D-type as being lazy or not giving 100%. They need to realize the D-type IS working in their own special way. Ask him to be more tolerant of fellow employees and try to help others reach their goal. Present this as an opportunity for him to get the inside scoop and get results. The A-type needs to be managed by another A-type. Other personality types are seldom strong enough to manage them effectively. Advise him to be more sensitive to what is being said and why it is being said. Maybe there is a better way. Ask him to be very careful and detailed with the paperwork because the success of the company and his fellow employees depends on good written skills from everyone. Advise Bob to be as decisive as possible and to ensure he keeps to the project schedule to reach the company's goals.