



The Axiometrics® Value Profile Report

Success Factors General

Prepared for

Demo Sample

(Job Title: General Work Model)

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Thinking Process Inventory
 Learning Style = Feeler Thinker (Affiliative, Concept)
 Communication Style = Personal Proactive

	Talent	Access	Attitude	Skill
Low Risk	9.09		9.24	
Situational Risk		8.92		
Conditional Risk				8.78
Real Risk				

Low Risk ()	Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes.
Situational Risk (9.01)	Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions.
Conditional Risk ()	Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions.
Real Risk ()	Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment.

Overall Tendencies

- Have the ability to rely on strong intuitive insights and practical problem solving skills to readily identify problems, evaluate alternatives, and develop solutions.
- As a result of 'now' thinking and an urgency to make decisions, you may overlook long range consequences.
- Tend to focus on the immediate issues and to either let planning and organizing catch up or let others take care of the details of planning and organizing.
- An individualist, you are likely to covertly or overtly get around existing ideas and ways of doing things, especially when you believe that your way is more practical.
- Are sensitive to the protection of the rights and individuality of others and to others being treated disrespectfully.
- Are likely to feel greater loyalty to individuals than to organizations or institutions.
- May shift from being open, available, trusting, and optimistic about others, to becoming cautious, discrete, and skeptical of the intentions of others, especially when they do not live up to your expectations.
- Self confidence generates a strong desire to do well and to be recognized for your efforts.
- Being recognized for your efforts as well as doing well in your role are both very strong motivators.
- Tend to define your inner self worth and individuality through social/role accomplishments.
- May become too sensitive about how well you are performing leading you to feel inadequate when you do not measure up and to become too sensitive what others think and say about you.
- Tend to be uncertain about which direction is best for you, and as a result, may delay decisions.

Prioritized Strength & Development

Prioritized Core Strengths

1) Self Confidence: (Getting Things Done)-Low Risk

Ability to generate and pay attention to developing realistic confidence about one's ability to perform

2) Insight Into Others: (Working With Others)-Low Risk

Keen insight into others combined with a positive attitude builds a realistically optimistic evaluation of others.

3) Attitude Toward Others: (Working With Others)-Low Risk

Positive, open attitude toward others generates genuine concern about the needs and interests of others

4) Common Sense Thinking: (Knowing What To Do)-Low Risk

The ability to see and understand in practical common sense ways is combined with a cautious, 'show me' attitude.

5) Consistency: (Getting Things Done)-Low Risk

The ability to see and understand the value staying on track even though there is some indecisiveness about the future.

6) Sensitivity To Others: (Working With Others)-Low Risk

The ability to be open to the needs and interests of others without being too subjective and involved.

7) Prejudice/Bias Index: (Working With Others)-Low Risk

An optimistic attitude combined with good awareness builds tolerance for different ideas and ways of doing things.

8) Intuitive Insight: (Knowing What To Do)-Low Risk

Very Good ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.

Prioritized Development Areas

1) Results Oriented: (Getting Things Done)-Conditional Risk/WEI-9B

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

2) Proactive/Conceptual Thinking: (Knowing What To Do)-Conditional Risk/WEI-8C

Attention to being individualistic and inventive creates a lack of attention to consequence of decisions and actions.

3) Attitude Toward Authority: (Job Related Attitudes)-Conditional Risk/WEI-15B

Strong individualism can lead one to covertly or overtly disregard existing authority, standards or rules.

4) Attention To Concrete Detail: (Knowing What To Do)-Situational Risk/WEI-6C

Lack of attention to immediate circumstances can lead one to overlook concrete detail, to 'bump into the world'.

Prioritized Interview Notes

1) Results Oriented: (Getting Things Done)-Conditional Risk/WEI-9B

Place these individuals in a real time situation from your work environment to test their ability to see what needs to be done, to respond under pressure and get things done regardless of what is happening around them.

2) Proactive/Conceptual Thinking: (Knowing What To Do)-Conditional Risk/WEI-8C

Their individualism and passion for being inventive and different can lead them to resist tried and proven methods for solving problems. Test their willingness to be patient and to keep their focus on the consequences of their ideas.

3) Attitude Toward Authority: (Job Related Attitudes)-Conditional Risk/WEI-15B

They will likely do things their way regardless of what they tell you or regardless of the consequences. Make certain that you can live with their challenges to your way of thinking and that you can accept their way of doing things.

4) Attention To Concrete Detail: (Knowing What To Do)-Situational Risk/WEI-6C

These individuals do not always see what is happening around them. Give them a problem in your work environment and test their ability to evaluate the problem and generate solutions which are practical and timely.

Prioritized Development (Top 10 Areas)

1) Results Oriented: (Getting Things Done)-Conditional Risk/WEI-9B

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

2) Proactive/Conceptual Thinking: (Knowing What To Do)-Conditional Risk/WEI-8C

Attention to being individualistic and inventive creates a lack of attention to consequence of decisions and actions.

3) Attitude Toward Authority: (Job Related Attitudes)-Conditional Risk/WEI-15B

Strong individualism can lead one to covertly or overtly disregard existing authority, standards or rules.

4) Attention To Concrete Detail: (Knowing What To Do)-Situational Risk/WEI-6C

Lack of attention to immediate circumstances can lead one to overlook concrete detail, to 'bump into the world'.

5) Willingness To Follow Directions: (Job Related Attitudes)-Situational Risk/WEI-14B

An individualist who will overtly or covertly do things their own way challenging existing rules and ways of doing things.

6) Persistence: (Getting Things Done)-Situational Risk/WEI-10B

Doubts and questions about which direction is right can lead to indecisiveness about new directions and decisions.

7) Responsibility/Accountability: (Job Related Attitudes)-Situational Risk/WEI-16B

A self in transition can lead to confusion and an inadequate code of conduct, to disregard for consequence of decisions.

8) Doing Things Right: (Job Related Attitudes)-Low Risk

Strong individualism can lead one to covertly or overtly get around existing ways of doing things, to disregard rules.

9) Intuitive Insight: (Knowing What To Do)-Low Risk

Hesitant about relying on intuitive, 'gut' instincts to make decisions.

10) Prejudice/Bias Index: (Working With Others)-Low Risk

Tends to become too personally involved with others and to overlook character flaws in others.

General Applicant Competencies Chart

Skills And Talents	Primary Strength	Secondary Strength	Secondary Development	Primary Development
	Excellent ability to utilize the competency and translate the talent into decisions. Limited potential for making errors in the decision making process.	Very good ability to utilize the competency in well defined situations. In less defined situations there is more potential for making errors in the decision making process.	Limited ability to utilize the competency indicating a condition in which there is increased potential for errors in the decision making process.	Restricted ability to utilize the competency indicating that there is significant potential risk of making errors in the decision making process.
Works With Others				
- Insight Into Others	ü			
- Attitude Toward Others	ü			
- Prejudice/Bias Index	ü			
- Sensitivity To Others	ü			
Getting Things Done				
- Results Oriented			ü	
- Persistence		ü		
- Consistency/Reliability	ü			
- Self Confidence	ü			
Knows What To Do				
- Common Sense Thinking	ü			
- Attention To What Needs To Be Done		ü		
- Intuitive Insight	ü			
- Ability To Be Proactive			ü	
Job Related Attitudes				
- Doing Things Right	ü			
- Willingness To Follow Directions		ü		
- Attitude Toward Authority			ü	
- Sense Of Responsibility & Accountability		ü		