



***Confidential
Individual Report***

for

Jeff Sample

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**Muno, Summers & Associates
PO Box 882
Oldsmar, FL 34677
813-925-8410**

A Message to Jeff Sample

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 generally adaptive in the intellectual sense.
- Your overall learning capacity is good; you should demonstrate an adequate understanding of the requirements of a new job.
- Upon completing a new training program, you appear capable of picking up new concepts without direct support.
- Overall, you can be expected to complete a new training program with at least adequate success.

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

- You demonstrate a level of verbal skill equivalent to most people in the general population.
- You should be capable of learning to apply basic communication principles to new, more complex problems as necessary.
- You should be able to grasp everyday communication principles that apply to the job.
- You are comfortable analyzing basic written and verbal information.

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

- You probably prefer to take more time and strive for exactness when it comes to verbal information.
- You may not always express thoughts and ideas as effectively as you would like.
- Complex oral or written directions may sometimes present a challenge for you.
- On occasion, you may want more time to assimilate new information of a verbal nature.

Numerical Ability (A measure of numeric calculation ability.)

- You should be capable of learning to apply everyday mathematical principles to new, more complex problems as necessary.
- You may need assistance with complex mathematics or technical calculations.
- You should be comfortable analyzing basic numerical material and performing some mathematical functions without relying on a calculator.
- You should be able to grasp common mathematical principles that apply to the job.

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

- You rapidly grasp numerical information.
- You are certainly adaptive when handling complex numerical decisions.
- You likely have little difficulty in assimilating new information of a numerical nature.
- You should effectively solve numerical problems and mathematical applications.

Behavioral Traits

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

- You would very likely enjoy positions that call for a high energy level, fast work pace and critical deadlines.
- You are a self-starter, an energetic personal producer; you show a high sense of urgency.
- You have an unusually high energy level and probably do not enjoy sedentary work.
- You enjoy a quick pace and a fast track. You demonstrate a strong focus on critical deadlines and timely results.

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

- o You can make decisions, enforce company policies and act with authority. You are quite capable of making unpopular decisions when necessary.
- o You express a strong need to be in charge, to be the leader.
- o You can be highly motivated by situations in which you are held accountable for results. You're strongly motivated by power and authority.
- o You have a preference for making the hard decisions, to determine outcomes.

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

- o You are highly inclined to promote the benefits of teamwork. You tend to confer with others and to involve the team in the discussion of how things will be done.
- o You spend a great amount of time interacting with people, engaging them in conversation and being concerned with interpersonal relationships. You would find it extremely challenging to work in isolation from other people.
- o You are quick to initiate relationships, to interact easily. You generally fit in with all types of people.
- o Your sociability is highly compatible with establishing a network of contacts. You are open to others, approachable and quick to share feelings and ideas.

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

- o You relate to authority in a cooperative manner in most routine situations; however, occasionally you may express a need for more personal freedom.
- o You relate to most directives in a generally cooperative and accommodating manner, but may resent high-pressure leadership.
- o Your attitude is typical of most people regarding authority and rules, with a generally cooperative interpersonal style.
- o You have a generally accommodating interpersonal style. You can usually work cooperatively with others.

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

- You may express guarded optimism and trust. When under stress, your attitude toward some people can be more tense than open.
- Your attitude is moderately compatible with confronting interpersonal problems and frustrations.
- You can potentially become impatient or faultfinding with others who do not conform to your expectations.
- Your assessment of others may occasionally be more critical than optimistic.

Decisiveness (Uses available information to make decisions quickly.)

- You stand firm on decisions and are not inclined to back down once a decision is made.
- You are readily decisive and quick to act, addressing situations that require immediate action.
- You are typically confident of your decisions and do not spend too much time analyzing a problem.
- You respond quickly to an emergency, displaying a sense of urgency.

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

- Potentially, you can become defensive whenever someone tries to take advantage of you.
- For the most part, you tend to be agreeable, cooperative, good-natured, and fairly easy to please.
- You tend to use a positive, informal approach and generally demonstrate a willingness to listen.
- You do not back away from important arguments, disagreements and/or conflict.

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

- You likely prefer to run your own show and may quietly resist being restricted. You can become impatient with the traditionalist view that "we've been doing this for the last ten years, so why should we change?"
- You are highly independent, functioning well on your own, but could benefit by making room for the advice of others.
- You are an independent worker who prefers minimal guidance and coaching.
- You take on new developments independently, bringing in co-workers only when absolutely necessary.

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

- You generally make sensible, on the spot judgments.
- Your judgment and decisions should indicate generally consistent usage of your thinking capabilities.
- Your judgment should reflect a balance of common sense and practical experience.
- Your thinking process will probably emphasize logical deduction more than intuitive capabilities.

Occupational Interests

You scored highest in the Creative, Enterprising and People Service themes on the inventory. You are attracted to positions in which you can use your creative side in a business environment that allows for a high degree of contact with people. You appear to be drawn toward opportunities to solve problems in an innovative way. The chance to serve the needs of customers and the public in general also relates to this interest pattern.