



PSYCH PRESS
Talent Management Psychologists



INDIVIDUAL ASSESSMENT REPORT - STRICTLY CONFIDENTIAL

The purpose of the assessment has been to provide further information to assist with the recruitment of

Mr. Sam Sample

On Monday, 10th November 2008

Prepared by

Psych Press - Talent Management Psychologists

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Confidentiality

This highly confidential document is provided to the client on the candidate named on the cover sheet on the basis that the need for this confidentiality is recognised, accepted and that such confidentiality will be strictly maintained.

It should therefore only be read by staff specifically involved with the selection, promotion or development of the person named, and stored securely with minimum access.

Should a report be required at a later date, it can be obtained without further cost, from Psych Press archives.

Objectives

The report on the candidate's capabilities has been done based on several assessment materials used to provide objective information about the competencies which might be required for the specific position.

Cross validation of Outcomes

This report provides objective information on candidate's capabilities. We recommend supplementing it with other information obtained from other sources like interviews or other reports.

1. BEHAVIOURAL STYLE PROFILE

The following report has been based on a scientifically validated profile, providing elements of insight or understanding into Mr. Sample's work behaviour style. This profile is intended to provide you with a point of reference from which you can objectively assess his work suitability or strengths and weaknesses.

Validity Scales

Mr. Sample's response style would suggest that he was as happy as most people to present himself openly and candidly, without wishing to project an overly positive image of himself.

Interpersonal and Relationships Building Styles

Mr. Sample will like a good deal of contact with clients, managers or work colleagues and will adopt quite an open style in his communications. He is likely to feel at ease in the company of strangers, and will tend to come forward in work gatherings. Expressing moderate levels of kindness, he is likely to be seen as relatively supportive of colleagues. No more or less sympathetic and understanding than most, he will be able to maintain a degree of distance from colleagues when necessary.

While staying within the bounds of what is socially acceptable, Mr. Sample tends to be spontaneous, enthusiastic and quite optimistic in his approach towards work. Fun loving, he will enjoy animated lively work events and activities. Spontaneity quite appeals to him. However, only with encouragement and support would he be tempted into taking rash action. He is likely to be quite confident, venturesome and quite uninhibited in work interactions. However his level of active participation will be held in check by an awareness of work expectations. He will be attracted to work settings where he will be able to relate easily and comfortably with clients, managers or work colleagues. He will generally have little trouble with public speaking. His ability to withstand external pressures without expending too much inner resources will enable him to face quite difficult emotional situations.

Generally preferring to work within a team, Mr. Sample enjoys group participation and work recognition. He will tend to feel most comfortable working in a group setting, where he can share his thoughts with others. This reliance on group support may reflect a lack of individual resolution. As amenable and co-operative as most, he will generally not seek confrontation for confrontation's sake. Being moderately competitive, he should not be averse to meeting work-related challenges. While capable of being outspoken on occasion, he should not be oblivious to others' feelings and needs.

As adaptable and accommodating as the norm, Mr. Sample's initial approach is to give clients, managers or work colleagues the benefit of the doubt. If he feels that his trust is being abused, his tolerance may rapidly turn to scepticism. In workplace interactions he maintains a balance by not being overbearing nor being too easily dominated. He is no more or less assertive than most.

Mr. Sample will be disinclined to become involved in situations where restraint and composure are lost. Consequently he may wish to avoid challenging stakeholders when he perceives such a danger may exist. He is likely to be quite concerned to avoid making social blunders.

Thinking and Decision-making Styles

Mr. Sample should, in most situations, be able to strike a balance between viewing things from an intuitive, subjective perspective and a rational, objective stance. While not being overly speculative in his approach, he is nonetheless likely to be as receptive to experiences and emotions as most. Somewhat unconventional in his attitudes and opinions, his views may tend to be at variance with those of most. This may lead him to question older, established points of view and be hesitant about accepting the status-quo. His forcefulness combined with his work sophistication could make him fairly instrumental as a change agent.

Having an appreciation of creative issues whilst keeping functional considerations in mind, Mr. Sample strikes a balance between the rational and the emotional in decision-making. He will generally give his attention to practical matters and will be quite alert to external realities. Relatively down to earth, he will tend to focus on the here and now. Alertness, caution and practical concern should contribute to a low frequency of errors. Inclined to reject abstract ideas that have little practical relevance, he will have little time for highly conceptual, theoretically-minded individuals.

Having below average levels of self-control, Mr. Sample's behaviour and attitudes are more a function of his own personal belief system than work norms and expectations. Free-thinking and quite spontaneous, he may be somewhat dismissive of authority. Not having particularly high levels of self-discipline or self-control, he is not likely to be overly concerned about his work standing. He may prefer to relate casually to others rather than strictly observe formality and work etiquette. A person's status, position or authority is unlikely to carry much weight with him - he will tend to view clients, managers or work colleagues on their merits. However, being diplomatic and aware of the impact he may have on others, these attitudes may not always be evident.

Manifestly rather unconstrained to some degree, Mr. Sample has an inclination to circumvent rules, especially when it is expedient to do so. Unmindful of obligation, he might be an extremely inconsistent or poor finisher, unless pressed. This may be more apparent on work that he does not consider to be of great significance. He may prefer to have a number of ongoing commitments, but lacking a strong sense of personal obligation, is prone to put them down when they become tedious or repetitive. He is not prone to deliberation and procrastination, preferring rapid action to lengthy contemplation. Tending to view things from a global perspective, he will prefer to avoid work that demands close attention to detail.

Coping with Pressure and Stress

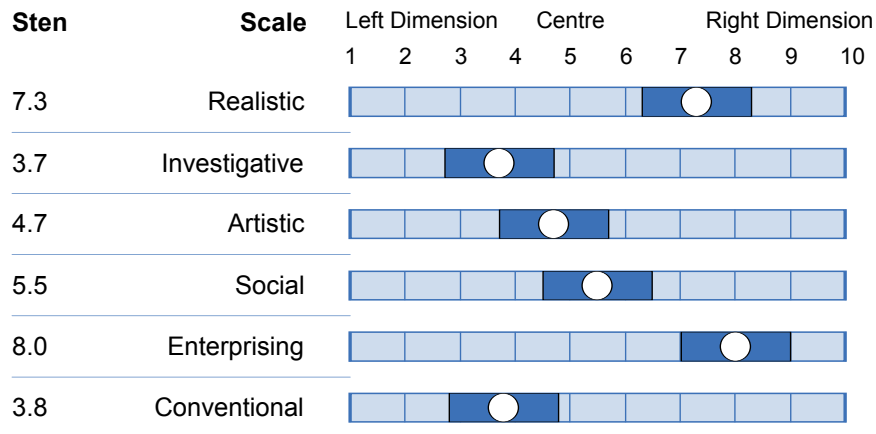
Mr. Sample is currently experiencing average levels of stress. Not unduly prone to mood swings, he should have sufficient inner resources to cope with work demands. However, he may nonetheless experience some stress coping with particularly demanding situations or when placed under extreme emotional pressure.

Relatively secure and fairly self-assured, Mr. Sample is likely to be cheerful, optimistic and free of apprehension, regrets and self-doubt. Relatively sure of himself, he is likely to appear confident, especially in work settings. If things go wrong he is liable to blame others.

As relaxed and composed as most, he is not usually troubled by feelings of irritability and tension. Like most, however, he may become a little restless or tense when under pressure but this should not cause him undue problems as he is likely to be able to relax without too much difficulty. Whilst minor irritations should not generally upset him, if his goals are repeatedly hindered he may become impatient or annoyed.

2. CAREER INTERESTS

Career-Themes are based on the work of Holland. These provide a match between Mr. Sample's personality profile and those of the broad occupational groups listed. The scores take no account of other important factors such as interests, aptitudes, qualifications and work experience.



Note: Scores in the range 4-7 are considered average

Realistic Theme: Activities involving manipulation of mechanical devices and principles of mechanics and physics. High scorers are likely to be technically orientated, repairing mechanical devices, working on motor cars. They may also enjoy outdoor activities.

Investigative Theme: Activities involving the manipulation of ideas and scientific principles. High scorers will enjoy applying logical and/or scientific principles to the resolution of experimental problems. They may enjoy laboratory work.

Artistic Theme: Activities centred around the expression of artistic and creative ideas. High scorers are typically interested in the Arts in the broadest manifestation e.g. art, music, writing, composing, dance, design etc.

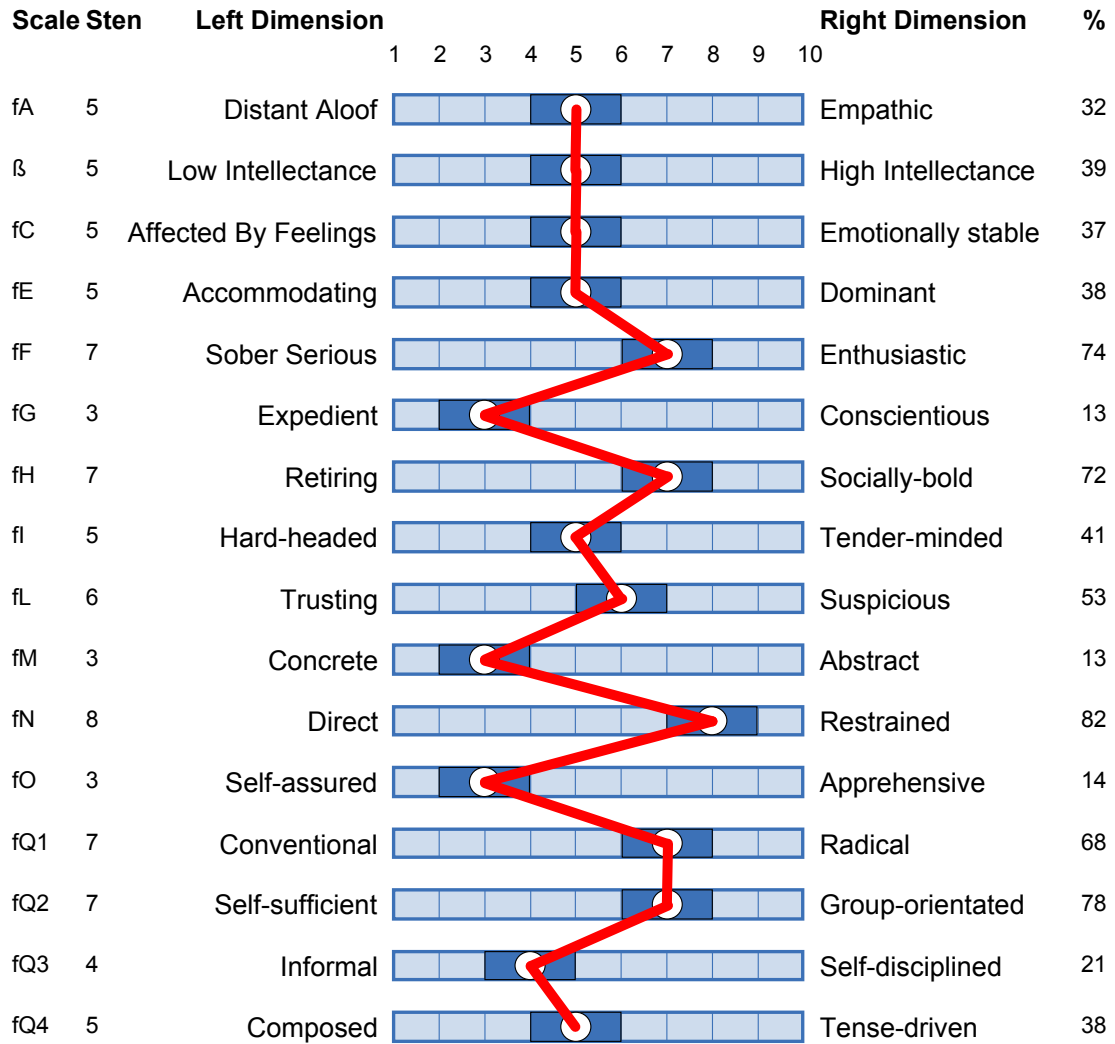
Social Theme: Activities centred on helping or caring for others. High scorers tend to express an interest in charitable work, involving caring for the elderly, children with special needs or counselling, teaching and generally assisting others to achieve their potential.

Enterprising Theme: Activities involving the attainment of objectives through people. High scorers generally express an interest in managing or leading others or taking charge of

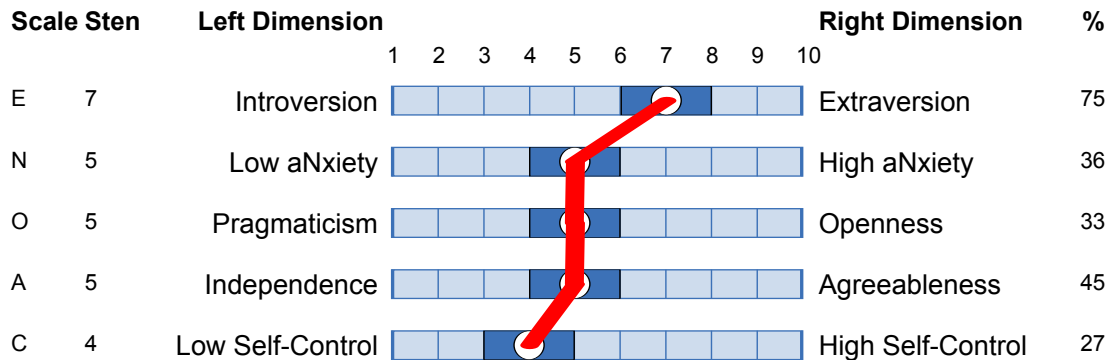
situations. As such they are attracted to business related situations where they are able to exercise leadership, managerial skills and public acclaim.

Conventional Theme: Activities involving organising, administration and well established work practices. High scorers enjoy developing and maintaining systems, operating business machines, doing paperwork, bookkeeping and accountancy.

Primary Factors

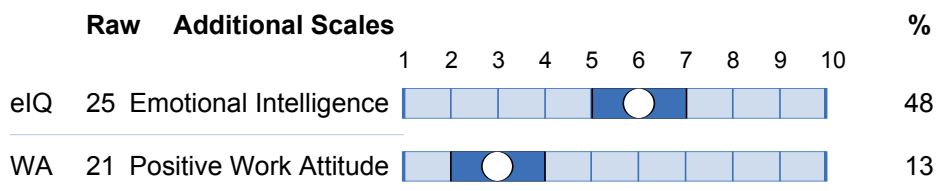


Global Factors



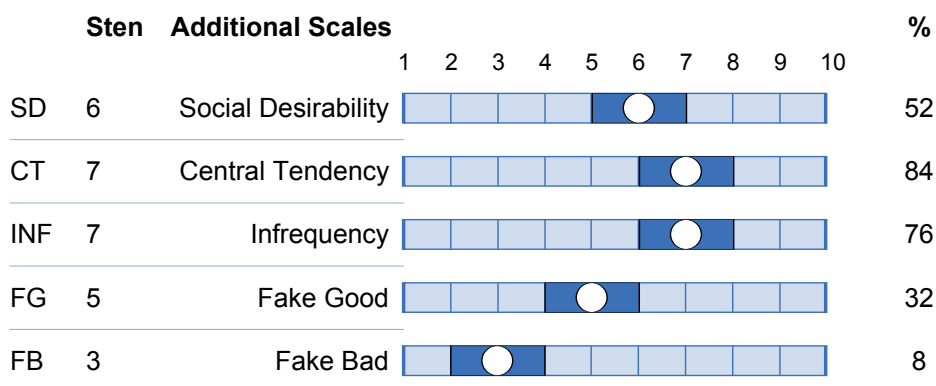
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Additional Scales



Note: Scores in the range 4-7 are considered average

Response Style Indices



Note: Scores in the range 4-7 are considered average

Norms based on a sample of 4295 Australian Professional Managerial.

General Information for Interpreting Report findings

Objective Information	This report provides objective information on the candidate's abilities.
Educated Decision Making	The candidate's performance is compared with a relevant population group to assist in achieving effective Human Capital decision making.
Interpreting Results	The results are presented in terms of a percentile (%) score for each test administered. A percentile is a score equal to or below which a certain percentage of the members of a selected sample group fall. Percentile scores can be misleading if small differences between individuals' scores are interpreted as implying significant differences in work performance.
Population Norms	Candidate's specific scores can be compared to a relevant Australian adult sample as a reference group or to a relevant sample from ones organisation.
Score Ranges	Psych Press uses a basic score range for ability percentile scores: 91st - 99th percentile – Superior performance 63rd - 90th percentile – Above Average performance 37th - 62nd percentile – Average performance 10th - 36th percentile – Below Average performance 1st - 9th percentile – Poor performance