ProfileXT ™

CONFIDENTIAL

PLACEMENT REPORT

Saturday, March 28, 2009

John Sample

INDUSTRIAL PRODUCTION MANAGER

DECISION POINT LLC

Decision Point LLC
415 Silas Deane Highway
Suite 100
Wethersfield, CT 06109
www,DecisionUSA.com
860-563-5759

*Building and Retaining
the
High-Performance
Company*

Introduction

This report provides information about John Sample, presented in a manner to help you judge his match with a selected position in your organization. Every employable person will match some positions better than other types of work.

This report reflects the responses provided by John Sample when he completed the **Profile XT** assessment. Results are illustrated on a scale from 1 to 10. The darker area on the scale represents the "Job Match" target. The enlarged segment of the scale shows where John scored. If the enlarged segment is dark, John is in the "Job Match" pattern; if it is light, he is not. Information about John is reported in these five categories:

- **Profile for Thinking Style** – Learning index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.

- **Profile for Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.

- **Profile for Interests** – Enterprising, Financial/Administrative, People Service, Creative, Technical, and Mechanical.

- **The Total Person** – Additional information regarding John and the significance of his scores.

- **Interview Questions** – Suggested interview questions for acquiring additional information that could be helpful in judging suitability for this position.

Please consult the User's Guide for additional information on using these results in working with John.
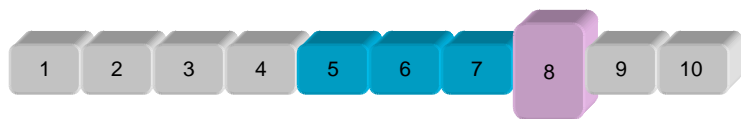
Profile for Thinking Style

The darker shading represents the Job Match Pattern for the role of INDUSTRIAL PRODUCTION MANAGER. The larger box indicates this individual's score.
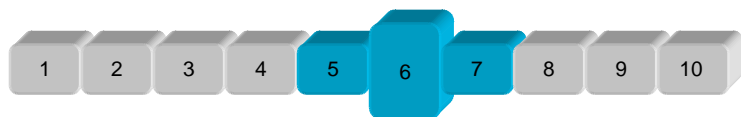
Learning Index – An index of expected learning, reasoning and problem solving potential.
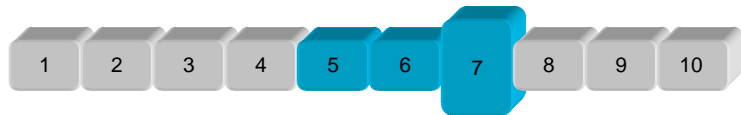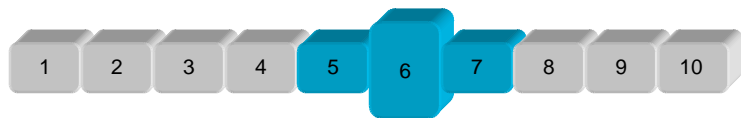
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Verbal Skill – A measure of verbal skill through vocabulary.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Numerical Ability – A measure of numeric calculation ability.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
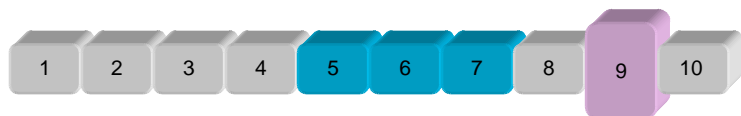
83% match with Thinking Style Pattern for the INDUSTRIAL PRODUCTION MANAGER position.

John Sample has a 74% overall match for the INDUSTRIAL PRODUCTION MANAGER position.

Profile for Behavioral Traits

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Decisiveness – Uses available information to make decisions quickly.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

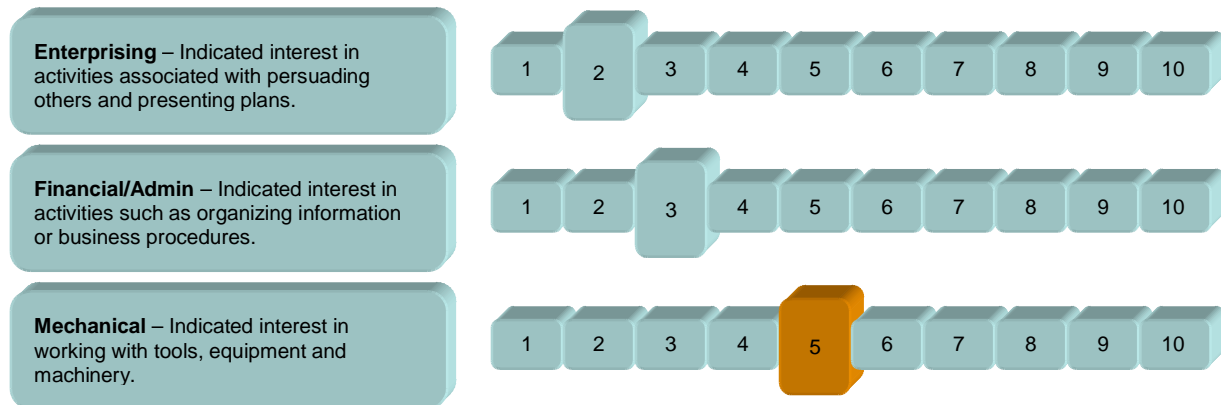**73%** Behavioral Traits Pattern match for the INDUSTRIAL PRODUCTION MANAGER position.

John Sample has a **74%** overall match for the INDUSTRIAL PRODUCTION MANAGER position.

The Distortion Scale Score on this assessment is **9**. The Distortion Scale deals with how candid and frank the respondent was while taking this assessment. The range for this scale is 1 to 10, with higher scores suggesting greater candor.
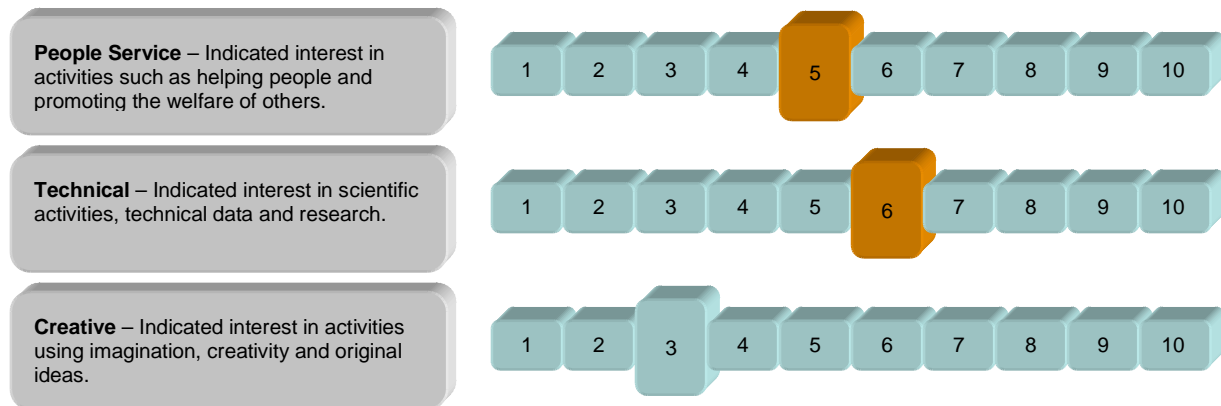
Profile for Interests

For the Job Match Pattern under consideration, the top three interests in descending order are: **Enterprising, Financial/Admin** and **Mechanical.** The other three interests have no impact on this position. The top three interests for John in descending order are: **Technical, People Service** and **Mechanical. Mr. Sample shares one of these interest areas: Mechanical**

Top three Interests for this position

Enterprising – Indicated interest in activities associated with persuading others and presenting plans.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Financial/Admin – Indicated interest in activities such as organizing information or business procedures.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Mechanical – Indicated interest in working with tools, equipment and machinery.

| 1 | 2 | 3 | 4 | **5** | 6 | 7 | 8 | 9 | 10 |

Interests not relevant to this Position

People Service – Indicated interest in activities such as helping people and promoting the welfare of others.

| 1 | 2 | 3 | 4 | **5** | 6 | 7 | 8 | 9 | 10 |

Technical – Indicated interest in scientific activities, technical data and research.

| 1 | 2 | 3 | 4 | 5 | **6** | 7 | 8 | 9 | 10 |

Creative – Indicated interest in activities using imagination, creativity and original ideas.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

When the top three interests are in common, the Job Match Percentage is greater than if there are fewer than three in common.

John Sample has an 59% match with Interest Pattern for the INDUSTRIAL PRODUCTION MANAGER position.

John Sample has an overall match of 74% for the INDUSTRIAL PRODUCTION MANAGER position.

The Total Person

This part of the report discusses the results for John Sample on each of the scales in all three sections. The reported scores relate to the working population in general, and not to any specific Job Match Pattern.

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
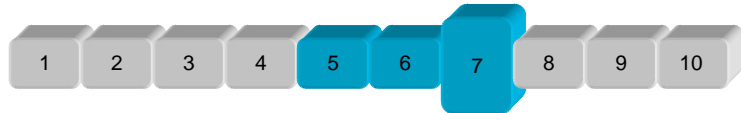
Job Pattern 5-7   **Score 7**

o   Mr. Sample is an effective learner in most situations.

o   John generally learns by paying attention to detail.

o   His assimilation of new information will be better than most individuals in the general population.

o   Mr. Sample handles fairly complex tasks with relative efficiency; he has strong problem-solving abilities.

Verbal Skill – A measure of verbal skill through vocabulary.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
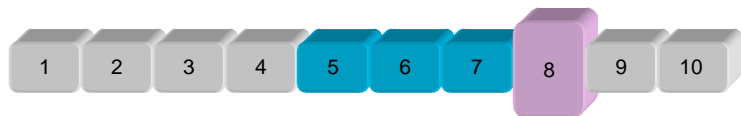
Job Pattern 5-7   **Score 8**

o   Mr. Sample shows strong potential for developing his existing communication skills.

o   Mr. Sample should be competent in making analyses involving written and verbal data.

o   He has a sound understanding of basic communication processes.

o   John can build on his basic foundation as the particular communication skills required in performing the job become familiar.

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
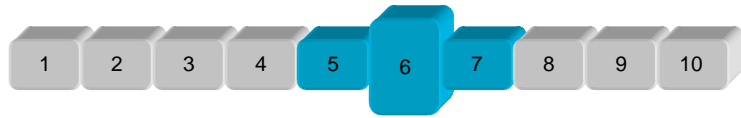
Job Pattern 5-7   **Score 6**

- ο He demonstrates adequate and, in some areas, good verbal skill; certain areas and complexities will need training.
- ο Mr. Sample probably will assimilate information with success commensurate with the general population.
- ο Mr. Sample is proficient in the use of words and language.
- ο John would not be expected to have any difficulty in effectively communicating thoughts and ideas to others.

Numerical Ability – A measure of numeric calculation ability.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
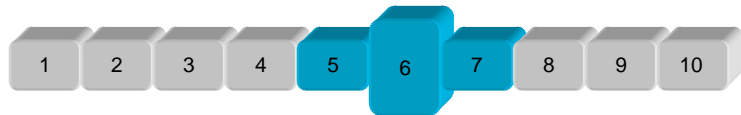
Job Pattern 5-7   **Score 6**

- ο Mr. Sample should be able to grasp simple mathematical principles that apply to the job.
- ο He needs assistance with complex mathematics or technical calculations.
- ο John is comfortable analyzing basic numerical material and performing some mathematical functions without relying on a calculator.
- ο Mr. 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.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
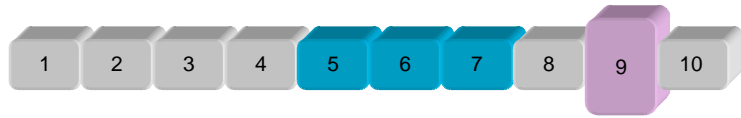
Job Pattern 5-7　　　**Score 9**

- ο Mr. Sample should effectively solve numerical problems and mathematical applications.
- ο He will likely have little difficulty in assimilating new information of a numerical nature.
- ο John rapidly grasps numerical information.
- ο Mr. Sample is certainly adaptive when handling complex numerical decisions.

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
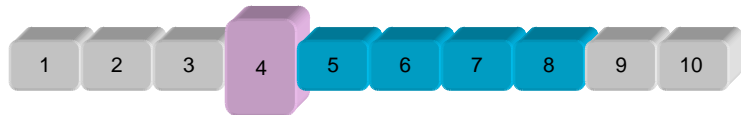
Job Pattern 5-8　　　**Score 4**

- ο Mr. Sample is capable of taking action in a timely manner.
- ο He is moderately energetic; his work pace will show few peaks and valleys.
- ο Mr. Sample generally focuses on timely results.
- ο Mr. Sample acts with a sense of urgency under routine conditions.

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
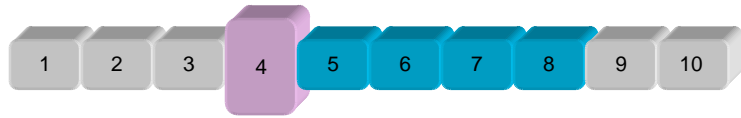
Job Pattern 5-8   **Score 4**

- ο Mr. Sample has a limited need to be in charge or be in control of people and situations.
- ο He tends to be a good listener, to be more comfortable as a participant in a group rather than as the leader.
- ο John tends to prefer solutions that are low risk and that have proven effective in the past.
- ο Mr. Sample is slow to be assertive and tends to be more of a follower than a leader.

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
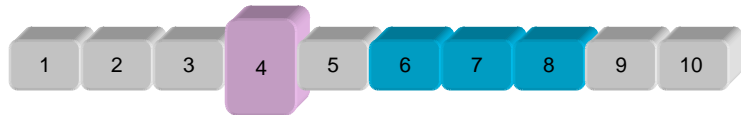
Job Pattern 6-8   **Score 4**

- ο John's sociability is moderately compatible with establishing a network of contacts.
- ο He expresses limited enjoyment of public contact work.
- ο Mr. Sample prefers direct and to the point communication and may avoid spending time on small talk and social amenities.
- ο Mr. Sample is moderately motivated by assignments that require contact with people.

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
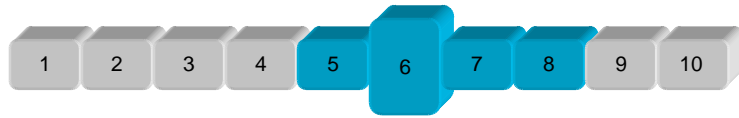
Job Pattern 5-8   Score 6

ο   Mr. Sample is typically willing to accept guidance and suggestions from others.

ο   He should be willing to conform to company policies without feeling any loss of personal freedom.

ο   Mr. Sample is friendly, accommodating and should be fairly easy to manage.

ο   John demonstrates a moderately positive attitude concerning organizational constraints and restrictions.

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
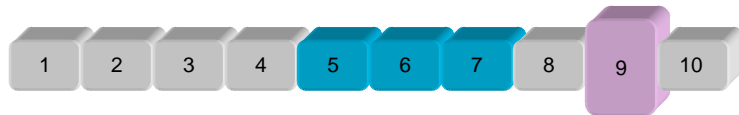
Job Pattern 5-7   Score 9

ο   He has a highly positive attitude regarding supervision and external controls.

ο   Mr. Sample demonstrates a highly positive attitude concerning risk, change and unexpected challenges.

ο   Mr. Sample has a highly positive attitude regarding changes in policies and procedures.

ο   John's attitude is highly compatible with confronting interpersonal problems and frustrations.

Decisiveness – Uses available information to make decisions quickly.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
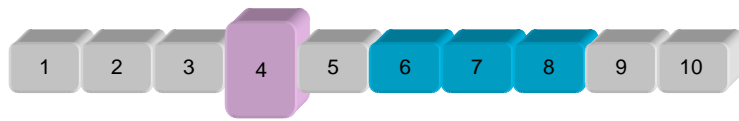
Job Pattern 6-8   **Score 4**

o   Mr. Sample may be more inclined to delay important decisions if he feels ill-prepared or disorganized.

o   John tends to be cautious, preferring to wait for more information and advice before taking action.

o   He can be a competent decision-maker when given enough time, but has difficulty taking decisive action under pressure.

o   Mr. Sample is capable of making decisions that arise from day to day.

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
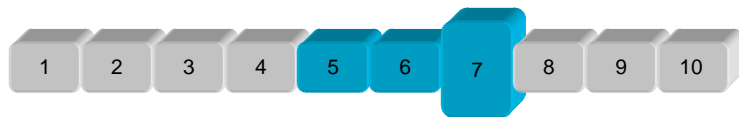
Job Pattern 5-7   **Score 7**

o   Mr. Sample tends to have a cooperative outlook, generally prepared to help others.

o   John is modest, not inclined to take or to maintain an extreme opinion or position.

o   Mr. Sample typically recognizes the need to work with others and he is usually willing to share resources and information.

o   He is generally pleasant, friendly and patient, not inclined to show temper or frustration.

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
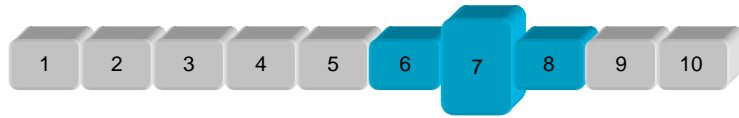
Job Pattern 6-8   **Score 7**

ο John appreciates some opportunity to challenge the status quo and to cause a change in something.

ο He is usually comfortable handling new problems independently.

ο Mr. Sample has a moderate need for freedom from controls, close supervision and organizational constraints.

ο Mr. Sample prefers to carry out important tasks with minimal supervision. He can be counted on to meet his commitments without close supervision.

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
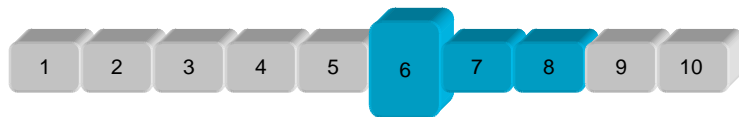
Job Pattern 6-8   **Score 6**

ο Mr. Sample should use judgment that reflects a balance of common sense and practical experience.

ο John generally makes sensible, on the spot judgments.

ο Mr. Sample's judgment and decisions should indicate generally consistent usage of his thinking capabilities.

ο Mr. Sample should emphasize logical deduction more than intuition in his thinking.

Occupational Interests

The Interest section assesses the relative interests between the six interest areas. The top three interests for Mr. Sample are shown here, along with the top three interests for the INDUSTRIAL PRODUCTION MANAGER position. Note that John shares ONE top interest with the requirements of this position.

TOP THREE areas of interest for
John Sample.

Technical	Indicated interest in scientific activities, technical data and research.
People Service	Indicated interest in activities such as helping people and promoting the welfare of others.
Mechanical	Indicated interest in working with tools, equipment and machinery.

TOP THREE areas of interest for the position of
INDUSTRIAL PRODUCTION MANAGER.

Enterprising	Indicated interest in activities associated with persuading others and presenting plans.
Financial/Admin	Indicated interest in activities such as organizing information or business procedures.
Mechanical	Indicated interest in working with tools, equipment and machinery.

Mr. Sample's results are focused in the Technical, Mechanical and People Service themes on the ProfileXT. This is the pattern of an individual who is most at home in an information or data-oriented environment. He is drawn toward technical and industrial work: anything that has to do with technical ideas, product or resource production, public service to some extent or methodology applied to data and information. His People Service orientation indicates that he likes to work with people in terms of service/consultation or individual development. Together, these interests signify motivation for utilizing technical information in an applied fashion for the betterment of others.

With Technical as his primary area of interest, Mr. Sample is likely to seek out activities that involve research, theories and the application of technical information. These kinds of activities are most effective in driving forward his performance. Secondly, he is motivated by the interaction with others that comes with service to an interpersonal cause as demonstrated by his interest in People Service activities. Helping others or providing them with services may help to energize him in what he does at work. Finally, his interest in Mechanical activities rounds out his profile. It promotes a concentration in opportunities to get involved directly, getting his "hands dirty" with an objective that is tangible, practical and functional. While not the focus of his interest profile, Mechanical is a factor nonetheless.

Notice:

As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than a third of the final decision.

Interview Questions

John Sample scored outside the position match pattern in the following areas. When interviewing John Sample, you should consider the following information:

THINKING

| Verbal Skill – A measure of verbal skill through vocabulary. |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
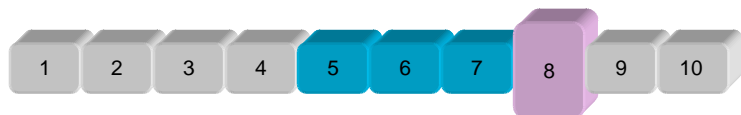
Job Pattern 5-7   Score 8

On the Verbal Skill scale Mr. Sample is above the designated job profile for this position. This suggests that his command of vocabulary is greater than the position typically requires and that he may experience frustration when communicating with co-workers. Discussions with him should explore the possibility the position may not be sufficiently challenging to maintain his interest and/or level of performance.

- ο When you make notes, memos or written instructions, do people have to ask you what the meaning is of some words? Describe a time this has happened.
- ο Describe a recent situation in which you imparted your key points to a group with varying verbal skills.
- ο Have you found yourself feeling impatient with how slow others are in understanding simple ideas?
- ο What are the advantages of a diverse and comprehensive vocabulary? The disadvantages?

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
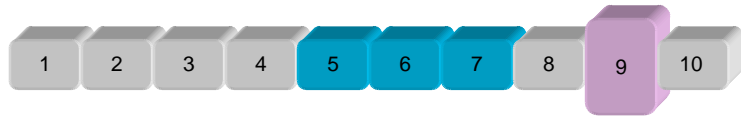
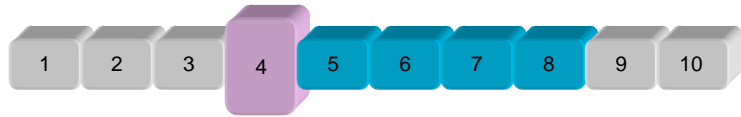**Job Pattern 5-7**   **Score 9**

On the Numerical Reasoning scale Mr. Sample is above the job profile for this position. This suggests that his ability to analyze data as part of the decision making process is greater than the position typically requires and that he may not be sufficiently challenged to maintain his interest and/or level of performance.

ο Have you ever drawn conclusions based on numbers, graphs or figures that were quite obvious to you, but others had a hard time following? Describe an example.

ο When discussing trends, production values or finances do you seem to understand the conclusions more quickly than the other people involved? Describe a situation when this happened.

ο When making budgetary decisions, can you rapidly see where resources can be reallocated or redistributed?

ο Describe your methods for expressing complex numerical concepts to those with less training; how frustrating can this be for you?

BEHAVIORAL TRAITS

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

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Job Pattern 5-8   **Score 4**

On the Energy Level scale Mr. Sample is below the designated Profile for this Job Match Pattern. This suggests that his capacity to endure hard work is less than the position typically requires and that he could have a problem with the high demands of this job. Discussions with him should explore the possibility that for Mr. Sample, the energy required for this position may be above what he is willing to exert.

ο   What kind of experiences have you had involving multiple projects; how do you prefer to cope with the stress of such a situation?

ο   Tell me about a time when you had to cope with strict deadlines or time demands. Give me an example.

ο   We all have to make decisions on the job about the delicate balance between personal and work objectives. When do you feel you have had to make personal sacrifices in order to get the job done?

ο   Give me an example of any specific time in which you found it necessary to give long hours to the job and how you coped with the effect on your ability to perform.

**Assertiveness** – Tendency to take charge of people and situations. Leads more than follows.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
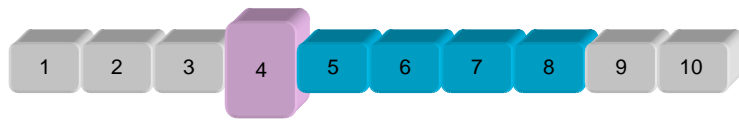
Job Pattern 5-8   **Score 4**

On the Assertiveness scale, Mr. Sample scored below the job profile for this position. He could find the requirements of a strong presence to be overly challenging. Determine his willingness to enhance his confidence and leadership skills in the future.

ο   What does being assertive mean to you?

ο   Tell me about a time in which you were able to be very persistent in order to reach goals; be specific.

ο   How do you typically handle a situation when you have to be assertive in giving directions to others?

ο   Tell me about someone you worked with that was too assertive.

**Sociability** – Tendency to be outgoing, people-oriented and participate with others.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
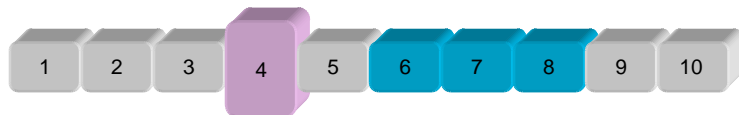
Job Pattern 6-8   **Score 4**

On the Sociability scale Mr. Sample is below the designated Profile for this Job Match Pattern. This suggests that his willingness to work within a team environment is low. Discussions with him should explore the possibility that for Mr. Sample, the challenge of a cooperative climate may lead to frustration.

ο   Tell me about an experience you have had in which you were required to make "small talk" to promote relations with a client or co-worker.

ο   What is the perfect level of client or co-worker contact for you? What are your feelings about that?

ο   If one person had to remain in the office while the rest went to a meeting, would you volunteer to stay? How would you make the best use of that time?

ο   What is your preference for how to make productive use of your time when things are quiet in the office?

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

| 1	2	3	4	5	6	7	8	9	10
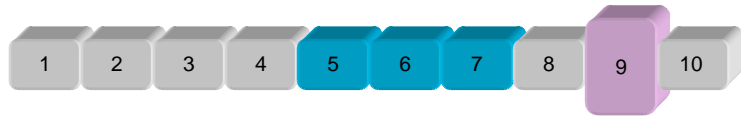
Job Pattern 5-7   Score 9

On the Attitude scale Mr. Sample is above the designated Profile for this Job Match Pattern. This suggests that his tendency will be to express an overly optimistic attitude compared to successful individuals in this position. Discussions with him should explore the possibility that he will encounter frustration by the nature of this work.

ο Tell me about a specific time when your ability to encourage others created a positive attitude.

ο Pick any event from the last five years in which you were an example of a positive attitude for other people to follow. Be specific, tell me about the event.

ο Describe the relationship between attitude and productivity and how that has applied to a particular experience for you recently.

ο Tell me about a time when you showed high enthusiasm and energy in order to create positive attitude in others. Give me a specific example.

Decisiveness – Uses available information to make decisions quickly.

| 1	2	3	4	5	6	7	8	9	10
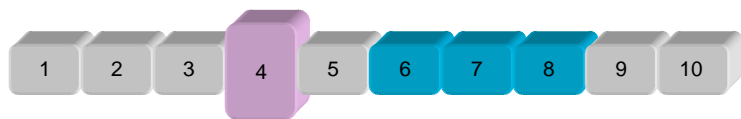
Job Pattern 6-8   Score 4

On the Decisiveness scale Mr. Sample is below the designated Job Match Pattern. This suggests that he may respond more deliberately when making decisions than the position typically requires and that he could lack a sense of urgency. Discussions with him might explore the possibility that Mr. Sample may be frustrated with the need for fast-paced decision-making.

ο What do you find most challenging about making a hard decision?

ο When a decision is needed, how do you prefer to tackle the problem?

ο Tell me about a specific experience you have had in which it was necessary for you to react quickly because of a change.

ο Describe the way you recently handled an on the job emergency.

OCCUPATIONAL INTERESTS

Enterprising – Indicated interest in activities associated with persuading others and presenting plans.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
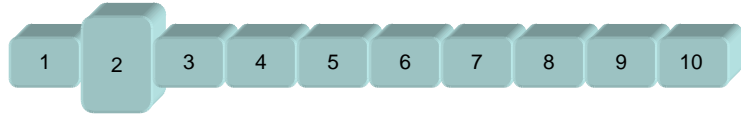
Mr. Sample does not show Enterprising activities as one of his top three interest areas. He may not find activities associated with this theme as motivating as those individuals who have been successful in this position.

- o What is most frustrating about leading or persuading others?
- o How often do you take the role of a persuasive leader in a group; why so often? (or so infrequently)
- o How do you feel about using skills of persuasion to convince others to do what you need?
- o Describe some motivational aspects of entrepreneurial activities you have experienced before.

Financial/Admin – Indicated interest in activities such as organizing information or business procedures.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
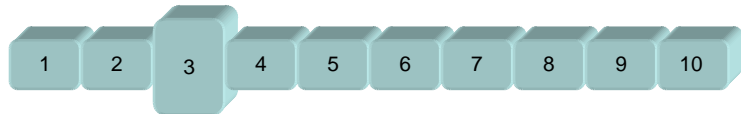
Mr. Sample does not show Financial/Administrative activities as one of his top three interest areas. He may not find activities associated with this theme as motivating as those individuals who have been successful in this position.

- o How do you encourage yourself to keep interested when working with numbers and data, especially in a records-keeping role?
- o What is most frustrating for you about doing paperwork or keeping records organized?
- o If you work for extended lengths of time on detailed paperwork, how do you maintain your focus for the task at hand?
- o How do you feel about work that requires lots of administrative details?