



Report designed for

**Sally Sample**

# ProfileXT<sup>®</sup> Individual Profile

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**WILEY**

## Message to Sally 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, Technical, Mechanical, and Creative.

The information in your report can be useful in planning a self improvement program for your professional development and personal growth.

## Thinking Style

### Learning Index

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

- You are generally able to learn new information easily, and you will probably be able to learn most requirements of a new job quickly.
- You are able to learn in different ways and readily acquire new skills from a variety of training formats.
- Upon completing a new training program you are typically capable of picking up new concepts on your own.
- Overall, you are usually successful at learning new information from a variety of training situations.

### Verbal Skill

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A measure of verbal skill through vocabulary.

- You likely prefer to read written material that is easily understood and uses a slightly diverse range of terminology.
- You probably write using relatively straightforward and uncomplicated verbiage to convey your message clearly.
- You may appreciate additional time to process and understand what others are saying when they use complex language to communicate.
- Additional training and experience may help you improve your accuracy in using more advanced language at work.

## Verbal Reasoning

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Using words as a basis in reasoning and problem solving.

- You are relatively proficient in analyzing and using verbal or written information to make decisions and solve problems.
- You typically prefer to take your time, striving for clarity and precision when communicating difficult concepts to others.
- You are able to express complex thoughts and ideas effectively in most situations.
- When reading written material, you typically understand most of the main points, but at times it may be a challenge for you to interpret the implications of complicated or technical information.

## Numerical Ability

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A measure of numeric calculation ability.

- You may need assistance when you are required to perform highly complex numerical calculations.
- You are generally proficient in most work-related numerical calculations that are needed to inform decisions or solve problems.
- You are likely comfortable performing some numerical functions without relying on a calculator.
- You will typically be able to grasp most numerical procedures that apply to your job.

## Numeric Reasoning

Using numbers as a basis in reasoning and problem solving.

- You are able to use numerical information to communicate your position on work-related issues very well in most instances.
- You are effective when solving problems that require the use of numerical information.
- You will grasp numerical concepts while training for particular job responsibilities with little difficulty and will be able to apply complex numerical principles to the job fairly quickly.
- You likely reason through most problems requiring analysis and interpretation of numerical data well and readily draw your own conclusions using detailed and complex numerical information.

## Behavioral Traits

### Energy Level

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Tendency to display endurance and capacity for a fast pace.

- Your work pace allows you to be consistently productive.
- You can act with a sense of urgency, even under pressure.
- You typically complete assignments in a timely manner.
- You generally prefer to work at a slightly hurried pace.

### Assertiveness

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

- You are highly inclined to take the lead in making difficult decisions and to share your position on any matter, no matter the possible consequences.
- You can be highly motivated by situations in which you are held accountable for results and responsible for eventual outcomes.
- You prefer to act with authority and are willing to follow through with unpopular decisions, even if it may cause conflict.
- You express a strong need to be in charge and to lead others in most all situations.

## Sociability

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

- You sometimes enjoy meeting new people and making connections with them and will likely establish a network of contacts for business-related purposes only.
- You usually prefer work that doesn't require a great deal of social interaction.
- You prefer to focus on the task at hand most of the time, rather than socializing and engaging others with casual conversation.
- You generally prefer assignments that do not require frequent conversation and consultation with others.

## Manageability

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

- You tend to respect and cooperate with those in positions of authority, even if you disagree with them at times.
- You generally accept the advice and criticism of those in authority and take their guidance as suggestions intended to improve your job performance.
- You are typically cooperative and agreeable, almost always willing to accept supervision, and work well under the authority of management.
- You are willing to follow directions as laid out by managers and supervisors most of the time and typically work well within the bounds of managerial constraints and restrictions.

## Attitude

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Tendency to have a positive attitude regarding people and outcomes.

- You can be highly critical of yourself and others and typically have a guarded outlook on how well things are likely to turn out.
- You may be inclined to become skeptical or suspicious of others' motives at times.
- You prefer to avoid situations that could present unexpected challenges and involve risk of a negative outcome. You generally do not welcome change.
- You may question changes in policies and guidelines and usually prefer to know why they were enacted.

## Decisiveness

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Uses available information to make decisions quickly.

- You are able to make quick decisions, even when little information is available.
- You are inclined to take decisive action to move decisions forward.
- You are capable of responding to emergencies and resolving problems quickly.
- You are decisive, quick to act, and likely enjoy positions that sometimes require immediate judgment calls.



## Accommodating

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

- You are generally unwilling to allow anyone to take advantage of you, and most of the time you will take a stand for what you feel is right.
- You are generally willing to listen to others' perspectives, but if you disagree with them, you will usually stand by your position.
- You do not typically avoid confrontation, particularly when you are making a case for your opinion or when you feel it is necessary for achieving your own objectives.
- In most cases, you feel that people who hide their feelings or do not defend their position hinder productivity for the sake of being polite and accommodating to others.

## Independence

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

- You can become impatient with the traditionalist view that things should continue to be done as they always have been done.
- You are an independent worker who prefers minimal guidance and coaching.
- You are highly self-sufficient at work and tend to function comfortably on your own with little instruction on how to complete projects.
- You take on new developments independently, bringing in others to help you only when absolutely necessary.

## Objective Judgment

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

- You tend to be a subjective thinker and to emphasize personal opinions more than factual data.
- You typically reach conclusions most effectively when you take into account how personal biases and opinions might affect sound judgment.
- You have a strong tendency to rely on your intuition when you are under pressure.

## 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.