

Success Performance Solutions

TotalView Report

Selection
Coaching
→ **Individual**
Succession Planning
Working Characteristics

on

Mr. John Sample

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TotalView Benchmark

John Sample

Abilities

	1	2	3	4	5	6	7	8	9	10	
General Abilities							(7)				High
Working with Numbers							(7)				High
Working with Words										(10)	High
Working with Shapes				(4)							High

Motivation/Interests

	1	2	3	4	5	6	7	8	9	10	
Working with People						(6)					High
Working with Data				(4)							High
Working with Things							(7)				High

Personality

	1	2	3	4	5	6	7	8	9	10	
Diplomatic									(9)		Independent
Cooperative								(8)			Competitive
Submissive									(9)		Assertive
Spontaneous				(4)							Conscientious
Innovative				(4)							Conventional
Reactive					(5)						Organized
Introvert										(10)	Extrovert
Self-Sufficient									(9)		Group-Oriented
Reserved										(10)	Outgoing
Emotional						(6)					Stable
Restless					(5)						Poised
Excitable									(8)		Relaxed
Frank				(4)							Social Desirability

Total Person

John Sample

Note:

The Total Person is a combination of all the elements you completed in your TotalView Assessment.

You have superior verbal skills, above average numerical skills, and average spatial skills. Assignments that involve reading and writing will be easiest for you. You will excel at any kind of paperwork or written material. Almost as adept with numbers as with words, you are able to do challenging numerical assignments such as working with complex spreadsheets and data tables. Because you are reasonably proficient in tasks that require mental manipulation of shapes and objects, you will be able to follow routine diagrams, to estimate space requirements, and to read blueprints.

Although you will need a little more time for tasks dependent on spatial reasoning, whenever you can use your exceptional skills in verbal or numerical reasoning, you will learn quickly and your job performance should be above average. You will perform best when the environment and work practices change slowly.

You are extremely motivated when working with people and things, and moderately inclined to work with data. Regarding computer tasks, you would prefer direct communication with others via Internet connections, E-mail, and word processing. Your average interest in information processing means that you will have to exert yourself in any data management tasks and when doing detailed paperwork. Because you like to work with others, you should do well in a position requiring social skills.

You are highly assertive and competitive. You willingly put forth your own views, and have no fear of confrontation or controversy. In pursuit of your goals, you will show little concern for others and may be uncooperative with those who do not share your views. As a decisive leader, you are driven to succeed and will work hard to reach your goals.

You are reasonably well organized, tidy, and accountable. Although you prefer to work in a structured environment, you are flexible and can be innovative if necessary. You prefer the status quo to change for change's sake. However, you can adapt quite readily and are not an obsessive planner. As long as changes are not seen as arbitrary or radical, you can cope with new developments. You can tolerate a relatively constant flow of routine tasks and still deal well with the occasional novelty.

You require continual social stimulation and only rarely do you feel a need to be by yourself. Extended periods of solitude will be frustrating for you. Often wanting to be in the spotlight, you will usually lead any discussion but you are not inclined to take the role of leader all the time in every activity. You enjoy

Total Person

John Sample

meeting new people and exploring new ideas. You often act impulsively and long-term assignments must include variety or else you will lose interest. You will not tolerate a great deal of monotony and you will thrive on challenging assignments, particularly if these contain an element of risk.

You are sensitive to the emotions of others, and you will generally act appropriately. Certainly, unwarranted criticism can upset your equilibrium, but you will quickly regain your normal good humor. You are not bothered by the ordinary give and take of human relations. You are generally calm and, while aware of stress, you do not let it stop you from achieving your goals. You are relaxed and cope so well with pressure that some might misinterpret your lack of excitability as indifference. Less scrupulous people may attempt to exploit your easy trust and remarkable patience. Ideally, you should work on demanding, high pressure, long-term projects that require dealing with people openly and objectively. Whether you are required to give a fast response to a crisis or methodical attention to a routine task, you will work well under most pressures.

Individual Traits

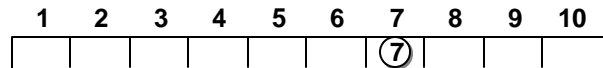
John Sample

NOTE:

The individual traits on the following pages are descriptions of your characteristics as determined by the TotalView Assessment. The 1 - 10 scoring scale used throughout the TotalView Assessment is called a sten scale. Sten simply means the standard tenth of a normal bell curve. Approximately 16% of the population would have sten scores in the 1 - 3, and 16% in the 8 - 10 ranges. The other 68% of the population will score in the middle ranges 4 - 7.

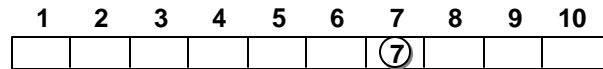
General Abilities

You scored in the high average range of General Ability. You are at a level of speed and accuracy typical of the top third of your fellow workers when handling information, reasoning and solving problems. Your learning faculty is reasonably quick and you will absorb new information with little difficulty. Changing job requirements should not affect your ability to perform.



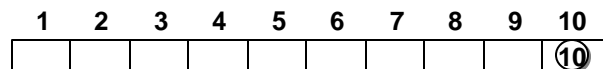
Working with Numbers

You are in the high average range for Numerical Reasoning. This is typical of employees who are skilled and competent in reasoning with information derived from simple numbers.



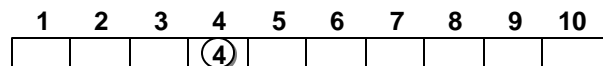
Working with Words

This indicates the highest level of ability to use language as a vehicle for reasoning and problem solving. You are in the top percentile of the general working population in your use of written language.



Working with Shapes

Your score indicates an average skill in spatial ability. You have a normal level of speed and accuracy when reasoning with information that involves thinking about manipulating shapes and objects.



Individual Traits

John Sample

Working with People

You show an average level of interest in work that involves dealing with people. You are likely to prefer jobs requiring a reasonable degree of contact with others and would not be happy working on your own for extended periods of time.

1	2	3	4	5	6	7	8	9	10
					6				

Working with Data

You have a below average level of interest in working with data. You would not necessarily feel the need to work with data to form the major part of your job.

1	2	3	4	5	6	7	8	9	10
			4						

Working with Things

You express an above average level of interest in work that deals with inanimate objects such as machinery, tools and equipment.

1	2	3	4	5	6	7	8	9	10
						7			

Diplomatic / Independent

You are independent and have a strong desire to reach goals. This is accompanied by a willingness to argue and debate and a determination to express your point of view. Such people can be skeptical and hard-headed at times.

1	2	3	4	5	6	7	8	9	10
								9	

Cooperative / Competitive

You describe yourself as a hard driving competitor with a strong, individual need to win. You have less concern to win as part of a team.

1	2	3	4	5	6	7	8	9	10
							8		

Submissive / Assertive

You are forthright, assertive and outspoken. You prefer to take control. Such people tend to be unafraid of debate, and will readily put forth their own views.

1	2	3	4	5	6	7	8	9	10
								9	

Individual Traits

John Sample

Spontaneous / Conscientious

You are both flexible and spontaneous, therefore, you can work well with change and innovation. Occasionally somewhat disorganized, you will need to be reminded of the framework in which you are operating.

1	2	3	4	5	6	7	8	9	10
			4						

Innovative / Conventional

You see yourself as someone who is somewhat adaptable to change and innovation. You will seek new methods to solve problems.

1	2	3	4	5	6	7	8	9	10
			4						

Reactive / Organized

You are somewhat organized but can respond to spontaneous and unpredictable events. You could be described as a person who is orderly, while able to cope with the unexpected.

1	2	3	4	5	6	7	8	9	10
				5					

Introvert / Extrovert

You are a very sociable and talkative person who seeks excitement. In fact, you may be happiest when the center of attention, seeking out people for fun, entertainment, company and stimulation. Others will see you as a very high-spirited and impulsive individual.

1	2	3	4	5	6	7	8	9	10
									10

Self-Sufficient / Group-Oriented

You are a sociable person who prefers to be with other people in a lively environment. A quiet time is the exception rather than the rule. You are usually found at the center of groups or social activities, and are happiest working with others.

1	2	3	4	5	6	7	8	9	10
								9	

Reserved / Outgoing

You are an outgoing, talkative individual who needs to be the center of attention. As such, you enjoy a risky, action-packed, and challenging life. You act impulsively and quickly become bored with repetitive work.

1	2	3	4	5	6	7	8	9	10
									10

Individual Traits

John Sample

Emotional / Stable

In most situations, such individuals accept people in a calm and stable manner. In general, you are secure in yourself, remaining quite relaxed under moderate stress.

1	2	3	4	5	6	7	8	9	10
					6				

Restless / Poised

You have a degree of sensitivity toward the feelings of others. You remain calm and poised in the face of most circumstances that are unpleasant.

1	2	3	4	5	6	7	8	9	10
				5					

Excitable / Relaxed

You are a relaxed, easygoing individual who copes well with most of life's pressures. You are likely to be accepting of people and to be generally trusting. For the most part, people like you are able to keep their troubles in proportion and not worry unduly.

1	2	3	4	5	6	7	8	9	10
							8		

Social Desirability

Given this level of score, there is every reason to believe that you have presented a reasonably frank picture of yourself on the other scales.

1	2	3	4	5	6	7	8	9	10
			4						

Validity

John Sample

VALIDITY:

The rules for identifying patterns of responses in the Personality section of the TotalView Assessment which might be "invalid" include systematic but non-meaningful response patterns, omissions and excessive use of the "B" answer option.

Systematic but non-meaningful response patterns occur when the distribution of the responses differ from the norm and are considered unusual. Any omitted item in a scale is coded as a "B" answer. The omission rule occurs if more than three responses are omitted in a given scale, making the results appear more average than they are.

The "B" answer rule is affected by the total number of "B" responses selected. You had the choice of an "A", "B", or "C" for every question in the Personality section of the TotalView Assessment. The second option, the "B" choice, is always an unsure or in-between answer.

The total number of "B" responses that you chose was: 7

This number of "B" choices is within acceptable levels. In addition to the acceptable level of "B" responses, the results of the Personality section of this report had meaningful response patterns. Therefore the data presented in this TotalView Assessment can be considered accurate and reliable.

When properly implemented and utilized in conjunction with other normal interviewing tools, this assessment will strengthen your employer's and your own position to ensure that you are treated fairly without regard to race, color, religion, sex or national origin.

TotalView Benchmark

John Sample

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