



Confidential
Job Profile Summary Report

for

Jeff Sample

Customer Service Representative

Wednesday, March 14, 2007

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

Pattern Date: 6/16/2006 6:55:51 AM

Job Pattern: Customer Service Representative

Overall Job Match  62%

Thinking Style

Learning Index			3	4	5	6				
Verbal Skill				4	5	6				
Verbal Reasoning			3	4	5	6				
Numerical Ability			3	4	5	6				
Numeric Reasoning			3	4	5	6			9	

Job Match Percentage
75%

Behavioral Traits

Energy Level				4	5	6				10
Assertiveness					5	6	7		9	
Sociability				4	5	6	7			10
Manageability				4		6	7	8		
Attitude					5	6	7	8		
Decisiveness						6	7	8		10
Accommodating				4	5	6	7			
Independence			3	4	5				8	
Objective Judgment					5	6	7			

Job Match Percentage
44%

Distortion - 9

Occupational Interests

Interests Ranking

Top three interests for this position

Financial/Admin		2								
Enterprising									9	
People Service							7			

Job Match Percentage
73%

Lowest three interests for this position

Technical	1									
Mechanical	1									
Creative				5						

The Job Matching process for Interests is concerned with the top three interests of a Job Match Pattern and how a candidate's top three interests match. The three top interests for this Pattern are indicated and ranked from top to bottom.

Note: The bolder scores indicate the three highest interests of this individual.

A Brief Profile of the Total Person

Note: This is a summary report. For additional information about this applicant, please consult the full Placement Report.

Thinking Style

Learning Index (An index of expected learning, reasoning and problem solving potential.) Score-5 (in the pattern)

- o He is generally adaptive in the intellectual sense.

Verbal Skill (A measure of verbal skill through vocabulary.) Score-5 (in the pattern)

- o He demonstrates a level of verbal skill equivalent to most people in the general population.

Verbal Reasoning (Using words as a basis in reasoning and problem solving.) Score-3 (below the pattern)

- o Mr. Sample may need more time to assimilate new information of a verbal nature.

Numerical Ability (A measure of numeric calculation ability.) Score-6 (in the pattern)

- o Jeff is comfortable analyzing basic numerical material and performing some mathematical functions without relying on a calculator.

Numeric Reasoning (Using numbers as a basis in reasoning and problem solving.) Score-9 (above the pattern)

- o Mr. Sample is certainly adaptive when handling complex numerical decisions.

Behavioral Traits

Energy Level (Tendency to display endurance and capacity for a fast pace.) Score-10 (above the pattern)

- o He would very likely enjoy positions which call for a high energy level, fast work pace and critical deadlines.

Assertiveness (Tendency to take charge of people and situations. Leads more than follows.) Score—9 (above the pattern)

- He has a strong need to make decisions, to determine outcomes.

Sociability (Tendency to be outgoing, people-oriented and participate with others.) Score—10 (above the pattern)

- Jeff is highly inclined to promote the benefits of teamwork; he likes to confer with others, to involve the team in the discussion of how things will be done.

Manageability (Tendency to follow policies, accept external controls and supervision and work within the rules.) Score—4 (below the pattern)

- He has an attitude typical of most people regarding authority and rules, with a generally cooperative interpersonal style.

Attitude (Tendency to have a positive attitude regarding people and outcomes.) Score—5 (below the pattern)

- Jeff can become impatient sometimes and/or fault-finding with others who do not conform to his expectations.

Decisiveness (Uses available information to make decisions quickly.) Score—10 (above the pattern)

- Jeff responds quickly to an emergency, displaying a sense of urgency.

Accommodating (Tendency to be friendly, cooperative, agreeable. To be a team person.) Score—4 (below the pattern)

- Jeff can be slower than others to avoid arguments, disagreements and/or conflict.

Independence (Tendency to be self-reliant, self-directed, to take independent action and make own decisions.) Score—8 (above the pattern)

- He is highly independent, possibly requiring firm supervision and clearly defined guidelines.

Objective Judgment (The ability to think clearly and be objective in decision-making.) Score—6 (in the pattern)

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

Occupational Interests

Mr. Sample scored highest in the Creative, Enterprising and People Service themes on the inventory. He is attracted to positions in which he can use his creative side in a business environment that allows for a high degree of contact with people. He appears 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.