

ProfileXT™

CONFIDENTIAL

INDIVIDUAL REPORT

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*Building and Retaining
the
High-Performance
Company*

A Message to William (Bil.) Alvernaz

Behavioral science has proven that the most successful people are those who know themselves, both their strengths and weaknesses. This knowledge is important to them as they develop the strategies necessary to meet the demands and challenges of achieving success.

The purpose of this report is to help you to identify and make full use of your strengths, and to help you develop an awareness of any areas that could be limiting your effectiveness. The goal of this report is to help you to achieve greater success for yourself.

The report gives you a Profile of the Total Person

- **Thinking Style** – Learning index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Interests** – Enterprising, Financial/Administrative, People Service, Creative, Technical, and Mechanical.

The information in your report can be useful in planning a self improvement program for your professional development and personal growth.

A Profile of the Total Person

Thinking Style

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

- You are an effective learner in virtually all manner of situations.
- You handle fairly complex tasks with relative efficiency, demonstrating strong problem-solving abilities.
- You generally learn by paying attention to detail and determining how the information applies to various relevant areas of your work.
- Your understanding and utilization of new information will be better than most individuals in the general population.

Verbal Skill (A measure of verbal skill through vocabulary.)

- You excel in a job that requires the accurate application of communication in order to make correct decisions.
- You are adept at communicating ideas using a diverse vocabulary.
- Your understanding of verbal communication should be sharp and on target.
- You are capable of precise communication even under the pressure of strict time constraints.

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

- You are proficient in information gathering and expression of thoughts and ideas.
- You assimilate verbal information rapidly when compared to the general population.
- You probably prefer to work with verbal information.
- You should communicate thoughts and ideas to others effectively.

Numerical Ability (A measure of numeric calculation ability.)

- You have a sound understanding of basic mathematical processes and are able to mentally figure numeric combinations.
- You show strong potential for developing existing skills with numbers.
- You should be competent in making mental estimations involving numerical data.
- You can build on your basic foundation as the particular calculations required in performing the job become familiar.

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

- You demonstrate a relatively strong ability to analyze numerical information.
- You complete numerical analyses with great success.
- You grasp numerical relationships readily and can easily share such information.
- You work well with numbers and numerical concepts.

Behavioral Traits

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

- You act with a sense of urgency under stressful, deadline oriented conditions.
- You are enthusiastically energetic; your work pace will show few peaks and valleys.
- You are capable of taking effective action in a timely manner.
- In general, you focus on effective, timely, productive results.

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

- You tend to find solutions that prove to be effective based on past experiences as well as your general know-how.
- You are careful in asserting yourself, tending to be more diplomatic whether you are working as part of a team or as a leader (which you prefer).
- You can easily be in charge or the leader, as needed, but you work exceptionally well as a team member or follower.
- You tend to be a good listener, especially as a participant in a group to help the leader focus on what needs to be done.

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

- You prefer direct and to the point communication and may avoid spending time on small talk and social amenities.
- You usually prefer work that doesn't require a great deal of social interaction.
- Your sociability is extremely compatible with establishing a network of contacts.
- You are always motivated by assignments that require contact with people.

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

- You express a positive attitude concerning organizational constraints and restrictions, while still knowing how to get things done.
- You readily accept authority and rules, demonstrating a cooperative and friendly interpersonal style, especially when it comes to exercising diplomatic skills.
- Your need for autonomy and independence is superseded by your respect for authority.
- You are highly cooperative and agreeable, quite willing to accept supervision and external controls.
- Your sense of humor and wit draw people to your projects and assignments.

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

- You demonstrate a highly positive attitude regarding changes in policies and procedures.
- Your attitude is highly compatible with confronting interpersonal problems and frustrations.
- You express a positive attitude regarding supervision and external controls.
- You have a highly positive attitude concerning risk, change and unexpected challenges.

Decisiveness (Uses available information to make decisions quickly.)

- You tend to be cautious, but still take action when needed based on the information and advice available at the time.
- You can be a competent decision maker taking quick, decisive action under pressure without any difficulty or shortcomings.
- You are capable of making decisions that arise from day to day situations.
- You are always prepared and organized to make important decisions on large or small scales.

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

- You are generally pleasant, friendly and patient. You are not inclined to show temper or frustration.
- You typically recognize the need for working with others and are usually willing to share resources and information.
- You tend to be modest, not inclined to take or to maintain an extreme opinion or position, but still manage to get your point and/or views across to others.
- You tend to have a cooperative outlook and are generally prepared to help others, especially when it comes to helping people do more.

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

- You tend to prefer a methodical and planned approach to performing the job and a specific plan for how things are going to be done, including a "to do" list.
- You tend to think that job responsibilities should be defined so that everybody knows just what is expected. You probably prefer carefully defined job descriptions, guidelines and policies.
- You benefit most by instructions given in a methodical, step-by-step fashion with feedback at regular intervals.
- You appreciate the need for structure in an organization.

Objective Judgment (The ability to think clearly and be objective in decision-making.)

- o You are likely to show sound judgment under pressure.
- o You are highly inclined to make considered judgments, applying experience to current problems and situations.
- o You demonstrate a consistent tendency to take an objective view and to adjust judgment as needed to reach accurate conclusions.
- o Judgment and decisions on your part should indicate highly consistent usage of your thinking capabilities.

Occupational Interests

Your interest results are focused in the Creative, Technical and People Service themes. This is the pattern of an individual who enjoys the creative aspects of dealing with people and technology or theories. **One would expect such an individual to be drawn toward technical opportunities, especially as such technical information applies to the service and improvement of people's lives.** You are likely to be attracted to the opportunity to use creative thinking toward such endeavors.