

ProfileXT™

CONFIDENTIAL

JOB PROFILE SUMMARY REPORT

Tuesday, January 8, 2008

Sally Sample

Demonstration Pattern-NOT FOR ACTUAL USE

Olson


HR Consulting

*Select, Engage, and Inspire
Great People*

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*Building and Retaining
the
High-Performance
Company*

Job Pattern: Demonstration Pattern-NOT FOR ACTUAL USE



69%

Thinking Style

| | | | | | | | | | | |
|-------------------|--|--|---|---|---|---|---|---|--|--|
| Learning Index | | | | | 5 | 6 | 7 | | | |
| Verbal Skill | | | 3 | | 5 | 6 | 7 | | | |
| Verbal Reasoning | | | | | 5 | 6 | 7 | 8 | | |
| Numerical Ability | | | | | 5 | 6 | 7 | | | |
| Numeric Reasoning | | | | 4 | 5 | 6 | 7 | | | |

Job Match Percentage
82%

Behavioral Traits

| | | | | | | | | | | |
|--------------------|--|---|---|---|---|---|---|---|--|--|
| Energy Level | | | | | 5 | 6 | 7 | | | |
| Assertiveness | | | | 4 | 5 | 6 | 7 | 8 | | |
| Sociability | | | | 4 | 5 | 6 | 7 | | | |
| Manageability | | | | | | 6 | 7 | 8 | | |
| Attitude | | | 3 | | | 6 | 7 | 8 | | |
| Decisiveness | | | | 4 | 5 | 6 | | 8 | | |
| Accommodating | | | | | 5 | 6 | 7 | 8 | | |
| Independence | | | 3 | 4 | 5 | | | 8 | | |
| Objective Judgment | | 2 | | | 5 | 6 | 7 | 8 | | |

Job Match Percentage
54%

Distortion - 9

Occupational Interests

Interests Ranking

Top three interests for this position

| | | | | | | | | | | |
|-----------------|--|--|--|--|---|--|---|---|--|--|
| Financial/Admin | | | | | 5 | | | | | |
| People Service | | | | | | | 7 | | | |
| Enterprising | | | | | | | | 8 | | |

Job Match Percentage
71%

Lowest three interests for this position

| | | | | | | | | | | |
|------------|--|---|---|--|--|---|--|--|--|--|
| Technical | | | 3 | | | | | | | |
| Creative | | | | | | 6 | | | | |
| Mechanical | | 2 | | | | | | | | |

The Job Matching process for Interests is concerned with the top three interests of a Job Match Pattern and how a candidate's top three interests match. The three top interests for this Pattern are indicated and ranked from top to bottom.

Note: The bolder scores indicate the three highest interests of this individual.

A Brief Profile of the Total Person

Note: This is a summary report. For additional information about this applicant, please consult the full Placement Report.

Thinking Style

Learning Index (An index of expected learning, reasoning and problem solving potential.) Score—6 (in the pattern)

- o Sally's overall learning index is above average and suggests a good potential for quickly learning new information.

Verbal Skill (A measure of verbal skill through vocabulary.) Score—3 (below the pattern)

- o She demonstrates a level of verbal skill slightly below that of some people in the general population.

Verbal Reasoning (Using words as a basis in reasoning and problem solving.) Score—5 (in the pattern)

- o Sally would not be expected to have any difficulty in effectively communicating thoughts and ideas to others.

Numerical Ability (A measure of numeric calculation ability.) Score—5 (in the pattern)

- o Ms. Sample should be capable of learning to apply basic mathematical principles to new, more complex problems as necessary.

Numeric Reasoning (Using numbers as a basis in reasoning and problem solving.) Score—7 (above the pattern)

- o Ms. Sample demonstrates a relatively strong ability to solve problems of a numerical nature.

Behavioral Traits

Energy Level (Tendency to display endurance and capacity for a fast pace.) Score—7 (in the pattern)

- o She can act with a sense of urgency, even under pressure.

Assertiveness (Tendency to take charge of people and situations. Leads more than follows.) Score–8 (above the pattern)

- She has a strong need to make decisions, to determine outcomes.

Sociability (Tendency to be outgoing, people-oriented and participate with others.) Score–4 (below the pattern)

- She expresses limited enjoyment of public contact work.

Manageability (Tendency to follow policies, accept external controls and supervision and work within the rules.) Score–6 (in the pattern)

- Ms. Sample is typically willing to accept guidance and suggestions from others.

Attitude (Tendency to have a positive attitude regarding people and outcomes.) Score–3 (below the pattern)

- She may be less easily misled than others.

Decisiveness (Uses available information to make decisions quickly.) Score–8 (above the pattern)

- She is inclined to take decisive action, to move decisions forward.

Accommodating (Tendency to be friendly, cooperative, agreeable. To be a team person.) Score–5 (below the pattern)

- Ms. Sample can become defensive whenever someone tries to take advantage of her.

Independence (Tendency to be self-reliant, self-directed, to take independent action and make own decisions.) Score–8 (above the pattern)

- She is highly independent, possibly requiring firm supervision and clearly defined guidelines.

Objective Judgment (The ability to think clearly and be objective in decision-making.) Score -2 (below the pattern)

- o Ms. Sample has thinking abilities that can be less effective if she allows personal biases and opinions to replace sound judgment.

Occupational Interests

Ms. Sample scored highest in the Creative, Enterprising and People Service themes on the inventory. She is attracted to positions in which she can use her creative side in a business environment that allows for a high degree of contact with people. She appears to be drawn toward opportunities to solve problems in an innovative way. The chance to serve the needs of customers and the public in general also relates to this interest pattern.