![ProfileXT logo]

Confidential
Placement (Pattern Match) Report

for

John Star

SUPERVISOR, NON-RETAIL SALES

Wednesday, July 27, 2005

The Rodin Consulting Group, LLC
Houston, Texas
409-515-0584

Pattern Date: 7/27/2005 3:29:13 PM

This Report illustrates how the Profile XT assessment is used to gauge an employee's aptitude for a specific position within the company. The Pattern used (Supervisor, Non-Retail Sales) is an example pattern from a library of thousands of patterns. Ideally, a unique pattern, for a particular position within a company, is created from the profiles of high-achieving and low-achieving individuals already performing similar functions.

Introduction

This report provides information about John Star, presented in a manner to help you judge his match with a selected position in your organization. Every employable person will match some positions better than other types of work.

This report reflects the responses provided by John Star when he completed the **Profile XT** assessment. Results are illustrated on a scale from 1 to 10. The darker area on the scale represents the "Job Match" target. The enlarged segment of the scale shows where John scored. If the enlarged segment is dark, John is in the "Job Match" pattern; if it is light, he is not.   Information about John is reported in these five categories:
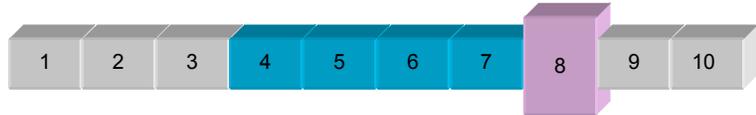
- **Profile for Thinking Style** – Learning index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.

- **Profile for Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.

- **Profile for Interests** – Enterprising, Financial/Administrative, People Service, Creative, Technical, and Mechanical.

- **The Total Person** – Additional information regarding John and the significance of his scores.

- **Interview Questions** – Suggested interview questions for acquiring additional information that could be helpful in judging suitability for this position.

Please consult the User's Guide for additional information on using these results in working with John.
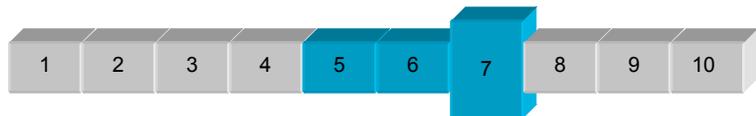
Profile for Thinking Style

The darker shading represents the Job Match Pattern for the role of SUPERVISOR, NON-RETAIL SALES [Preliminary]. The larger box indicates this individual's score.
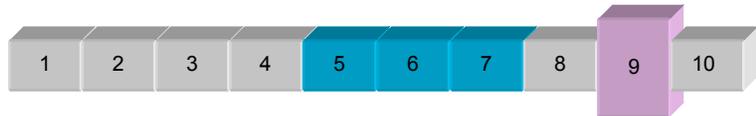
**Learning Index** – An index of expected learning, reasoning and problem solving potential.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Verbal Skill – A measure of verbal skill through vocabulary.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Verbal Reasoning – Using words as a basis in reasoning and problem solving.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Numerical Ability – A measure of numeric calculation ability.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Numeric Reasoning – Using numbers as a basis in reasoning and problem solving.

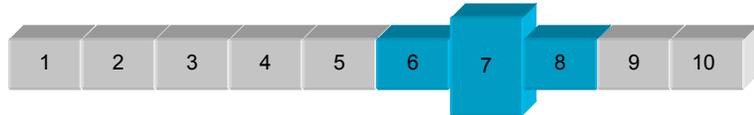| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
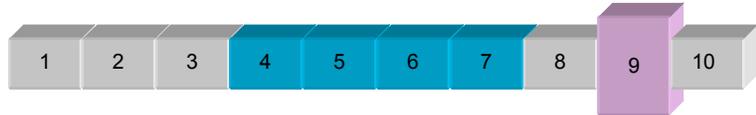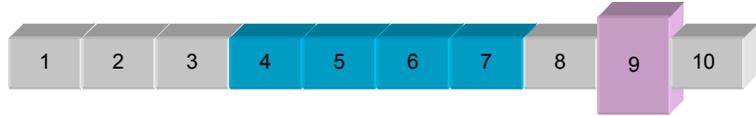
56% **match with Thinking Style Pattern for the SUPERVISOR, NON-RETAIL SALES [Preliminary] position**.

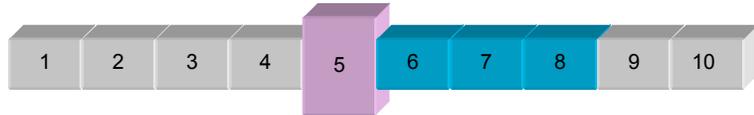**John Star has a 73% overall match for the SUPERVISOR, NON-RETAIL SALES [Preliminary] position.**
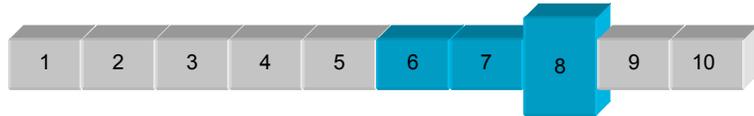
Profile for Behavioral Traits

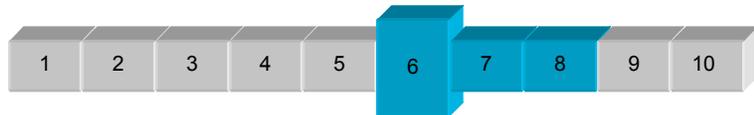**Energy Level** – Tendency to display endurance and capacity for a fast pace.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Score: 7

Assertiveness – Tendency to take charge of people and situations. Leads more than follows.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Score: 5 (highlighted), range 6–8

Sociability – Tendency to be outgoing, people-oriented and participate with others.
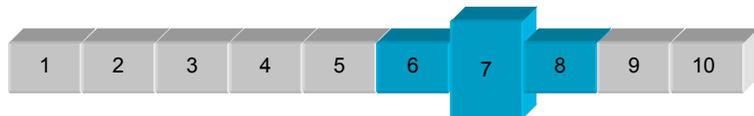
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Score: 8, range 6–8

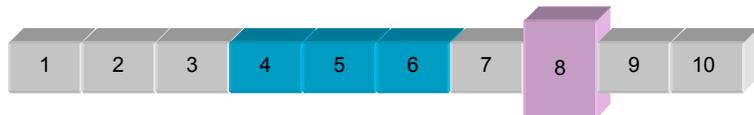**Manageability** – Tendency to follow policies, accept external controls and supervision and work within the rules.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Score: 6, range 6–8

Attitude – Tendency to have a positive attitude regarding people and outcomes.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Score: 8 (highlighted), range 5–7

Decisiveness – Uses available information to make decisions quickly.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Score: 7, range 6–8

Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Score: 8 (highlighted), range 4–6

Independence – Tendency to be self reliant, self directed, to take independent action and make own decisions.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Score: 9 (highlighted), range 5–8

Objective Judgment – The ability to think clearly and be objective in decision making.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Score: 6, range 4–7

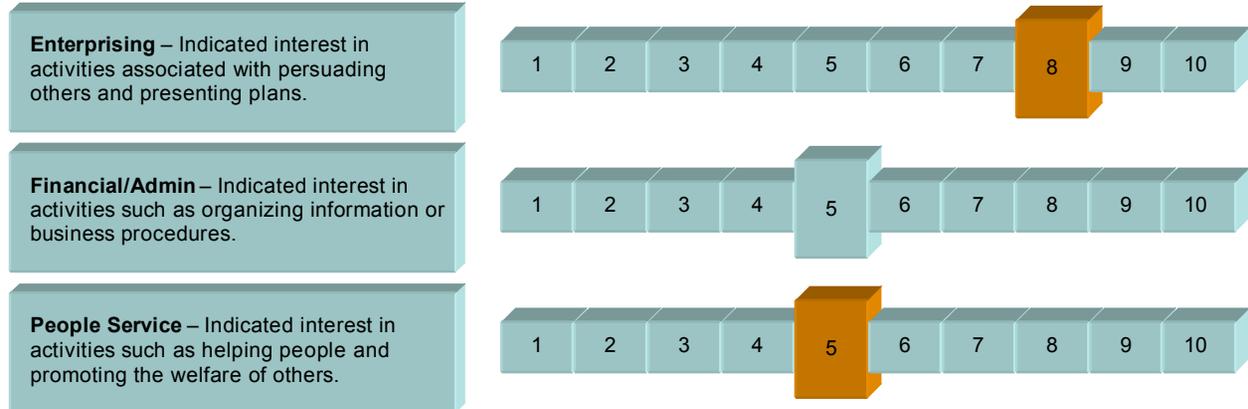**84%** Behavioral Traits Pattern match for the SUPERVISOR, NON-RETAIL SALES [Preliminary] position.

John Star has a **73%** overall match for the SUPERVISOR, NON-RETAIL SALES [Preliminary] position.

The Distortion Scale Score on this assessment is **7**. The Distortion Scale deals with how candid and frank the respondent was while taking this assessment. The range for this scale is 1 to 10, with higher scores suggesting greater candor.
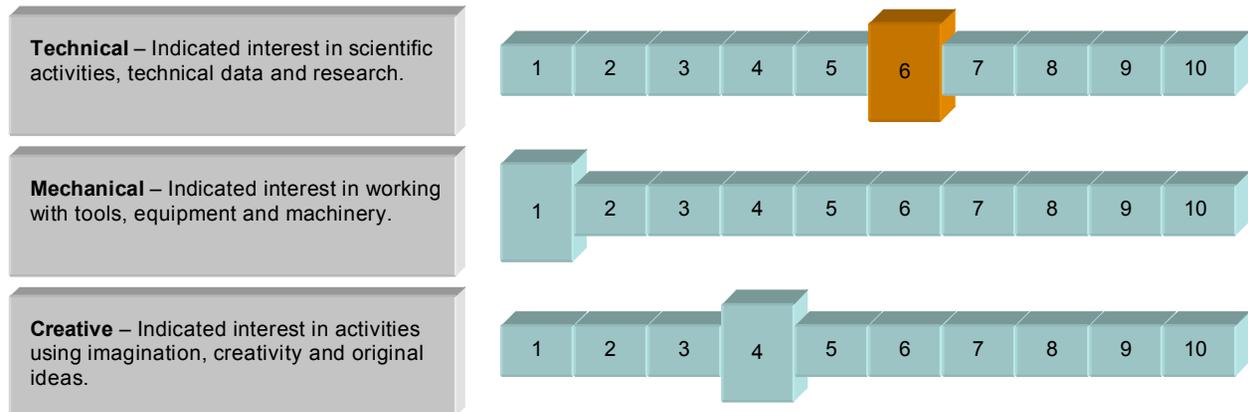
Profile for Interests

For the Job Match Pattern under consideration, the top three interests in descending order are: **Enterprising, Financial/Admin** and **People Service.** The other three interests have no impact on this position. The top three interests for John in descending order are: **Enterprising, Technical** and **People Service. Mr. Star shares two of these interest areas: Enterprising and People Service**

Top three Interests for this position

| Enterprising – Indicated interest in activities associated with persuading others and presenting plans. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | **8** | 9 | 10 |

| Financial/Admin – Indicated interest in activities such as organizing information or business procedures. | 1 | 2 | 3 | 4 | **5** | 6 | 7 | 8 | 9 | 10 |

| People Service – Indicated interest in activities such as helping people and promoting the welfare of others. | 1 | 2 | 3 | 4 | **5** | 6 | 7 | 8 | 9 | 10 |

Interests not relevant to this Position

| Technical – Indicated interest in scientific activities, technical data and research. | 1 | 2 | 3 | 4 | 5 | **6** | 7 | 8 | 9 | 10 |

| Mechanical – Indicated interest in working with tools, equipment and machinery. | **1** | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

| Creative – Indicated interest in activities using imagination, creativity and original ideas. | 1 | 2 | 3 | **4** | 5 | 6 | 7 | 8 | 9 | 10 |

When the top three interests are in common, the Job Match Percentage is greater than if there are fewer than three in common.

John Star has an 85% match with Interest Pattern for the SUPERVISOR, NON-RETAIL SALES [Preliminary] position.

John Star has an overall match of 73% for the SUPERVISOR, NON-RETAIL SALES [Preliminary] position.

The Total Person

This part of the report discusses the results for John Star on each of the scales in all three sections. The reported scores relate to the working population in general, and not to any specific Job Match Pattern.

| **Learning Index** – An index of expected learning, reasoning and problem solving potential. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Job Pattern 4-7   Score 8

- Mr. Star is an effective learner in most situations.
- John generally learns by paying attention to detail.
- His assimilation of new information will be better than most individuals in the general population.
- Mr. Star handles fairly complex tasks with relative efficiency; he has strong problem-solving abilities.

| **Verbal Skill** – A measure of verbal skill through vocabulary. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
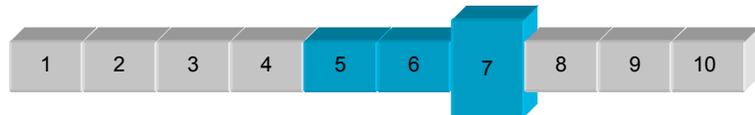
Job Pattern 5-7   Score 7

- John can build on his basic foundation as the particular communication skills required in performing the job become familiar.
- He has a sound understanding of basic communication processes.
- Mr. Star shows strong potential for developing his existing communication skills.
- Mr. Star should be competent in making analyses involving written and verbal data.

Verbal Reasoning – Using words as a basis in reasoning and problem solving.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
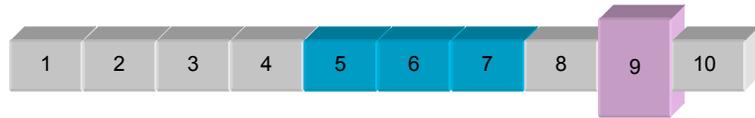
Job Pattern 5-7   Score 9

- One of John's strengths is in the area of information gathering.
- He will communicate verbally with others effectively.
- Mr. Star demonstrates a good range of vocabulary and an excellent capability for verbal expression.
- Mr. Star will assimilate verbal information well above the average individual.

Numerical Ability – A measure of numeric calculation ability.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
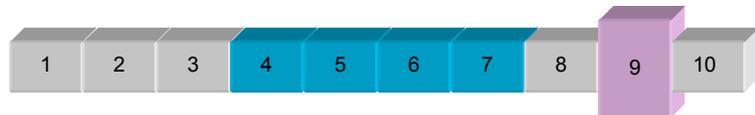
Job Pattern 4-7   Score 9

- Mr. Star's analysis of business-related numbers should be sharp and on target.
- John is quick in mentally determining correct mathematical solutions to problems.
- Mr. Star is capable of precise numerical accounting even under the pressure of strict time constraints.
- He excels in a job that requires the accurate application of mathematical procedures in order to make correct decisions.

Numeric Reasoning – Using numbers as a basis in reasoning and problem solving.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
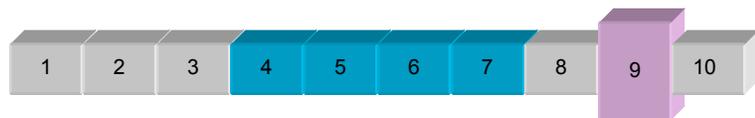
Job Pattern 4-7   Score 9

- John rapidly grasps numerical information.
- He will likely have little difficulty in assimilating new information of a numerical nature.
- Mr. Star is certainly adaptive when handling complex numerical decisions.
- Mr. Star should effectively solve numerical problems and mathematical applications.

Energy Level – Tendency to display endurance and capacity for a fast pace.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
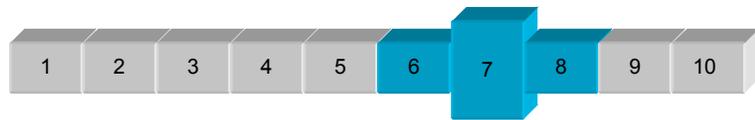
Job Pattern 6-8   Score 7

- He can act with a sense of urgency, even under pressure.
- John's typical work pace should be consistently productive.
- Mr. Star can be relied on to complete assignments in a timely manner.
- Mr. Star's work pace is compatible with average performance and consistent results.

Assertiveness – Tendency to take charge of people and situations. Leads more than follows.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
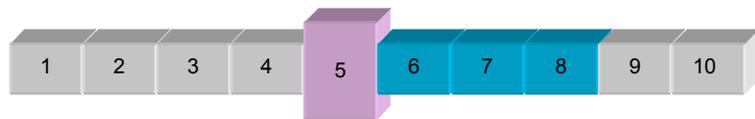
Job Pattern 6-8   Score 5

- Mr. Star has a limited need to be in charge or be in control of people and situations.
- He tends to be a good listener, to be more comfortable as a participant in a group rather than as the leader.
- John tends to prefer solutions that are low risk and that have proven effective in the past.
- Mr. Star is slow to be assertive and tends to be more of a follower than a leader.

Sociability – Tendency to be outgoing, people-oriented and participate with others.

1	2	3	4	5	6	7	8	9	10
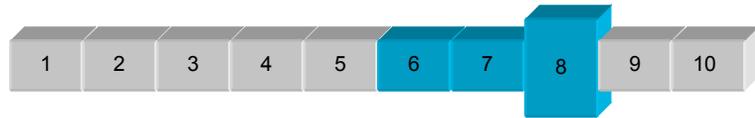
Job Pattern 6-8   Score 8

- Mr. Star's sociability is highly compatible with establishing a network of contacts. He is open to others, approachable and quick to share feelings and ideas.
- He spends a great amount of time interacting with people, engaging them in conversation and being concerned with interpersonal relationships. He would find it extremely difficult to work in isolation from other people.
- He is highly inclined to promote the benefits of teamwork; he likes to confer with others, to involve the team in the discussion of how things will be done.
- Mr. Star is quick to initiate relationships and fit in with all types of people.

Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.

1	2	3	4	5	6	7	8	9	10
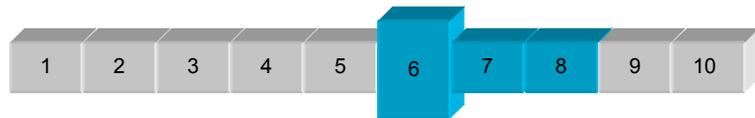
Job Pattern 6-8   Score 6

- He should be willing to conform to company policies without feeling any loss of personal freedom.
- John demonstrates a moderately positive attitude concerning organizational constraints and restrictions.
- Mr. Star is typically willing to accept guidance and suggestions from others.
- Mr. Star is friendly, accommodating and should be fairly easy to manage.

Attitude – Tendency to have a positive attitude regarding people and outcomes.

1	2	3	4	5	6	7	8	9	10
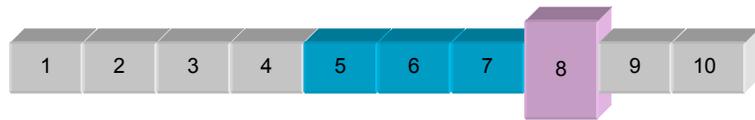
Job Pattern 5-7   Score 8

- Mr. Star has a highly positive attitude regarding changes in policies and procedures.
- Mr. Star demonstrates a highly positive attitude concerning risk, change and unexpected challenges.
- John's attitude is highly compatible with confronting interpersonal problems and frustrations.
- He has a highly positive attitude regarding supervision and external controls.

Decisiveness – Uses available information to make decisions quickly.

1	2	3	4	5	6	7	8	9	10
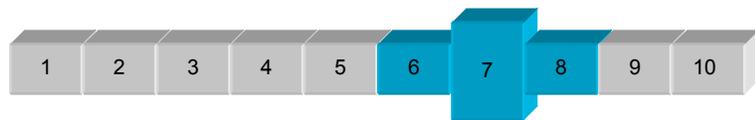
Job Pattern 6-8   Score 7

- Mr. Star can stand firm on decisions and may not be inclined to back down once a decision is made.
- John is capable of responding to an emergency and resolving problems.
- Mr. Star is decisive and quick to act. He is likely to enjoy positions which require immediate action.
- He is inclined to take decisive action, to move decisions forward.

Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
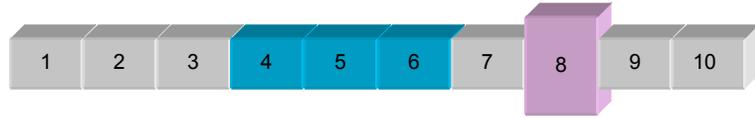
Job Pattern 4-6   Score 8

- John tends to minimize serious problems and negative information. He is quick to seek solutions which are acceptable to everyone.
- Mr. John is quick to accommodate others to avoid interpersonal conflict.
- He is highly motivated by an informal, positive and relaxed work environment.
- Mr. Star shares a high commitment to reducing conflict and establishing cooperation. He is comfortable working as part of a team and with sharing ideas and information.

Independence – Tendency to be self-reliant, self-directed, to take independent action and make own decisions.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
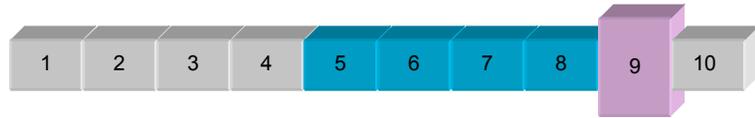
Job Pattern 5-8   Score 9

- John is an independent worker who prefers minimal guidance and coaching.
- He is highly independent, possibly requiring firm supervision and clearly defined guidelines.
- Mr. Star prefers to run his own show and will quietly fight being restricted. He can become impatient with the traditionalist view that "we've been doing this for the last ten years, so why should we change?"
- Mr. Star takes on new developments independently, bringing in co-workers only when absolutely necessary.

Objective Judgment – The ability to think clearly and be objective in decision making.

1	2	3	4	5	6	7	8	9	10
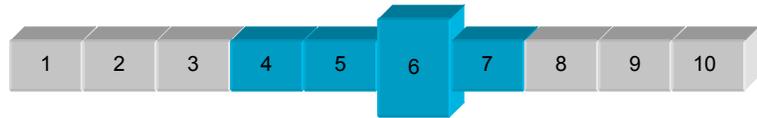
Job Pattern 4-7   **Score 6**

- Mr. Star's judgment should reflect a balance of common sense and practical experience.
- Mr. Star's judgment and decisions should indicate generally consistent usage of his thinking capabilities.
- John generally makes sensible, on the spot judgments.
- Mr. Star's thinking requirements should emphasize logical deduction more than intuitive capabilities.

Occupational Interests

The Interest section assesses the relative interests between the six interest areas. The top three interests for Mr. Star are shown here, along with the top three interests for the SUPERVISOR, NON-RETAIL SALES [Preliminary] position. Note that John shares TWO top interests with the requirements of this position.

TOP THREE areas of interest for
John Star.

Enterprising — Indicated interest in activities associated with persuading others and presenting plans.

Technical — Indicated interest in scientific activities, technical data and research.
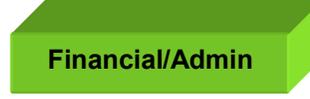
People Service — Indicated interest in activities such as helping people and promoting the welfare of others.

TOP THREE areas of interest for the position of
SUPERVISOR, NON-RETAIL SALES

Enterprising — Indicated interest in activities associated with persuading others and presenting plans.

Financial/Admin — Indicated interest in activities such as organizing information or business procedures.

People Service — Indicated interest in activities such as helping people and promoting the welfare of others.

Mr. Star's interest results are focused in the Enterprising, People Service and Technical themes. Enterprising describes activities that involve persuading other people and People Service suggests that this contact with others drives his performance in a positive way. He may be drawn into situations in which he can help people in an advisory capacity. His Technical interests indicate he would prefer an analytically-oriented work setting which also fits with the role of advisor this pattern suggests.

With Enterprising as his primary area of interest, Mr. Star is likely to seek out activities that involve entrepreneurial pursuits and leadership. His focus, above all other areas of interest, lies in pursuing objectives in the lively world of business. These kinds of activities motivate him most effectively. Secondly, he is motivated by the Technical aspects of a job. Working with data and drawing conclusions from them helps him to maintain a positive level of motivation on the job. Finally, his interest in People Service activities rounds out his profile. This may not be the central focus of his interests, but these activities are likely to enhance the work experience nonetheless.

Notice:

As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than a third of the final decision.

Interview Questions

John Star scored outside the position match pattern in the following areas. When interviewing John Star, you should consider the following information:

THINKING

Learning Index – An index of expected learning, reasoning and problem solving potential.

| 1	2	3	4	5	6	7	8	9	10
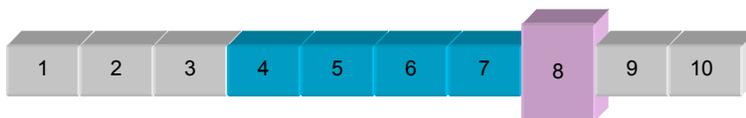
Job Pattern 4-7   Score 8

On the Learning Index scale Mr. Star is above the designated job profile for this position. This suggests that his assimilation of new information is greater than the position typically requires and that he may experience boredom from the requirements of the job. Discussions with him should explore the possibility the position may not be sufficiently challenging to maintain his interest and/or level of performance.

- What methods do you prefer to gather information during a training session?
- Change is inevitable in the workplace; an example includes the computerization of the workplace. Describe a past event in which you adapted quickly to a new set of skills for the job.
- Relate the difference between effective and poor training.
- What experiences do you have in teaching new skills to others? What methods do you employ?

| Verbal Reasoning – Using words as a basis in reasoning and problem solving.	1	2	3	4	5	6	7	8	9	10
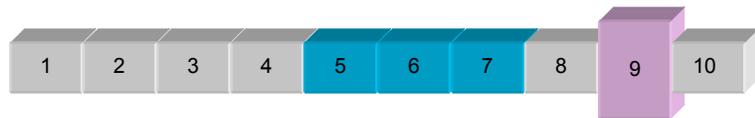
Job Pattern 5-7　　　Score 9

On the Verbal Reasoning scale Mr. Star is above the designated Profile for this Job Match Pattern. This suggests that his ability to process verbal information is greater than the position typically requires and that he may experience frustration over the lack of challenge. Discussions with him should explore the possibility the position may not maintain his interest and/or level of performance.

- When you write instructions, ideas or memos, do people ever suggest that you should "say it in plain English" or make your meaning more clear? Give an example.
- When discussing topics with people, how often do they have difficulty understanding your train of thought? How do you know they lost track of your meaning? How do you get them to understand?
- How often do you become frustrated because other people don't understand the words you use to explain a task, idea or project?
- Do you ever notice you need to "talk down" to people in order for them to understand you?

Numerical Ability – A measure of numeric calculation ability.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
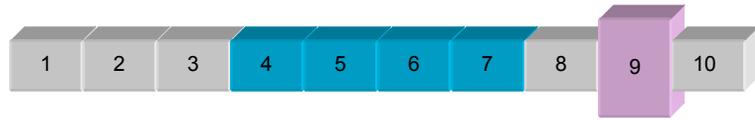
Job Pattern 4-7   Score 9

On the Numerical Ability scale Mr. Star is above the designated Profile for this Job Match Pattern. This suggests that his computation of data is more proficient than the position typically requires and that he may not be sufficiently challenged to maintain his interest and/or level of motivation.

- Tell me about an experience you had in which an estimate was asked of you, on the spot; were you on target?
- When expressing numerical data to others, what method has been most successful for you, even when some of them are not numerically inclined?
- Does it take the other people you work with longer to figure results or understand the numerical information than it does for you? How do you handle this?
- What kind of high stress situations have you experienced in which important calculations were necessary?

Numeric Reasoning – Using numbers as a basis in reasoning and problem solving.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Job Pattern 4-7   Score 9

On the Numerical Reasoning scale Mr. Star is above the job profile for this position. This suggests that his ability to analyze data as part of the decision making process is greater than the position typically requires and that he may not be sufficiently challenged to maintain his interest and/or level of performance.

- When discussing trends, production values or finances do you seem to understand the conclusions more quickly than the other people involved? Describe a situation when this happened.
- Describe your methods for expressing complex numerical concepts to those with less training; how frustrating can this be for you?
- Have you ever drawn conclusions based on numbers, graphs or figures that were quite obvious to you, but others had a hard time following? Describe an example.
- When making budgetary decisions, can you rapidly see where resources can be reallocated or redistributed?

BEHAVIORAL TRAITS

| Assertiveness – Tendency to take charge of people and situations. Leads more than follows. |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
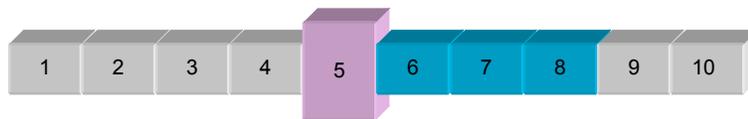
Job Pattern 6-8   Score 5

While Mr. Star achieved an Assertiveness score comparable to most people, it is below the designated job profile for this position. This suggests that him willingness to take charge is moderately less than the position typically requires. Discussions with him should explore his potential for Assertiveness training.

- Give me an example of some situation when you used your authority to influence another individual. Be specific.
- Describe a recent experience when you had to choose between being assertive and being diplomatic with a co-worker; what were the results?
- How do you handle a situation in which you may feel someone is trying to "walk all over you?"
- Explain your preference for getting your point across to others.

Attitude – Tendency to have a positive attitude regarding people and outcomes.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
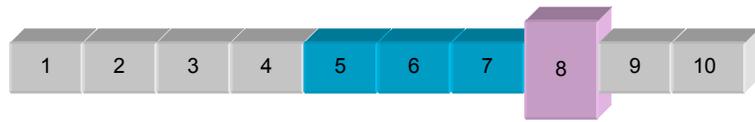
Job Pattern 5-7   Score 8

On the Attitude scale Mr. Star is above the designated Profile for this Job Match Pattern. This suggests that his tendency will be to express an overly optimistic attitude compared to successful individuals in this position. Discussions with him should explore the possibility that he will encounter frustration by the nature of this work.

- Pick any event from the last five years in which you were an example of a positive attitude for other people to follow. Be specific, tell me about the event.
- Tell me about a specific time when your ability to encourage others created a positive attitude.
- Describe the relationship between attitude and productivity and how that has applied to a particular experience for you recently.
- Tell me about a time when you showed high enthusiasm and energy in order to create positive attitude in others. Give me a specific example.

Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
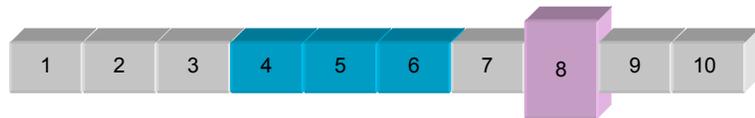
Job Pattern 4-6   Score 8

On the Accommodating scale Mr. Star is above the designated profile for this position. This suggests that his willingness to productively challenge the opinions of others is less than the position typically requires and that this could cause a problem. Discussions with him should explore the possibility the position may require a more direct style than is usual for him.

- When, if ever, is conflict a positive factor in the workplace?
- When a co-worker is wrong about a work issue, what is the best way to confront him or her?
- What is more productive for the team: communication, group unity, or something else? Explain.
- Describe a time when you were able to be personally supportive and reassuring to a person who needed a friend.

Independence – Tendency to be self reliant, self directed, to take independent action and make own decisions.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
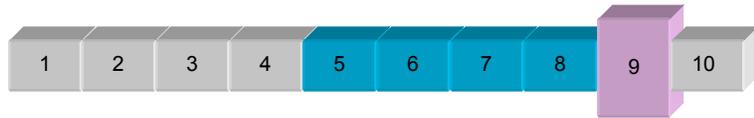
Job Pattern 5-8   Score 9

On the Independence scale Mr. Star is above the designated job profile for this position. This suggests that his self-reliance is greater than the position typically requires and that he may become frustrated by the level of supervisory attention typical of this position. Discussions with him should explore the possibility the position may be too challenging to maintain his motivation and/or level of performance.

- Creative persons seem to offer fresh insights. Give me an example of a time when one of your insights was particularly well received by others.
- Describe your preferences concerning supervision of your work and explain the ideal situation that produces the best work you can do.
- Just about anybody can give a routine, standard answer to common problems; however, the payoff is often in the development of unique solutions to common problems. Give me an example of one of your unique and novel problem solutions.
- Describe a situation in your experience when you required more breathing room (less supervision than was offered) to accomplish your work.

OCCUPATIONAL INTERESTS

Financial/Admin – Indicated interest in activities such as organizing information or business procedures.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
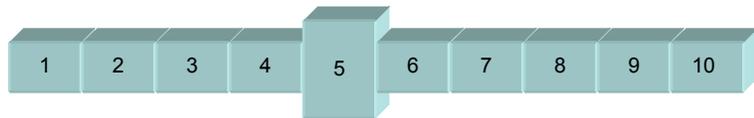
Administrative duties are preferred most by those who match the Interest Pattern for this position. However, the activities associated with the Financial/Administrative theme are not among Mr. Star's primary three interest themes and may not motivate him as much.

- If you work for extended lengths of time on detailed paperwork, how do you maintain your focus for the task at hand?
- How do you encourage yourself to keep interested when working with numbers and data, especially in a records-keeping role?
- How do you feel about work that requires lots of administrative details?
- What is most frustrating for you about doing paperwork or keeping records organized?