
The Hiring Suite®

CONFIDENTIAL REPORT ON

Barrymore, John

RESULTS FOR:Personality Plus®

Sample Furniture Company

Wednesday, July 23, 2008

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EXTENDED REPORT

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Name:	Barrymore, John	Phone:	
Address:		Work Phone:	
City:			
County:		Position:	driver
State:		Administrator:	
Zip:		Date Administered:	6/13/2006
Country:		Date Graded:	6/13/2006 1:26:24 PM

PERSONALITY PLUS®

The distortion scale deals with how candid and frank the respondent was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candor. The letter I indicates the test is invalid due to too many unanswered questions in Section II.

The distortion score on this assessment is 7 .

Organization :	3	Tension :	5
Sensitivity :	7	Probing Level :	5
Imagination :	11	Social Need :	10
Flexibility :	3	Assertive :	7
Recognition :	7	Competitive :	2

Custom Profiles

salesmgr = 67	samcust = 85	samdrivr = 76	samsales = 76	samware = 64
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National Generic Patterns

Sales	Management	Office	Service	Misc
retail = 79	warehse = 64	bookkepr = 73	hotelclk = 76	hrmgr = 79
outsales = 70	acctcomp = 76	secrtary = 79	engineer = 76	trkdrivr = 76
insales = 76	execmgmt = 73	recpntst = 91	autoserv = 73	banktell = 76
countsls = 91	salesmgr = 67	offcemgr = 76	custserv = 85	apartmgr = 76
automtve = 73	financal = 76	fileclrk = 73	delivery = 79	leaseagt = 76
tellmkt = 76	techncal = 64	dataentr = 76	technical = 67	warehouse = 73

Personality Plus®

Organization	3
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JB learned early that extensive planning was a poor use of time in his estimation. Having done so on many occasions, he found that directions changed so rapidly it made such exercises prematurely obsolete. This created his attitude of living life as it happens and reacting to situations as they occur. He handles emergencies quickly throughout the day and can change directions without hesitation. Detail type work makes him feel hemmed in, causing him to put them off until he absolutely has to meet a deadline. JB requires a lot of space and latitude to optimize his talents and prefers to be as independent as possible in completing work assignments.

1) How do you plan your day and your work week?

SECTION I : 4, 6
SECTION II : 5, 103, 107, 115
SECTION III : 27

2) This position will require filling out reports and other detail type work. Give me an example of how you've handled details in the past.

SECTION II : 23, 78, 109

TRAINING: Set goals for JB and break them into daily expectations.
MANAGEMENT: Double Check JB's detail assignments and reports.

Sensitivity 7

JB lives in a state of internal emotional balance. When something occurs to threaten this balance, he makes a few adjustments and goes about his business in harmony with the outside world. When and if JB does lose emotional control you may be certain that a serious situation exists. He can empathize with highly sensitive people but considers their actions as immature and childish. At the same time, he considers those who are oblivious to others' feelings to be callous, uncaring and prone to miss many of life's most precious moments.

1) Briefly describe the personality of a person you would like to work with in your job.

SECTION II : 1, 13, 36, 38, 61
SECTION III : 9, 10, 15, 31

2) How do you react to customers and co-workers who are insensitive and hurt your feelings? Give me an example of a real situation.

SECTION I : 8, 12
SECTION II : 13, 47, 63
SECTION III : 9, 10, 26, 29

TRAINING: Inform JB that under pressure he will revert to his preferred style of using his feelings/emotions in interactions and he has to balance this tendency with logic before making decisions.

MANAGEMENT: Use STROKE-CRITICIZE-STROKE when reprimanding JB. Watch for 'hurt feelings' and resolve the problem quickly.

Imagination	11
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JB filters all information through his 'intuitive' sense. He thrives on change and solving problems in new and different ways. He will seek out the unusual and attempt to convince his co-workers of the beautiful rainbows just around the bend. Although he may change his pursuits at a moment's notice, you can be assured that any new project will get full, enthusiastic attention from JB. Coping with the usual day-to-day mundane tasks is a necessary evil to JB and only a detour along the road to new adventures. He prefers to jump into a project, find the solution, and take care of the problems as they arise. Since JB lives in the future, he escapes through daydreams and fantasies. This usually will occur when he is under extreme pressure. During such periods communication with JB can be difficult since he can't focus on the conversation or what is being said.

- 1) When assigned a new task do you prefer coming up with a 'better way' to accomplish the job or follow established guidelines. Give me an example.

SECTION I : 6
SECTION II : 77, 91, 94
SECTION III : 19, 23

TRAINING: Compares new knowledge to abstract concepts. Therefore, 'paint' word-pictures by TELLING rather than showing. Learns through comparing mental-imaging possibilities.

MANAGEMENT: Communicate by asking for JB's ideas on how to solve a problem and let him explore and present possibilities before making a decision.

Flexibility 3

JB's personal outlook on life is based on his pre- conceived opinions and lessons learned sometime in the past. When encountering new concepts, JB considers carefully, compares them to previous experiences and judgements, then makes a decision as to their value. If later faced with information contradicting this new found knowledge it is extremely difficult, if not impossible, to change the original decision. This dislike of change or anything that upsets the status quo increases the strain levels on JB. When faced with life's inevitable 'ups and downs' he is most likely to carry on with familiar, routine habits as a way of dealing with them. When pressured to take a new path he will respond by digging in his heels even further and/or denying that a problem actually exists. This behavior causes others to look on JB as 'rigid' and 'hardheaded'. JB doesn't see himself that way at all. In fact, he considers this attitude toward change as a virtue to be guarded and defended. His 'word is his bond' making him extremely loyal to those who agree with him on what is 'right' and what is 'wrong'.

- 1) How do you feel about people who break company rules? Give me an example.

SECTION II : 20, 24, 55, 117
SECTION III : 18, 28

- 2) Could you work in an area in which there is constant change and restructuring? Give me an example.

SECTION II : 19, 68, 87, 113
SECTION III : 6, 7, 27

TRAINING: The tendency to see only 'black and white' makes JB judgmental. Coach to pause and 'see between the lines' before making decisions. Point out occasions when he does not do so.

MANAGEMENT: Explain needed changes clearly and concisely and get agreement as to their value and worth.

Recognition	7
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A well-balanced diet of good pay, good benefits, and recognition for doing a good job makes JB happy in his work. His output will increase when he is offered an occasional word of encouragement and praise. However, a steady paycheck with benefits gives him the sense of well-being he needs to be productive. An additional motivator would be the opportunity for a commission or bonus for improving performance or beating deadlines.

- 1) Give me an idea of the type of pay plan you prefer.
-
-

SECTION I : 9, 10, 11
SECTION II : 33, 35, 114
SECTION III : 2, 3, 20, 21

TRAINING: Stress during training that taking too many chances could result in too many mistakes and to monitor himself in this area.

MANAGEMENT: Motivate with incentives, contest, increased responsibility and other methods of recognizing them personally.

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Tension 5

JB likes 'variety' in his work assignments. He doesn't mind sitting at a desk and completing a project as long as he has the latitude to get up and move around periodically. At the same time, activities requiring constant movement are also accepted. The key to JB is ' a little bit of both' instead of a 'constant diet of either'.

- 1) Do other people see you as 'calm and collected' or 'restless and fidgety'? Explain.

SECTION II : 11, 21, 39, 99, 126

TRAINING: Realize JB is moving through life at a slower pace than others and be patient. However, monitor assignments to avoid procrastination.

MANAGEMENT: Set deadlines and require compliance.

Probing Level	5
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JB doesn't accept everything that people say, and does a moderate amount of probing behind people's actions before acceptance. Trusting others is usually forthcoming, after a brief time. Most positions will require this level of probing which gives an individual a healthy outlook on life.

- 1) Give me your reaction to this sentence: 'Most people will cheat and take advantage of others if given the chance'.

SECTION II : 27, 49, 93, 100, 111
SECTION III : 4, 7, 10, 28

TRAINING: Teach JB to ask questions and analyze answers before accepting a 'no' from others.
MANAGEMENT: Watch for opportunities to teach JB to question the decisions of others.

Social Need 10

JB looks out at the world and sees it filled with interesting people to talk to and get to know. He enjoys others and relishes in sharing his hopes, dreams and experiences with them. Those that refuse to interact and 'get involved' are considered 'dull' and 'boring'. In his off time he can be found 'going to or coming from' some type of social gathering. If he runs into a weekend with nothing on tap, he 'll invite friends over for dinner or 'just to talk'. On other occasions, he 'll be on the telephone describing his latest exploits to anyone who will listen.

1) Do you ever get 'tired' of talking and interacting with other people? Explain.

SECTION II : 40, 64, 119

2) Some people have lots of friends and love socializing. Others have a few close friends and don't enjoy socializing very often. Which type of person are you?

SECTION II : 16, 30, 44, 67, 110

TRAINING: Explain to JB that some people may tire of his talkative nature. Counsel JB to learn to pause and listen between verbal exchanges.

MANAGEMENT: When speaking with JB ask him to pause and contemplate your questions before responding.

Assertive 7

JB is at ease interpersonally, being neither overly passive nor assertive. He can hold his own in most conflicts but may let more dominant and aggressive people have their way if pushed hard. In some situations he may be assertive at work and passive in his personal life. If faced with forceful actions from others on a constant basis it will be difficult for him to respond. Instead, he will use great amounts of mental energy preparing for actions that are rarely taken. Without realizing it, he may use agreement as an effective method of resisting or controlling his environment.

- 1) Have you ever had a highly assertive supervisor? YES: How DID you handle the situation? NO: How WOULD you handle the situation?
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SECTION I	: 13
SECTION II	: 9, 51, 116
SECTION III	: 6, 7, 9, 10, 20, 29

TRAINING: JB knows how to assert himself and does so most of the time. When approached by more dominate individuals he may revert to a passive stance. Coach him to watch for these situations and correct his behavior.

MANAGEMENT: In private, point out situations where he exhibited inappropriate passive nature.

Competitive	2
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JB succeeds best in a work atmosphere of harmony and compatibility. He conscientiously carries out his work- related duties with the philosophy of 'one for all and all for one'. This attitude dictates group unity as the primary goal of his leadership mandate. He will go all out to accomplish tasks as a member of the 'team'. Those who try to strike out on their own, or inject individual competitive desires, are branded as troublemakers who upset the efforts of everyone else.

- 1) Let's imagine your work-group is assigned a project. Which should management reward on completion, the work-group itself, or each individual's contribution? Explain.

SECTION II : 34, 45, 58, 82
SECTION III : 2, 3, 6, 7, 19, 30

TRAINING: Let JB know that he is important as an individual as well as a member of the team.
MANAGEMENT: Stress that although team efforts are important, it doesn't negate the importance of individual achievement.

07/23/2008

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Client: SAMPLE
Branch: FURN