



RIGHT-HIRE

Assessment Precision in Hiring and
Talent Management

Sales Assessment

Prepared for:

Demo Sample

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Right-Hire Congratulations Demo Sample

You are now in possession of your Value Analysis from Axiometrics International, Inc.

Axiometrics International, Inc., is an organization that utilizes the practical application of the life's work of Dr. Robert S. Hartman, the discoverer of a new mathematical science called Axiology.

Axiology measures your ability to value. Your capacity to value is a talent or ability by which you organize your thinking and emotions to make decisions or value judgments. Your value talent is a measure of your ability to:

- 1) see and filter what is happening around you, and in yourself
- 2) build concepts and ideas by focusing on what is important to you
- 3) translate your ideas and expectations into decisions.

These three activities are the keys to understanding how we all make decisions.

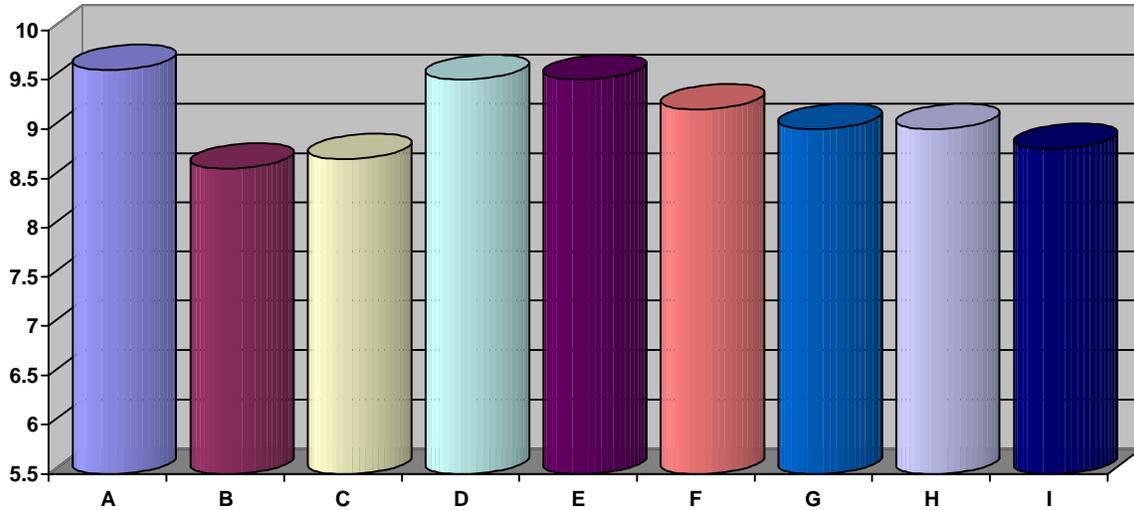
Demo, your ability to make value judgments is a natural activity of the mind and is similar to musical talent and ability. Each person has certain inborn skills or aptitudes. Some individuals have an ear for musical notes; others can be taught to recognize the notes. Both types of individuals can develop their natural talent and apply this talent as musicians. In the same way, some individuals have better developed natural talent for making value judgments and can make better decisions. These individuals have a clearer idea of what is important, can see things which other miss, are very creative problem solvers, make decisions which always seem to be on target, and are sensitive to the needs and concerns of others.

Value talent, like musical talent or sports talent, can be learned and improved. The first step in developing your value talent is to identify your level of development, and to find out what specific types of talent you have. The value analysis is designed to let you come into contact with your ability to think and make value judgments about yourself and the world around you. This analysis will give you an opportunity to experience the biases which focus your thinking, the natural skills which your mind uses on a day to day basis to make decisions, the strengths which belong to you, the areas for development which can improve your ability to be you, and the combination of talent which defines your uniqueness.

Remember that your value analysis is not a psychological, intelligence, or aptitude test. Your value talent is a measure of your ability to utilize your intelligence, access your natural and learned skills, and control your emotions. Your value profile describes the unique patterns that belong to you and capture both the unique structure of the way you think as well as the way you change as you grow and develop. Your value profile is a slice out of time, a cross section of your life's history showing where you are, how well you are using your talent, and the stresses and strains which you are experiencing.

Sales Assessment

OVERVIEW GRAPH

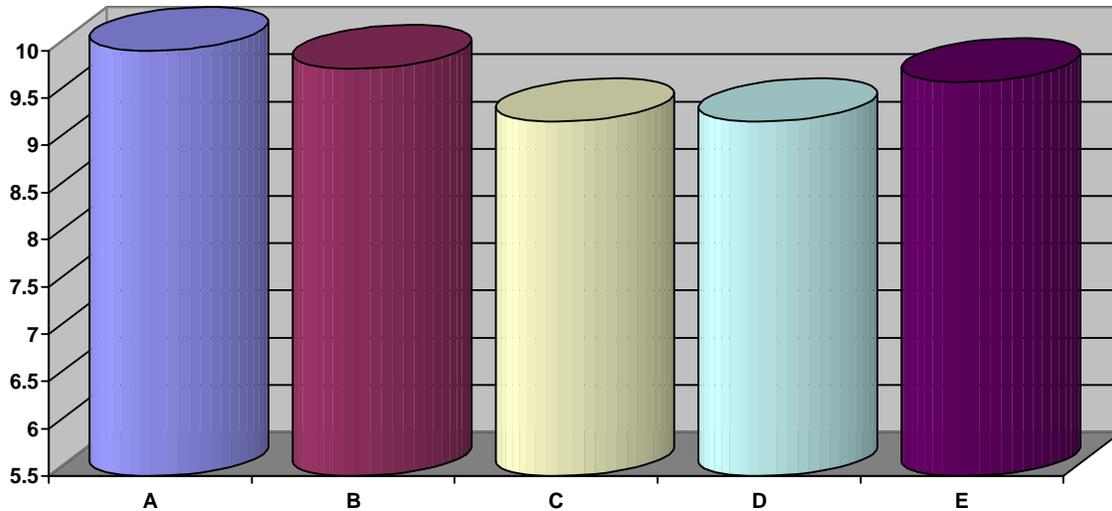


Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	6.0 to 8.29

A) Empathy (Primary Strength) — The ability to see, understand and relate with others.
B) Practical Ability (Secondary Development) — The ability to see and understand what needs to be done in common sense ways.
C) Organizational Ability (Secondary Development) — The capacity to plan and organize ideas into a consistent strategy.
D) Handling Rejection (Primary Strength) — The ability to maintain a sense of inner self worth.
E) Self Starting Ability (Primary Strength) — The ability to get things done without the need for constant supervision.
F) Achievement Drive (Secondary Strength) — The ability to have a strong desire to push ahead and to achieve desired results.
G) Discipline For Selling (Secondary Strength) — The ability to work within guidelines, schedules policies and procedures to get things done.
H) Stress Index (Secondary Strength) — The ability to handle stress without allowing it to interfere with getting things done.
I) Motivation Index (Secondary Development) — The ability to direct one's energy with a sense of purpose and direction.

Sales Assessment

EMPATHY



EMPATHY: The ability to see and appreciate the value of others, to see and understand the viewpoint of others, to appreciate the needs and interests of others and the ability to utilize one's knowledge and understanding of others to relate and communicate effectively.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Intuitive Insight (Primary Strength) — The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.

B) Attitude Toward Others (Primary Strength) — This capacity measures the degree of positive or attitude one feels about others, the degree to which one is either open and optimistic or skeptical about others.

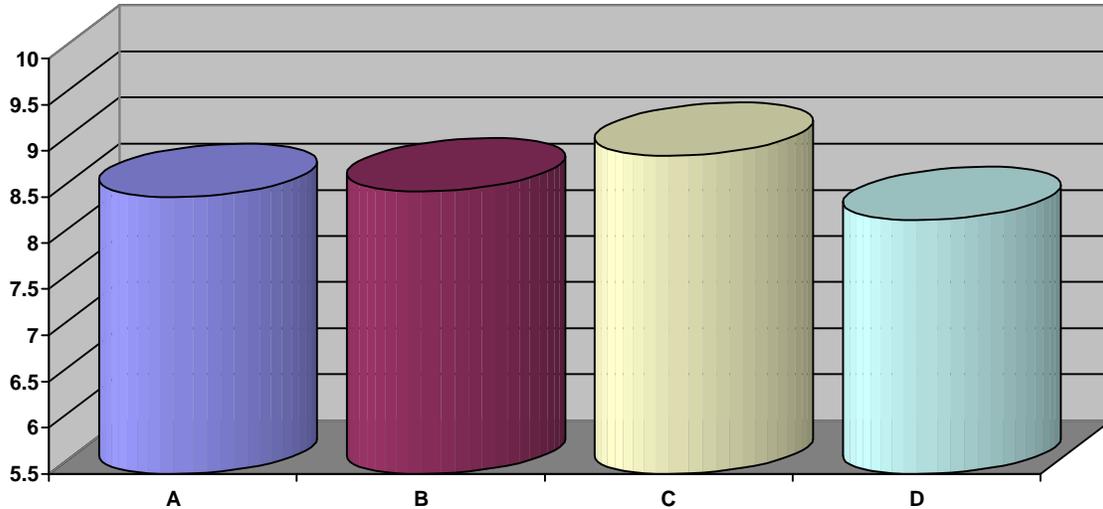
C) Evaluating Others (Secondary Strength) — The ability to make realistic and accurate judgments about others, to evaluate their strengths and weaknesses, to understand their way of thinking and acting.

D) Persuading Others (Secondary Strength) — The ability to convince others, to present a viewpoint in a manner such that it is readily accepted.

E) Relating With Others (Primary Strength) — This capacity indicates how well one can coordinate knowledge of others into action, how well one can get along with others, to what extent one can develop and maintain an open, positive relationship.

Sales Assessment

PRACTICAL THINKING ABILITY



PRACTICAL THINKING ABILITY: The ability to make practical, common sense decisions, to see and understand what is happening in common sense ways, to readily identify problems and solutions in practical terms.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Common Sense (Secondary Development) — The ability to readily understand what is happening and solve problems in practical, concrete ways.

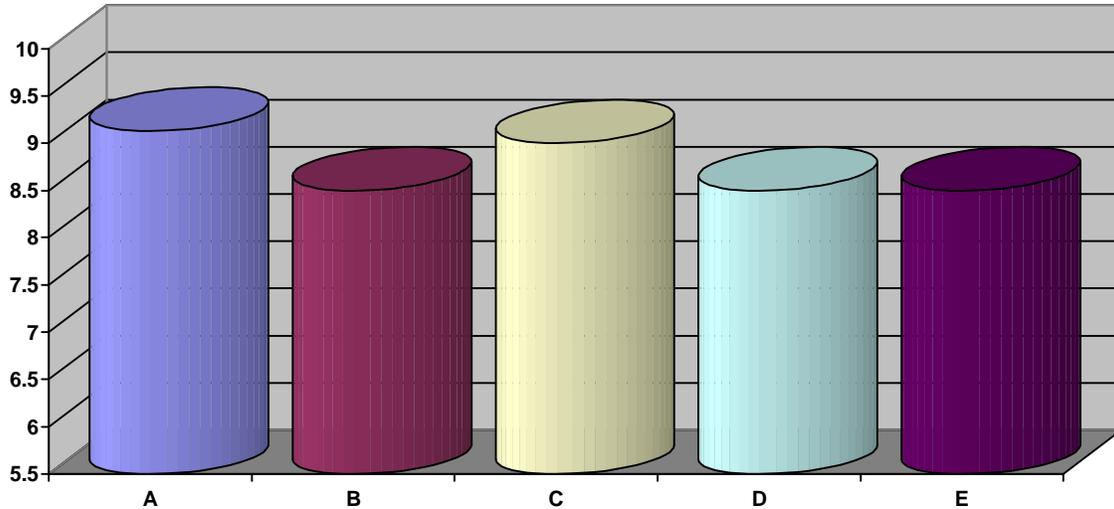
B) Evaluating What To Do (Secondary Development) — The ability to readily identify the heart of the problem to identify the critical elements of the situation and develop effective alternatives.

C) Sense Of Timing (Secondary Strength) — This capacity measures one's ability to be in touch with what is happening such that decisions and actions are effective, accurate and timely.

D) Appreciation Of Things (Primary Development) — The ability to see and appreciate the value of concrete, material things, to pay attention to taking care of things.

Sales Assessment

ORGANIZATIONAL ABILITY



ORGANIZATIONAL ABILITY: The ability to identify the short range and long range needs and implications of a situation, and to set goals which are realistic and to develop plans of action which attain these goals in an effective and efficient manner.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Realistic Goal Setting (Secondary Strength) — The ability to set goals which are within the boundary of available resources and can be realistically achieved within the projected time.

B) Short Range Planning (Secondary Development) — The ability to set tactical goals and plans which are designed to handle concrete, immediate goals.

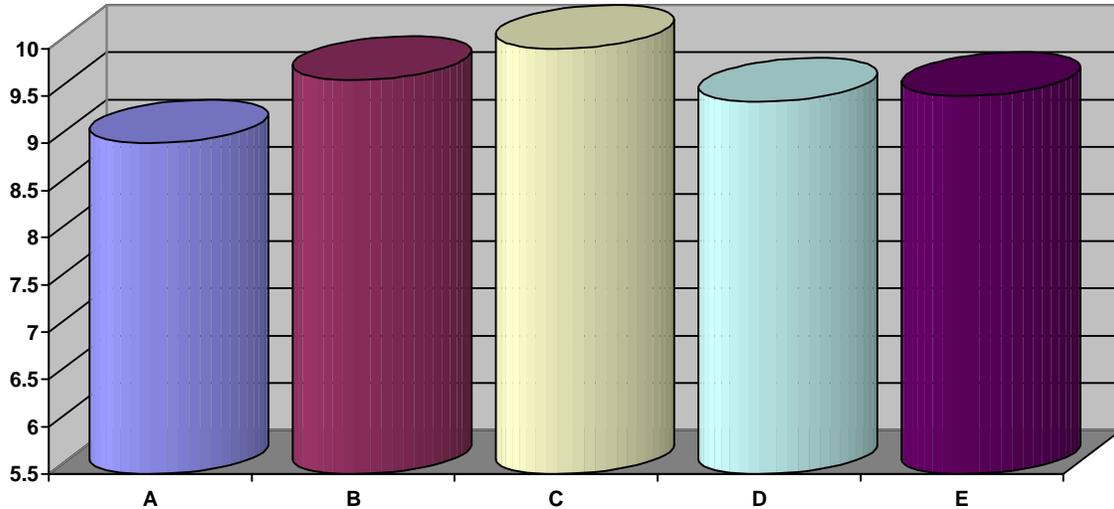
C) Long Range Planning (Secondary Strength) — The ability to see long range goals and to design plans and strategies for attaining these goals.

D) Concrete Organization (Secondary Development) — The ability to see the immediate, concrete needs of a situation and and to set an action plan for meeting these needs.

E) Conceptual Organization (Secondary Development) — The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

Sales Assessment

HANDLING REJECTION



HANDLING REJECTION: The ability to see and appreciate one's self worth, to develop ego strength such that one can maintain self identity and self worth apart from how well one meets internal self expectations or the expectations and standards of others.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Self Esteem (Secondary Strength) — The capacity to see and appreciate one's unique worth and individuality, to see and understand 'Who One Is' apart from one's social/role or ideal self image.

B) Self Assessment (Primary Strength) — The ability to realistically see and understand one's strengths and limitations, to know what one's potential for success as well as one's limitations.

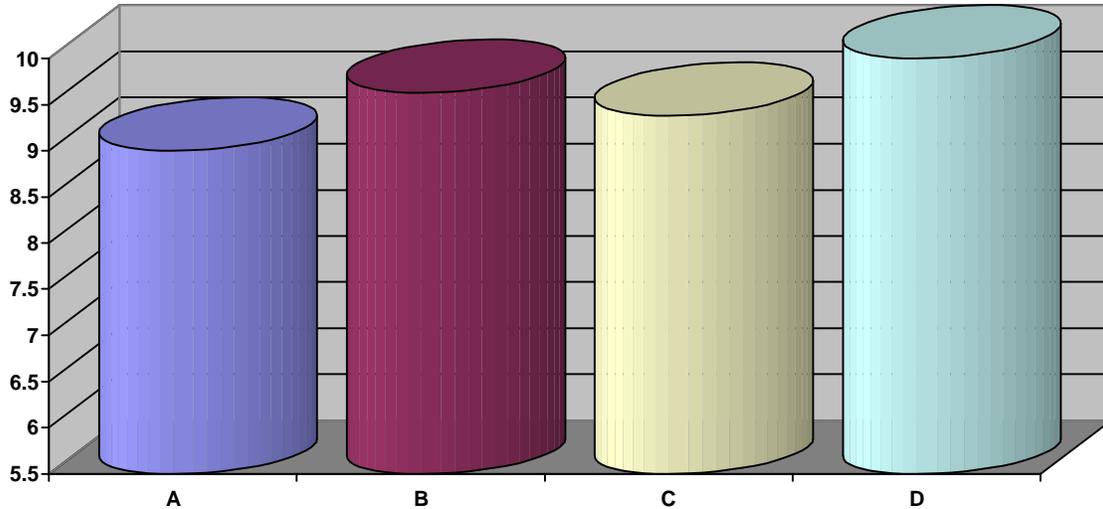
C) Self Confidence (Primary Strength) — The ability to develop and maintain inner strength based on the belief that one will succeed.

D) Self Control (Primary Strength) — The ability to maintain self composure in difficult situations, to think and act objectively rather than impulsively and emotionally.

E) Sensitivity To Others (Primary Strength) — This capacity indicates the degree to which one can be objective about others without allowing personal feelings, positive or negative, to get in the way of making decisions.

Sales Assessment

SELF STARTING ABILITY



SELF STARTING ABILITY: This capacity measures the ability of an individual to marshal his or her energy to attain self goals on one's own, the ability of a person to be both persistent and consistent.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Persistence (Secondary Strength) — The ability of an individual to maintain one's direction in spite of the obstacles and to stay on target regardless of circumstances.

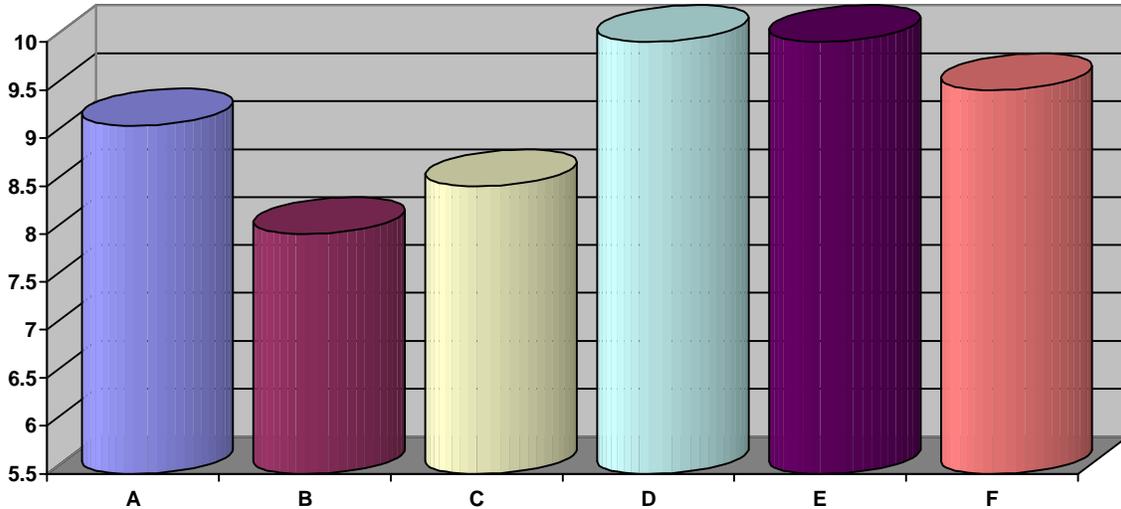
B) Consistency (Primary Strength) — The ability to maintain a sense of order constancy and continuity in one's actions, to be reliable in the transfer of thinking to action.

C) Initiative (Secondary Strength) — The ability to direct one's energies toward the completion of a task with a sense of urgency and mission.

D) Role Satisfaction (Primary Strength) — The ability to feel that one's social/role function is both fulfilling and rewarding, that what one is doing has a useful benefit.

Sales Assessment

ACHIEVEMENT DRIVE



ACHIEVEMENT DRIVE: Achievement Drive is a composite of several internal value structures that provide the primary driving impetus for a person to perform at a level higher than the average or to continually strive to achieve a higher performance level. Goal directedness, results oriented, needs to achieve, social recognition, self attitude and ambition have been identified as the primary components of this sales capacity.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Goal Directedness (Secondary Strength) — Goal Directedness is the ability to be excited about and committed to one's goals and to marshal energy to push toward the attainment of these goals.

B) Results Oriented (Primary Development) — Results Oriented is the ability to pay attention to the achievement of concrete results. Attaining results is a major factor pushing one to action.

C) Need To Achieve (Secondary Development) — Needs to achieve is a measure of how strongly one needs to attaining success to feel valuable and worthwhile.

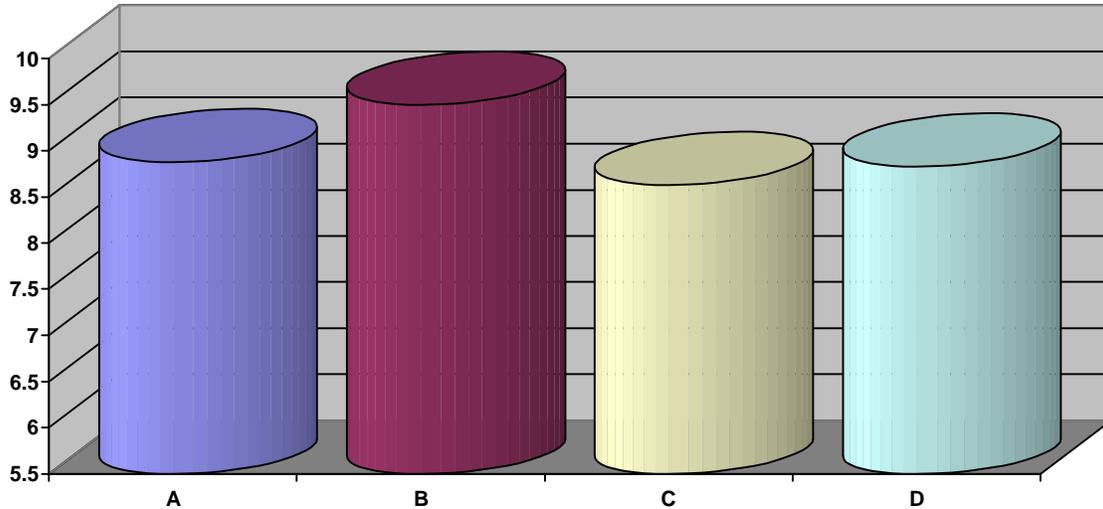
D) Social Recognition (Primary Strength) — The measure of Social Recognition as a drive factor depends on clarity about and attention and commitment to one's social/role image.

E) Self Attitude (Primary Strength) — Self Attitude indicates the degree to which a positive self attitude will act to drive and motivate one to action.

F) Ambition (Primary Strength) — Ambition is the ability to set inner ideals which become the standard for achievement and success, a strong sense of expectation and drive pushing one toward excellence.

Sales Assessment

DISCIPLINE FOR SELLING



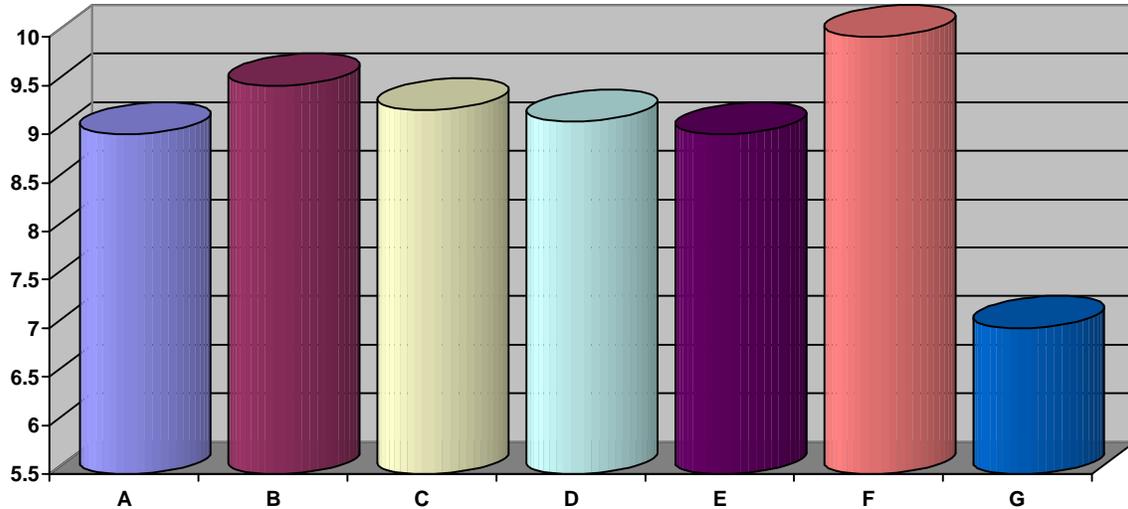
DISCIPLINE FOR SELLING: This capacity measures a person's general work ethic attitudes indicating willingness to get things done in an effective and efficient manner.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Meeting Established Standards (Secondary Development) — This component measures one's respect for and conformity to established norms and principles.
B) Doing Things Right (Primary Strength) — This component measures one's insistence on doing things right.
C) Attention To Policies And Procedures (Secondary Development) — This component measures one's sense of respect for and commitment to organizational policies and procedures.
D) Meeting Deadlines And Schedules (Secondary Development) — This component measures one's attention to and urgency to meet schedules and deadlines.

Sales Assessment

STRESS FACTORS



STRESS FACTORS: This capacity measures different types of anxieties and frustrations, the degree or level of anxiety and stress and the effect of the stress levels on an individual.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Self Sufficiency (Secondary Strength) — This capacity indicates the degree of anxiety caused by self depreciation and the need for reassurance of self worth.

B) Role Frustration (Primary Strength) — This capacity measures the effect of social/role dissatisfaction or of false and unrealistic expectations.

C) Goal Frustration (Secondary Strength) — This capacity measures the effect of setting personal goals which are either unrealistic or do not demand the best.

D) Flexibility (Secondary Strength) — This capacity measures the effect of rigid self views and the imposition of these views on others.

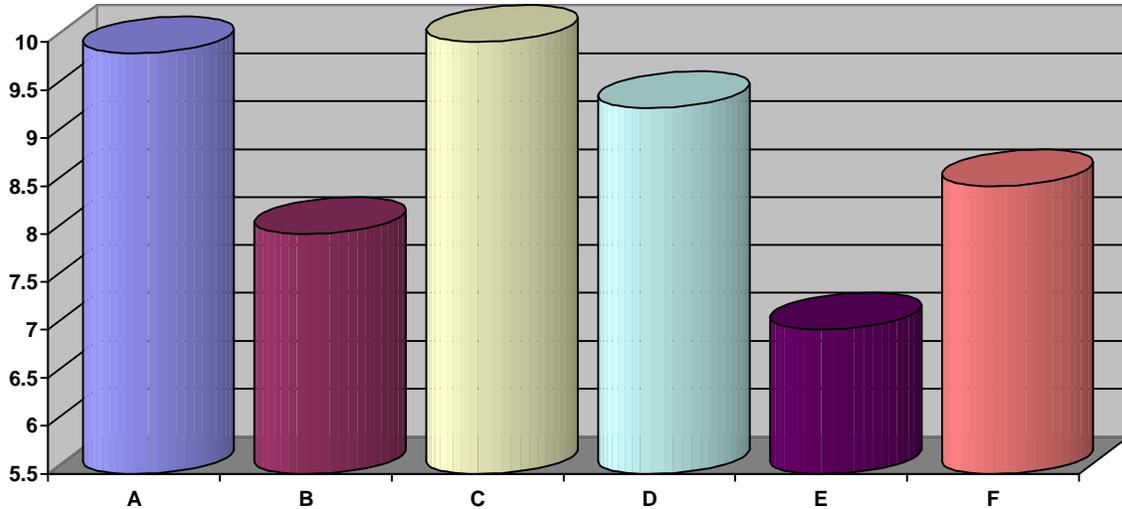
E) Handling Despair (Secondary Strength) — This capacity measures the anxiety and frustration which results when things do not go as expected.

F) Attitude Index (Primary Strength) — This capacity measures the anxiety which results from negative, depressive attitudes.

G) Health Tension Index (Primary Development) — This capacity measures how well an individual can balance and manage anxiety, despair and depressive, attitudes.

Sales Assessment

SOURCES OF MOTIVATION



SOURCES OF MOTIVATION: This capacity is a composite of six motivators, both internal and external. It is a measurement of a person's attitude toward service, material possessions, recognition and status, personal development, sense of mission, and sense of belonging.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Service (Primary Strength) — This capacity measures the importance of seeing, appreciating and meeting the needs and interests of others.

B) Money, Material Things (Primary Development) — This capacity measures the degree to which money and material wealth are important to an individual.

C) Status, Recognition (Primary Strength) — This capacity indicates the importance receiving awards, plaques and other forms of social/role recognition.

D) Personal Development (Secondary Strength) — This capacity measures the importance of a well designed plan for one's career development.

E) Sense Of Mission (Primary Development) — This capacity measures the degree of commitment to personal ideals, goals and principles.

F) Sense Of Belonging (Secondary Development) — This capacity measures the importance of being a member of a team and working in a comfortable place where one is liked and accepted.

Sales Assessment

PRIMARY STRENGTH COMMENTS

Intuitive Insight: (Empathy)

You have a well developed ability for intuitive thinking which gives you the capacity for developing a fruitful direction or identifying potential problem area by the strength of your inner, 'gut' feelings and instincts.

Attitude Toward Others: (Empathy)

You have a very dynamic, optimistic attitude toward others which gives you the ability to see and understand their positive potential, to be concerned about and attentive to their needs and interests, and to be open and available to them.

Relating With Others: (Empathy)

You have the ability to maintain an independent but open and fair relationship with each person on an equal basis. You are an inner directed person and will likely be more open and available to those who measure up to your expectations. You are likely to be more comfortable in social relationships where the expectations are clear.

Self Assessment: (Ability To Handle Rejection)

You have the capacity to realistically see and accept your strengths and limitations. You know what you are capable of doing, what it will take to accomplish your goals, and what will give you both a sense of contribution as well as a sense of satisfaction.

Self Confidence: (Ability To Handle Rejection)

You have the ability to develop and maintain realistic confidence in your capacity to perform and to live up to social and role images and expectations. Rely on the strength and realistic nature of your confidence to get things done and promote optimism around you.

Self Control: (Ability To Handle Rejection)

You have the capacity to maintain your sense of balance and equilibrium when dealing with stressful and emotional situations, to respond rationally and objectively to problem situations.

Sales Assessment

PRIMARY STRENGTH COMMENTS

Sensitivity To Others: (Ability To Handle Rejection)

You have the ability to objectively and realistically evaluate both the positive and negative potential of others and the positive or negative consequences of your relationships with others. Moreover, you have the capacity to be open and available without risking becoming too trusting and too involved.

Consistency: (Self Starting Ability)

You have the ability to see and understand what course of action is best for you; however, you are uncertain about which steps to take. This combination of clarity about goals and uncertainty about when to act can lead you to shift from being inner directed, energetic and filled with an urgency to act to delaying your decisions and actions.

Role Satisfaction: (Self Starting Ability)

You are confident that what you are doing not only is what is best for you but also that your social/role accomplishments will serve a useful function for yourself and for society. This confidence and feeling of personal competence will build an urgency to get things done and to push ahead with energy and commitment.

Social Recognition: (Drive)

You value social status and social/role recognition as an extremely important measure of your own self worth and as a result the need for attaining social status, for accomplishing tasks which have high social image and for attaining of social power and position will act as strong drive centers.

Self Attitude: (Drive)

You have a very dynamic, positive overall attitude which can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

Ambition: (Drive)

You have the ability to see and understand how to utilize your inner self goals and ideals which define what you ought to be and in turn form the core of your personal ambition to succeed; however, you are currently uncertain about which direction is best for you and may not fully utilize this drive center as a source for actions and decisions.

Sales Assessment

PRIMARY STRENGTH COMMENTS

Doing Things Right: (Discipline For Selling)

You are a perfectionistic thinker who pays attention to making certain that things are done right. As a result, you are likely to spend time and energy developing respect for accepted standards and ways of getting things done.

Role Frustration: (Stress Factors)

You not only have a clear sense of social/role image and function which defines your social and personal sense of responsibility but also have a strong sense of personal confidence. This social/role confidence can act to deflect any stresses and anxieties you may be experiencing.

Attitude Index: (Stress Factors)

You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

Service: (Motivators)

You not only have the ability to see and accept the needs and interests of others but you also are extremely concerned about making certain that the personal needs and concerns of others are fulfilled. As a result, you are likely to be highly motivated by activities which give you an opportunity to help others.

Social Recognition: (Motivators)

You see and accept the importance of status, social image and social/role accomplishments. Moreover you are willing to commit your energies more readily to activities which will result in social recognition and reward as well as personal recognition in your current role situation.

Sales Assessment

SECONDARY STRENGTH COMMENTS

Evaluating Others: (Empathy)

You have an excellent capacity to see and understand the positive potential of each person, to identify the contribution each person can make to the team, and to understand what will motivate them to perform and fit in. You are willing to spend the time and energy necessary to develop team synergy and team commitment.

Persuading Others: (Empathy)

You have the ability to identify and understand the consequences of what and how you respond to others. Moreover, you are concerned about making certain that what you say has a positive effect and that what you say is understood by others. As a result, you are likely to be concerned about limiting the effect of impulsive responses.

Sense Of Timing: (Practical Ability)

You tend to see your self values more clearly than values in the world. You are an inner directed person who measures the world against your standards. As a result, your sense of timing may be too idealistic or unrealistic. Seek help from others to test the objectivity of your expectations.

Realistic Goal Setting: (Organizational Ability)

Your strong need to set goals which are challenging combined with your perfectionism and insistence that things be done the way which you believe to be right will build commitment and attention to setting goals and plans which reflect the ideas, ideals, and principles which are important to you.

Long Range Planning: (Organizational Ability)

You have a strong combination of attentiveness to conceptual and analytical thinking and planning as well as a very well developed capacity to see and understand how to set long range objectives and plans. You are likely to build your actions around the translation of strategic issues into specific long term plans.

Self Esteem: (Ability To Handle Rejection)

You have a keen appreciation of your uniqueness and individuality and a realistic assessment of your ability to perform, your strengths and talent, and your limitations. Your self awareness and self worth can act as an anchor in difficult times and can help you maintain your worth even when things do not work out as expected.

Sales Assessment

SECONDARY STRENGTH COMMENTS

Persistence: (Self Starting Ability)

You have the ability to identify your personal goals and ideals which can act not only as a source of strength during difficult times but also as a source of energy and direction for pushing ahead. You are currently somewhat uncertain about which direction is best and this uncertainty may lead you to delay action.

Initiative: (Self Starting Ability)

You have the ability to identify those goals, ideals, actions and activities which not only give your life a sense of meaning and purpose but also provide you a sense of urgency to act. You are currently indecisive about which direction is best for you and this indecisiveness about the future can lead you to delay your decisions.

Goal Directedness: (Drive)

Your keen appreciation for structured, analytical thinking combined with perfectionistic commitment to organizational goals and objectives builds a strong drive center around those goals and objectives which can keep you focused and on track even in difficult situations.

Self Sufficiency: (Stress Factors)

You have a sense of inner self worth and self esteem which gives you the ability to identify your own uniqueness and individuality. This strong sense of self value will act as a source of strength in difficult times and will give you a sense of meaning and purpose even when you are uncertain about where you are or where you are going.

Goal Frustration: (Stress Factors)

You have the ability to identify organizational goals, plans and programs which will you believe are worthy of your time and commitment. You also understand the importance of focusing time and energy toward these objectives making certain that the actions which lead to their success are carried out right.

Flexibility, Adaptability: (Stress Factors)

You have a strong sense of personal commitment to what you believe is right. You also have the ability to redirect your energy and direction when you discover that what you are doing is not working and to see and accept your mistakes and use them as opportunities for pushing ahead.

Sales Assessment

SECONDARY STRENGTH COMMENTS

Despair Index: (Stress Factors)

You have the ability to see what needs to be done in a clear and balanced manner. You are also willing to deal with things in an objective manner when they do not work out as expected. As a result, you are likely only to experience temporary anxiety and frustration from any setbacks.

Personal Development: (Motivators)

You have a very clear sense of your own personal plan for development and a need for organizing this plan into strategies, plans, and personal goals which can be realistically achieved. You are likely to be highly motivated by actions and activities which will give you an opportunity to accomplish your goals and plans.

Sales Assessment

SECONDARY DEVELOPMENT COMMENTS

Common Sense Thinking: (Deciding What Needs To Be Done)

You need to pay more attention to practical, common sense thinking and to stay in touch with what is happening in your immediate environment. Attend a workshop which teaches basic techniques and skills for identifying problems and generating constructive alternatives.

Evaluating What Needs To Be Done: (Managing Activities)

Your thinking can become clouded either by excess attention or by the lack of attention to people, results or structure. As a result, your ability to evaluate and decide what is important and needs to be done can be restricted. Seek feedback to help generate realistic alternatives for action.

Short Range Planning: (Planning and Organizing)

You tend to be idealistic and perfectionistic in your thinking focusing on what ought to be, rather than what is. Your perfectionism can lead you to delay short term planning. Seek feedback to test how realistic, practical and feasible your expectations and plans are.

Concrete Organization: (Planning and Organizing)

You tend to focus your time and energy on making certain that every thing works just the way it should. You are likely to organize things according to a program which can be unrealistic and out of touch. Develop a checklist to test the practicality and relevance of your ideas.

Conceptual Organization: (Planning and Organizing)

Your thinking can become very stubborn, black and white and rigid especially as you seek to impose your idealistic expectations on the world. Develop a check list which you can apply to your plans and ideas to keep you open to ideas and perspectives different from your own.

Need To Achieve: (Drive)

You tend not to give yourself enough credit, to blow up your imperfections and to build unrealistic expectations and goals. You are likely to overextend yourself and to promise to do more than is possible, potentially leading to a fear of success or failure.

Sales Assessment

SECONDARY DEVELOPMENT COMMENTS

Meeting Established Standards: (Discipline For Selling)

Your strong sense of perfectionism can lead you to impose a set of standards with very little patience or flexibility and without regard to the consequences of the decision. Develop a checklist to keep yourself in touch with what is happening around you.

Attention To Policies And Procedures: (Discipline For Selling)

Your perfectionistic need for order and structure can lead you to dogmatically insist on obeying rules, policies and procedures to the letter of the law and without exception. Make certain that your zeal for conformity does not interfere with common sense and the natural flow of circumstances which are not always predictable.

Meeting Schedules And Deadlines: (Discipline For Selling)

You have a strong sense of perfection and idealism which can lead you to dogmatic, stubborn and insistent attitudes toward your schedules and time tables. Rely on your common sense to keep an open, flexible attitude toward getting things done on time.

Sense Of Belonging: (Motivation)

You tend to depreciate yourself and not give yourself enough credit to the point that you are susceptible to a fear of not living up to either your own expectations or to the expectations of others. Your inner uncertainty can lead to excessive concern about what others expect, think, and say about you.

Sales Assessment

PRIMARY DEVELOPMENT COMMENTS

Appreciation of Things: (Practical Ability)

You may not always see what is happening around you or pay attention to practical, concrete values and things. Utilize other viewpoints to help keep a sense of balance in your decisions. Build a checklist which will help you analyze your priorities for your actions prior to making a decision.

Results Oriented: (Drive)

You have a cautious, skeptical attitude toward practical thinking which can cause you to be hesitant about deciding or acting. As a result of this skepticism, you may not feel an urgency to act, may overlook crucial, immediate issues and become distracted by circumstances around you.

Health Tension Index: (Stress Index)

You are an inner directed person who sees yourself more clearly than the world. You are likely to feel anxiety and stress when the world does not meet your expectations. Seek feedback to examine the relevance and realistic nature of your thinking, your standards and your expectations.

Money, Material Things (Motivation)

Your lack of attention to practical thinking and results can lead you to discount the importance of money and material things. Unless money and the attainment of material wealth is an personal ideal or goal which commands your time, energy and commitment, you are likely to feel no drive or energy to gain money and material wealth.

Mission: (Motivation)

You are currently in transition about what course of action is best for you and, as a result, may or may not be currently motivated by a sense of mission and purpose. You may feel a hesitancy about pushing ahead and may not demand the most out of yourself, especially until you are certain about what is right for you.

Sales Assessment
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Keen Intuitive Insight and Common Sense Ability

Intuitive insight and intuitive feelings provide a powerful and reliable source for problem solving. Our research has shown that entrepreneurs, artists, salespeople and crisis problem solvers have strong intuitive ability as a common strength. Intuitive insight is a legitimate source of thinking. In many circles, this talent is treated as a source of emotion rather than thinking and logic. We measure intuitive insight as the ability to readily identify a problem, a potential solution or a direction which is fruitful and as the ability to see a person, thing, situation or idea in its total meaning.

You have excellent intuitive insight. Your intuitive ability gives you knowledge that is accurate and reliable which can immediately identify when something is wrong, when someone can be trusted, when a decision is the right decision, and when the direction in which you are heading is your best and most fruitful path.

Keen Insight Into Others

The ability to be sensitive to the unique worth of others is a powerful talent which connects directly to what is most valuable in our universe. You are very fortunate to have this talent. You have an excellent ability to readily identify the needs and interests of others. You have a genuine gift for helping people to see what makes them unique and special. You are sensitive to the needs and issues of others and to the protection of the individuality and freedom of others.

You are likely to be optimistic about, concerned about and open and available to others. You are a very compassionate, feeling person who has concern and respect for the opinion of others. You do tend to become too personally involved with others and to be too sensitive about how your actions will affect others. When you trust others, you are likely to give yourself totally to them and may be disappointed when they do not return the same trust, interest and commitment to you.

Sales Assessment
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Very Good Conceptual, Analytical Thinking Ability

Each morning when we get up, we believe that the sun will be in the sky and that the air we breathe will be available to us. This faith or belief factor gives meaning to our experiences. Meaning brings order to our experiences, gives us names and labels which we can use on a common basis, helps us anticipate where we will go, reinforces our beliefs and helps us form habits such that we do not have to experience each experience as totally new.

You have a very good ability for seeing and appreciating the need for order, structure and conceptual meaning. You have a keen appreciation for ideas, plans and strategies. You will likely pay attention to keeping things consistent, doing things right, focusing on clear, orderly thinking and being concerned about the results and consequences of your thinking. You understand the importance of rules, norms and authority for helping us feel secure. You may become too concerned about keeping things in order and, as a result, may feel frustrated when things do not work out as you expect.

Self Direction

The basic questions for all time are enduring 'Who am I?', 'What am I?' and 'What ought I to be?'. These three questions sum up our quest to be. We want to know that we have a purpose, that our lives have meaning. In fact, our research indicates that the strongest and most consistent motivating factor in all individuals is self direction and self purpose.

You have an excellent capacity for seeing and appreciating inner self order and self direction. You are keenly perceptive of those inner ideals and principles which can guide your conduct and instill a sense of duty and loyalty. You have an excellent awareness of your self definition and self meaning which gives you a sense of comfort that things will work out for the best. You understand where you want to go with your life, what will give your life meaning and purpose; however, you currently have some doubts and questions about which direction is best for you. You may delay decisions concerning self development until you are more certain about what is best.

Sales Assessment
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Social, Role Awareness

Our research identifies three key sources for motivation needs, wants and expectations. Expectations define our goals, our sense of meaning and purpose. Needs define our total inner self, including everything from fulfillment to ambition. Our wants focus on what we are doing, what satisfies us, what gives us a sense of enjoyment and makes us feel that we fit into society. Wants then define our social and role self, what we are, and bring to one point in time what we think we ought to be, and who we ultimately are.

You have the ability to correctly identify the type of social and role image which will provide you a sense of competence, confidence and satisfaction. You understand your place and function in society and feel good about what you are doing. Even in situations in which you may feel some anxiety when you are not able to achieve what you want or what you think you ought to achieve, your confidence and self assuredness can keep you on track. You know what it will take to provide a sense of satisfaction and achievement.

Dynamic, Positive Attitude Toward The World

Our research proves that all individuals have special talent and gifts which form the basis of their uniqueness and which can be developed and applied. Our experience also shows that most performance difficulties occur not because of lack of talent but from a lack of access to the talent. Many times individuals who succeed do not have the greatest talent. What these successful persons do have is the ability to utilize what talent they have. They believe that things can and will work out for them.

You are extremely fortunate to be one of those individuals who has a dynamic, positive overall attitude toward the world around you. Regardless of the difficulties that come your way, you believe that things can and will work out. Your trust and optimism gives you a sense of comfort in difficult situations and provides you the ability to bounce back and deal with stress, mistakes and failures.

Sales Assessment
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Self Awareness and Self Acceptance

You have the ability to see and appreciate your inner self worth and uniqueness. You know who you are and what it will take to meet your needs and provide a sense of fulfillment, satisfaction and achievement. Moreover, you have the ability to be realistically in touch with your strengths and limitations. You have the ability to correctly identify the type of social/role image which will provide you a sense of competence, confidence and satisfaction. Even in situations in which you may feel some anxiety when you are not able to achieve what you want or what you think you ought to, your confidence and self assuredness can keep you on track and reduce anxieties and tensions.

You have the ability to set realistic goals and plans and to marshal your energies to attain these goals. You have a strong sense of inner principles and ideals which can keep you on course even when things do not work out as you expect, and which provide a keen understanding and appreciation for commitment and loyalty.

Attention To The Worth of Others

The ability to be sensitive to the unique worth of others is a powerful talent which connects directly to what is most valuable in our universe. You are very fortunate to have this talent. You are sensitive to the needs and issues of others and to the protection of the individuality and freedom of others. You are likely to shift from (1) being open and available to others, trusting of others and attentive to the positive potential of others to (2) becoming cautiously discrete and suspecting of others when things do not work out as you expect or when you suspect the intentions of others. You can become unrealistically optimistic about others, expecting them to be better than they can be.

You emphasize the importance of allowing others to express their ideas with their own flavoring and of paying attention to the effect of your response on others. Your concern for others may lead you to avoid conflicting or difficult subjects and situations and to spend too much time and energy trying to satisfy others.

Sales Assessment
IDENTIFYING VALUE TALENT
BLOCKING VALUES
(Sources of Interference)

Doubts and Questions About The Future

You have very clear insight about your future direction. Your ability to see and set goals gives you the capacity to see and understand which plans and strategies are worth your time and attention, to feel a sense of purpose and meaning in your life, and to know which ideals and principles will guide you in your life and conduct. Moreover, you have the ability to know what is worth your time, energy, and focus.

You do currently have doubts and questions about which direction is best for you. As a result of this indecisiveness about the future, you may tend to hold back your energy and commitment until you are more certain about what is best for you. Even though you can clearly see and understand your goals and plans, you may not be willing to go full force toward their attainment. These doubts are an indication of a transition experience; therefore, any hesitation or anxiety you may be feeling will be pushed aside once you have decided which direction is best for you.

Too Much Attention To Social, Role Image And Expectations

You have an excellent capacity for seeing and appreciating your place and function in the world and for clearly identifying social and role norms and expectations. You have the ability to know what type of performance will make you feel competent, confident, and satisfied. You are confident about your ability to perform, attentive to your social image and comfortable with what you are accomplishing in your job.

Your attention to social and role expectations, your emphasis on defining yourself through job performance, and your confidence about what you are doing can lead you to become too concerned about your social image and job performance. You may see yourself only through your role or through what others think or say about you and become too sensitive about what others think or say about you. Moreover, your confidence can lead you to expect more from yourself or more from your achievements than is possible and may lead you to overlook your mistakes and overestimate your ability to perform.

Sales Assessment
IDENTIFYING VALUE TALENT
BLOCKING VALUES
(Sources of Interference)

Tendency To Be Too Optimistic About Others

You are a very compassionate, feeling person who shows concern and respect for the opinion of others. You tend, however, to shift from being too open and available, too trusting and too sensitive to others, to being cautiously discrete and skeptical of the intentions of others when they do not live up to your expectations. Your concern for and optimism about others can lead you to expect people to be better than they are or better than they can be. You may be disappointed when you feel that you give more to others than they give back to you.

Your concern for others may lead you to avoid conflicting or difficult subjects and situations, to delay stressful encounters until they become a crisis and to overlook flaws and inadequacies in others. When you trust someone, you make a total commitment to them. In return, you tend to expect the same total acceptance and commitment from others. In some cases, you may demand more from others than they can give or expect more from them than they are willing to give.

Inner Directed Focus In Your Thinking

Your ability to see and accept yourself is a unique gift which can function as a key strength. Your inner directedness, however, can also interfere with your decision making and with your ability to successfully apply your talent. The same inner focus which acts as a source of power can lead you to become impatient and frustrated with the world when your ideas and ways of thinking are not accepted or do not fit. You may be too quick to write off the accepted way of doing things, what others think, and even what objective evidence says if that evidence is different from what you believe is right.

When your thinking is in 'sync' with the rest of the world, you have the ability to push ahead of others who must deal with inner doubts and fears. However, when your thinking is different from or not accepted by the world, you may have difficulty getting things to work out as you expect. Moreover, this lack of fit can lead to stress and anxiety which may interfere with your day-to-day decisions.

Sales Assessment
VALUE STRUCTURE OVERVIEW
WORLD

EMPATHY
(CRYSTAL CLEAR)

You are a keenly perceptive individual who has an excellent capacity for seeing and appreciating the inner worth of others and for intuitive insight and gut level feelings about what is right or wrong. You are optimistic and concerned about others and may tend to become too personally involved with others. You tend to open up more readily to those who meet your preset ideas and expectations.

PRACTICAL THINKING
(CLEAR)

You have a very good capacity for practical, common sense thinking and for concrete organization. You tend to be somewhat cautious and hesitant in your practical thinking relying more readily on conceptual, analytical thinking rather than what your common sense tells you. You may delay decisions and actions until you have thought through the issues.

SYSTEM JUDGMENT
(CLEAR)

You have a very good capacity for seeing and appreciating the need for structure, order, consistency and authority. You tend to be a conceptual, analytical thinker and a proactive planner who likes to fit all of the pieces together before making a decision. Your strong sense of perfectionism may turn into a stubborn insistence that things be done right regardless of circumstances.

Sales Assessment
VALUE STRUCTURE OVERVIEW
SELF

SELF ESTEEM
(CRYSTAL CLEAR)

You have an excellent capacity for seeing and understanding your own inner self worth and unique individuality. You tend, however, to not give yourself enough credit, to be inattentive to your own inner worth substituting instead attention to what others expect you to be or attention to your own idealistic and perfectionistic self expectations.

ROLE AWARENESS
(CRYSTAL CLEAR)

You have an excellent capacity for both seeing and appreciating your social/role image and function, for assessing the importance of social status and recognition and social norms and expectations. You are realistically confident that you can and are performing to your potential; however, you may place too much emphasis on social/role achievement overestimating the importance of social image as well as your role.

SELF DIRECTION
(CRYSTAL CLEAR)

You have an excellent capacity to see and appreciate your self direction and inner principles which organize and guide your conduct. You have an excellent ability to see and set clear, realistic self goals but at this time, you do have some doubts and questions about what direction is best for you. This doubt about your future direction can leave you in a holding pattern somewhat hesitant about pushing ahead.

COMPOSITE ATTITUDE SURVEY

WORLD CLARITY	INATTENTIVE TO THE CAPACITY	CAUTIOUS ABOUT THE CAPACITY	ATTENTIVE TO THE CAPACITY	OVERATTENTIVE TO THE CAPACITY
EMPATHY (CRYSTAL CLEAR)				KEENLY PERCEPTIVE OPTIMISTIC INTUITIVE SELECTIVE
PRACTICAL JUDGMENT (CLEAR)		PERCEPTIVE CAUTIOUSLY PRAGMATIC DISCRETE PRESET		
SYSTEM JUDGMENT (CLEAR)			PERFECTIONISTIC IDEALISTIC STRUCTURED ANALYTICAL	

- **EMPATHY:** The ability to see and accept others as they are.
- **PRACTICAL JUDGMENT:** The ability to see and appreciate practical, functional, and material values.
- **SYSTEM JUDGMENT:** The ability to see and appreciate system, order, conceptual and analytical thinking and planning.

SELF CLARITY	INATTENTIVE TO THE CAPACITY	CAUTIOUS ABOUT THE CAPACITY	ATTENTIVE TO THE CAPACITY	OVERATTENTIVE TO THE CAPACITY
SELF ESTEEM (CRYSTAL CLEAR)		KEENLY PERCEPTIVE INATTENTIVE TO INNER SELF VALUES		
ROLE AWARENESS (CRYSTAL CLEAR)				KEENLY PERCEPTIVE ATTENTIVE TO SOCIAL IMAGE CONFIDENT
SELF DIRECTION (CRYSTAL CLEAR)		KEENLY PERCEPTIVE HOLDING PATTERN UNCERTAIN		

- **SELF ESTEEM:** The ability to see and accept oneself as a unique and individual person.
- **ROLE AWARENESS:** The ability to see and appreciate one's role and/or social contribution.
- **SELF DIRECTION:** The ability to see where one ought to go and to feel a strong sense of persistence.

COMPOSITE ATTITUDE SURVEY

WORLD

DIMENSION	CLARITY	LEVEL OF ATTENTION	DESCRIPTION
EMPATHY	CRYSTAL CLEAR	OVERATTENTIVE TO THE CAPACITY	KEENLY PERCEPTIVE OPTIMISTIC INTUITIVE SELECTIVE
PRACTICAL JUDGMENT	CLEAR	CAUTIOUS ABOUT THE CAPACITY	PERCEPTIVE CAUTIOUSLY PRAGMATIC DISCRETE PRESET
SYSTEM JUDGMENT	CLEAR	ATTENTIVE TO THE CAPACITY	PERFECTIONISTIC IDEALISTIC STRUCTURED ANALYTICAL

- **EMPATHY:** The ability to see and accept others as they are.
- **PRACTICAL JUDGMENT:** The ability to see and appreciate practical, functional, and material values.
- **SYSTEM JUDGMENT:** The ability to see and appreciate system, order, conceptual and analytical thinking and planning.

SELF

DIMENSION	CLARITY	LEVEL OF ATTENTION	DESCRIPTION
SELF ESTEEM	CRYSTAL CLEAR	CAUTIOUS ABOUT THE CAPACITY	KEENLY PERCEPTIVE INATTENTIVE TO INNER SELF VALUES
ROLE AWARENESS	CRYSTAL CLEAR	OVERATTENTIVE TO THE CAPACITY	KEENLY PERCEPTIVE ATTENTIVE TO SOCIAL IMAGE CONFIDENT
SELF DIRECTION	CRYSTAL CLEAR	CAUTIOUS ABOUT THE CAPACITY	KEENLY PERCEPTIVE HOLDING PATTERN UNCERTAIN

- **SELF ESTEEM:** The ability to see and accept oneself as a unique and individual person.
- **ROLE AWARENESS:** The ability to see and appreciate one's role and/or social contribution.
- **SELF DIRECTION:** The ability to see where one ought to go and to feel a strong sense of persistence.