



The Axiometrics® Value Profile Report

Success Factors Professional

Prepared for

Demo Sample
(Job Title: Management)

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

	Talent	Access	Attitude	Skill
Low Risk				
Situational Risk	9.05	8.84	9.16	
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 (8.96)	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) Seeing Potential Problems: (Managing Problems)-Low Risk

Excellent capacity for identifying crucial issues in complex and confusing situations.

2) Conceptual Organization: (Planning And Organizing)-Low Risk

Individualistic, potentially innovative approach to thinking can lead you to novel ways to organize and plan.

3) Using Common Sense: (Managing Problems)-Low Risk

Excellent ability to see and understand how to get things done in a practical, common sense way.

4) Concrete Organization: (Planning And Organizing)-Low Risk

Individualistic, unconventional thinking gives you the ability to organize things in novel, innovative ways.

5) Short Range Planning: (Planning And Organizing)-Low Risk

The ability to see and understand planning in novel, unconventional, and individualistic ways.

6) Role Satisfaction: (Managing Self)-Low Risk

Combination of confidence about their ability to perform and an urgency to push ahead and get things done.

7) Insight Into Others: (Managing Others)-Low Risk

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

8) Intuitive Insight: (Managing Problems)-Low Risk

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

Prioritized Development Areas

1) Health/Tension Index: (Managing Self)-Real Risk/MGT-35B

Imbalance in their thinking can generate anxiety, frustration, and despair as they seek to match expectations to actions.

2) Attitude Toward Authority: (Managing Activities)-Conditional Risk/MGT-11C

Strong individualism will lead them to covertly or overtly challenge or disregard existing rules and authority.

3) Proactive/Conceptual Thinking: (Managing Problems)-Conditional Risk/MGT-17C

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

4) Long Range Planning: (Planning And Organizing)-Conditional Risk/MGT-20B

A tendency to be naturally skeptical about the value of spending time and energy on long range planning.

Prioritized Interview Notes

1) Health/Tension Index: (Managing Self)-Real Risk

They tend to have difficulty adapting when decisions and priorities do not match their expectations and to look for ways to get out of the stress even if they must make a mistake or refuse to take action.

2) Attitude Toward Authority: (Managing Activities)-Conditional Risk

They tend to disregard rules, norms, and conventions about how things should be done and do things their own way regardless of consequences. Test their ability to accept ideas and ways of doing things other than their own.

3) Proactive/Conceptual Thinking: (Managing Problems)-Conditional Risk

Disregard for consequences of decisions can lead to a lack of accountability shifting blame to anyone other than themselves. Test their willingness to admit the negative consequences of their decisions and take corrective action.

4) Long Range Planning: (Planning And Organizing)-Conditional Risk

Skeptical, individualistic thinking can lead them to disregard the need for planning and make reactive, impulsive decisions. Test their ability and willingness to take time to examine consequences and translate them into plans.

Prioritized Development (Top 10 Areas)

1) Health/Tension Index: (Managing Self)-Real Risk

Imbalance in their thinking can generate anxiety, frustration, and despair as they seek to match expectations to actions.

2) Attitude Toward Authority: (Managing Activities)-Conditional Risk

Strong individualism will lead them to covertly or overtly challenge or disregard existing rules and authority.

3) Proactive/Conceptual Thinking: (Managing Problems)-Conditional Risk

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

4) Long Range Planning: (Planning And Organizing)-Conditional Risk

A tendency to be naturally skeptical about the value of spending time and energy on long range planning.

5) Attention To Planning: (Planning And Organizing)-Conditional Risk

Cautious, skeptical thinking can lead to either discount or overlook the need for planning decisions and actions.

6) Doing Things Right: (Managing Activities)-Conditional Risk

Individualistic thinking can lead them to disregard even the need for order, structure, and doing things by standards.

7) Self Esteem: (Managing Self)-Conditional Risk

Inattentive to inner self worth, may be too hard on themselves and too critical of themselves when they do not measure up.

8) Attention To Policies & Procedures: (Managing Activities)-Conditional Risk

Individualistic, skeptical thinking leads them to disregard policies and procedures that do not meet their needs.

9) Goal Directedness: (Getting Things Done)-Conditional Risk

A combination of uncertainty about the future and skepticism can lead to indecisiveness and disorganization.

10) Results Oriented: (Getting Things Done)-Conditional Risk

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

Management Competencies Chart - Part 1

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.
Managing Others				
- Insight Into Others	ü			
- Attitude Toward Others		ü		
- Prejudice/Bias Index		ü		
- Sensitivity To Others		ü		
- Listening To Others		ü		
- Talking At The Right Time		ü		
Managing Activities				
- Meeting Established Standards		ü		
- Doing Things Right			ü	
- Attention To Policies And Procedures			ü	
- Meeting Schedules And Deadlines		ü		
- Attitude Toward Authority			ü	
- Attention To Concrete Detail		ü		
Managing Problems				
- Evaluating What To Do		ü		
- Using Common Sense	ü			
- Intuitive Insight	ü			
- Seeing Potential Problems	ü			
- Proactive/Conceptual Thinking			ü	

Management Competencies Chart - Part 2

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.
Planning And Organizing				
- Realistic Goal Setting		ü		
- Short Range Planning	ü			
- Long Range Planning			ü	
- Concrete Organization	ü			
- Conceptual Organization	ü			
- Attention To Planning			ü	
Getting Things Done				
- Self Confidence		ü		
- Goal Directedness			ü	
- Results Oriented			ü	
- Ambition		ü		
- Persistence		ü		
- Consistency		ü		
Managing Self				
- Self Esteem			ü	
- Self Assessment		ü		
- Self Control		ü		
- Role Satisfaction	ü			
- Flexibility/Adaptability			ü	
- Health/Tension Index				ü