

## Extended Report

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### Barrymore, John

|            |                                |
|------------|--------------------------------|
| Address:   | Phone:                         |
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|            | Date Graded: 06/13/2006 1:26 P |

### 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 Patterns

SAMDRIVR = 76      SAMSALES = 76

#### National Generic Patterns

| Sales         | Management     | Office        | Service       | Misc          |
|---------------|----------------|---------------|---------------|---------------|
| RETAIL = 79   | WAREMGT = 64   | BOOKKEPR = 73 | HOTELCLK = 76 | HRMGR = 79    |
| OUTSALES = 70 | ACCTCOMP = 76  | ADMNASST = 79 | ENGINEER = 76 | TRKDRIVR = 76 |
| INSALES = 76  | EXECCMGMT = 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 | TECHRPR = 67  | WAREHOUS = 73 |

## Extended Report (Barrymore, John)

### PERSONALITY PLUS®

#### Organization 3

JB learned early that extensive planning was a poor use of time. Having done so on many occasions, JB found that directions changed so quickly it made such exercises prematurely obsolete. This creates an attitude of living life as it happens and reacting to situations as they occur. JB handles emergencies quickly throughout the day and can change directions without hesitation. Detail type work makes JB feel hemmed in, causing task to be put off until necessary to meet a deadline. JB requires a lot of time and freedom to optimize talents and prefers to be as independent as possible in completing work assignments.

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

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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.

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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.

## Extended Report (Barrymore, John)

Sensitivity 7

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

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

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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.

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SECTION I : 8, 12

SECTION II : 13, 47, 63

SECTION III : 9, 10, 26, 29

TRAINING: Inform JB that use of unnecessary feelings and emotions can impede progress and solutions. JB 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.

## Extended Report (Barrymore, John)

### Imagination 11

JB is an intuitive thinker and filters all data through this mental sense. Intuitive Thinkers like the challenge of change and problem solving. JB will seek out the unusual and try to convince co-workers of the beautiful rainbows just around the bend. Although JB may vary pursuits, at a moment's notice, you can be assured that any new project will receive full, enthusiastic attention. Coping with the usual daily mundane tasks is a necessary evil and only a detour along the way to new adventures. Since JB lives in the future, JB escapes through daydreams and fantasies. This typically happens when JB is under enormous pressure.

- 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.

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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. Explore JB's suggestions before making a decision.

## Extended Report (Barrymore, John)

### Flexibility 3

JB's personal perspective on life is based on predetermined opinions and lessons learned sometime in the past. When encountering new concepts, JB considers carefully, compares them to past experiences and judgments, then makes a decision as to their value. If later faced with information contradicting this knowledge, it will be extremely difficult to change the original decision. This dislike of change or anything that upsets the status quo increases stress factors in JB. When pressured to learn a new way, JB will respond by stubbornly denying a problem exists. This behavior causes others to view JB as rigid and hardheaded. In fact, JB considers this attitude towards change as an asset to be guarded and defended. My Word Is My Bond creates enormous loyalty with those who agree as to what is right and what is wrong.

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

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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.

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SECTION II : 19, 68, 87, 113

SECTION III : 6, 7, 27

TRAINING: When choosing a plan of action, JB indicates a strong tendency to be judgmental. Use coaching to teach consideration of all possibilities.

MANAGEMENT: When introducing new rules, get JB's agreement with clear and concise explanations.

## Extended Report (Barrymore, John)

### Recognition 7

JB prefers a well-balanced diet of good pay, good benefits, and a superior's recognition for doing a good job. Output will increase when offered an occasional word of encouragement and praise. However, a steady paycheck with benefits furnishes the sense of well-being JB needs to be productive. An additional motivator would be the opportunity for a bonus for improving performance or beating deadlines.

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

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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. Monitor JB in this area.

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

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## Extended Report (Barrymore, John)

### Tension 5

JB likes variation in work assignments. JB doesn't mind sitting at a desk and completing a project as long as JB has the flexibility 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.

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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.

## Extended Report (Barrymore, John)

### Probing Level 5

JB doesn't believe everything that others say, and does a moderate amount of probing behind actions before accepting them. Trusting others is usually given, 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'.

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SECTION II : 27, 49, 93, 100, 111

SECTION III : 4, 7, 10, 28

TRAINING: Teach JB to ask questions and analyze answers before accepting NO from others.

MANAGEMENT: Watch for opportunities to teach JB to question the decisions of others.

## Extended Report (Barrymore, John)

### Social Need 10

JB is an extrovert who looks out at the world and sees it filled with interesting people to talk to and get to know. JB enjoys others and relishes in sharing hopes, dreams and experiences with them. Those that refuse to interact and 'get involved' are considered 'dull' and 'boring'. Off the job JB can be found going to or coming from some kind of social gathering. If JB runs into a weekend with nothing on tap, JB will invite friends over for dinner or just to talk. On other occasions, JB will be on the phone texting or verbally describing exploits to anyone who will listen.

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

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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?

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

TRAINING: Explain that others may tire of JB's talkative nature. Counsel JB to learn to pause and listen between verbal exchanges.

MANAGEMENT: Monitor behaviors by coaching JB on how to pause and contemplate questions before responding.

**Extended Report (Barrymore, John)****Assertive 7**

JB is at ease interpersonally, being neither overly passive nor assertive. JB can hold a viewpoint in most conflicts but may allow more dominant and aggressive people have their way if pushed hard. In some situations JB may be assertive at work and passive in personal situations. If faced with forceful actions from others on a constant basis, it will be difficult for JB to respond. Instead, JB will exercise great amounts of mental energy preparing for actions that are rarely taken. Without realizing it, JB may use agreement as an effective method of resisting or controlling JB's 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 be assertive but may revert to a passive stance when approached by dominate individuals. Coach JB to watch for these situations and correct behavior.

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

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## Extended Report (Barrymore, John)

### Competitive 2

JB succeeds best in a work atmosphere of harmony and compatibility. JB conscientiously carries out work-related duties with the philosophy of 'one for all and all for one'. This attitude dictates group unity as the primary goal. JB 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.

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SECTION II : 34, 45, 58, 82

SECTION III : 2, 3, 6, 7, 19, 30

TRAINING: Weave into training sessions the concept of team effort and the importance of pulling together as a group.

MANAGEMENT: Stress that team participation is an important concept valued by the company.

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