

Achiever II

Assessment For: Leroy Test
Phone: 817-267-5251
Email: leroy.hamm@ihdcorp.com

Position: Assessment Tester

Company: IHD Corporation
Report Type: JM - Controller

Assessment Date: 10/19/2009

For More Information
Please Contact:

Leroy Hamm
IHD Corporation
1901 Central Drive, Suite 710
Bedford, TX 76021
817-267-5251
leroy.hamm@ihdcorp.com

Copyright© 1999-2011 Candidate Resources, Inc.
(Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:1

----- Mental Aptitudes -----

Mental Acuity

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Mr. Test is above-average in Mental Acuity, indicating he is a fast thinker with above-average comprehension skills. He has good reasoning and problem-solving capabilities and is able to deliberate and make appropriate decisions on more challenging issues. (Sample Test - Not for Resale or Distribution.)

Business Terms

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Leroy 's knowledge of business terminology is superior, reflecting the probability that he is interested in business matters and has gained experience either through his work or in business classes. (Sample Test - Not for Resale or Distribution.)

Memory Recall

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Mr. Test has a superior knowledge of events happening in the world around him and should be strongly aware of competitive trends, as well as the economy's affect on business. (Sample Test - Not for Resale or Distribution.)

Vocabulary

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Mr. Test's superior general English vocabulary skills should allow him to communicate effectively with others on all levels. Even the most complex data should be something he is capable of relaying to others. (Sample Test - Not for Resale or Distribution.)

Numerical Perception

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Leroy 's superior Numerical Perception score indicates that he can process data quickly and correctly. Leroy 's decision-making skills are enhanced by his ability to identify critical features in his work. (Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:2

Mechanical Interest

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Leroy is extremely interested in machines and the inner workings of mechanical devices. He probably enjoys working with machines and because of this, would be willing to put forth effort to understand information regarding such devices. This aptitude, however, measures only interest, not mechanical ability. (Sample Test - Not for Resale or Distribution.)

Math

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Mr. Test's knowledge of general arithmetic is excellent. He can be expected to add, subtract or multiply with the speed and degree of accuracy required of a position that requires excellent knowledge of general arithmetic. (Sample Test - Not for Resale or Distribution.)

----- Personality Structure -----

Energy

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Mr. Test has a well-balanced tension and drive level. He can energetically tackle a project, but remains calm enough to maintain his level of concentration if the task requires strong concentration. (Sample Test - Not for Resale or Distribution.)

Flexibility

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Leroy is an ethical individual with a good sense of integrity, but is also flexible, creative, adaptable to change and able to handle multiple demands and assignments. He will stick to the "tried and true" on certain occasions, but can also be inventive and generate new ways of utilizing current applications of products or services. He remains focused on his goals, committed to quality and interested in providing good service to customers, but is innovative enough to look for new techniques which could advance the company in the marketplace. (Sample Test - Not for Resale or Distribution.)

Organization

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Mr. Test is very organized and likes to plan work assignments and projects well in advance. He makes good use of the time and resources he has available to reach organizational goals and priorities, and is aware of priorities and project deadlines. (Sample Test - Not for Resale or Distribution.)

Communication

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Leroy has a closed communication style and will rarely share ideas or knowledge with others. Since he avoids articulating his own feelings and thoughts to others and may feel uncomfortable interacting with people, he will work best in a position free of interpersonal demands. (Sample Test - Not for Resale or Distribution.)

(Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:3

Emotional Dev

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Mr. Test has a healthy level of self-confidence without being unrealistic and is not easily deterred if situations occur which slow down his efforts. He believes in himself, and when faced with obstacles, is patient enough to wait for results. (Sample Test - Not for Resale or Distribution.)

Assertiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Leroy is not highly assertive, but will usually express his opinions when asked. He will attempt to influence and direct others on issues which are important to him, but will just as easily give in and relinquish control to avoid a confrontation if the issue does not have any personal meaning to him. (Sample Test - Not for Resale or Distribution.)

Competitiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Mr. Test is a team player who does not have a strong sense of competitiveness. He believes that competition is good, but, when over-emphasized, can harm relationships and ruin harmony in the office or work environment. Job satisfaction is measured, in part, by the good relationships he has built. (Sample Test - Not for Resale or Distribution.)

Mental Toughness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Leroy is a very sensitive person who is concerned about the needs of others. He prefers working in a comfortable environment free from criticism, rejection, etc. Criticism can hurt his feelings and he may allow emotions to take over when making good business decisions. (Sample Test - Not for Resale or Distribution.)

Questioning /Probing

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Leroy has a very trusting nature and tends to accept most instructions, directives and information at face value. Even though he has a positive, enthusiastic attitude, he may be so trusting that he allows others to take advantage. When problem-solving or troubleshooting complex issues, his effectiveness could be reduced by his not probing far enough into the situation to see the whole picture. (Sample Test - Not for Resale or Distribution.)

Motivation

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Leroy needs some job security and will take risks only when he is convinced that he is unlikely to make a mistake or fail. If a goal is important to him, he will be more likely to take decisive personal action in order to reach it or put forth extra effort and hours to complete the project, but he remains more easily motivated by security than achievement. (Sample Test - Not for Resale or Distribution.)

(Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:4

----- **Validity Scales** -----
Distortion

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Mr. Test is a secure person who is not afraid to admit his weaknesses. He is also good at assessing his strengths. He tends to be open and frank. (Sample Test - Not for Resale or Distribution.)

Equivocation

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

He has scored within our acceptable equivocation range. (Sample Test - Not for Resale or Distribution.)

This report is confidential and is an opinion based on test results and other available data. In the selection process it may count up to one third (1/3) of the decision process along with the interview, reference check, education and experience.

(Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:6

Leadership Traits Assessment

Introduction

This report section evaluates Leroy 's traits in five key areas of leadership:

- Planning
- Organizing
- Staffing
- Coaching
- Facilitating

Areas with good leadership traits are identified on the following pages as well as those where training or development would be beneficial.

Leroy may or may not be one of the better people employed in a specific organization. If Leroy is a top performer in your organization, when compared to top performing leaders across America and Canada, this report segment may still highlight areas where development could make the individual a still better leader. Therefore, this Leadership Traits assessment should be reviewed in light of "what could make a good leader even better," with understanding that within human beings, there is always room for improvement.

Copyright© 1999-2011 Candidate Resources, Inc.
(Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:7

Leadership Potential Summary Report for: Leroy Test

Leroy has good leadership potential in the following area(s):

- Planning
- Organizing
- Staffing

Leroy 's Training & Development Needs are:

- **Coaching** - learn how to better lead others to achieve what they are capable of as well as fulfilling the requirements of the job or job functions.
- **Facilitating** - learn how to better monitor the achievements of others versus the plan, job description and/or job functions and requirements.

Copyright© 1999-2011 Candidate Resources, Inc.
(Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:8

Sales Traits Assessments

Introduction

This report section evaluates Leroy 's traits in key areas of sales:

- Persistence and consistency
- Ability to meet and communicate effectively with people
- Ability to command respect
- Setting goals to win, excel and achieve
- Developing rapport
- Identifying need or desire
- Presenting product/service to fill prospect's needs
- Dealing with objections
- Closing the sale
- Learning speed & efficiency
- Changing, growing and learning new concepts and ideas

Areas with good sales traits are highlighted with traits identified in which training or development would be beneficial.

Leroy may or may not be one of the better people employed in a specific organization. If Leroy is a top performer in your organization, when compared to top performing salespeople across America and Canada, this report segment may still highlight areas where development could make the individual a still better salesperson. Therefore, this Sales Traits Assessment should be reviewed in light of "what could make a good salesperson even better," with understanding that within human beings, there is always room for improvement.

Copyright© 1999-2011 Candidate Resources, Inc.
(Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:9

Sales Potential

Summary Report

for: Leroy Test

Leroy 's sales potential includes the following strength(s):

- Learning speed and Efficiency
- Presenting Product/Service to fill prospect's needs
- Dealing with objections
- Closing the sale

Yet, further development in the following critical area(s) will be beneficial:

- Persistence and Consistency
- Ability to meet and communicate effectively with people
- Ability to command respect
- Setting goals to win, excel and achieve
- Changing, growing and learning new concepts and ideas

Leroy could also benefit from further training in:

- Developing Rapport
- Identifying need or desire

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:10

Interview Questions

Introduction

Following are the interview questions which an interviewer may choose to use in the candidate interview process.

These interview questions are generated to establish basic traits critical for all employees.

The interview questions that follow are for a candidate who has prior work experience. In the event the candidate does not have prior work experience, the questions may need to be modified by the interviewer to fit the situation.

Copyright© 1999-2011 Candidate Resources, Inc.
(Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:11

Interview Questions for Organization

Organization - Measurement of the individual's desire to organize assignments and projects to better utilize time and resources.

-----x-----	-----x-----	-----x-----	-----x-----	-----x-----
Very strong evidence skill is not present	Strong evidence skill is not present	Some evidence skill is present	Strong evidence skill is present	Very strong evidence skill is present

Probes

Interpretive Guides

<p>How did you keep yourself organized in your previous job? Did you plan on a daily, weekly or monthly basis? What planning tools, if any, did you utilize?</p> <p>What percentage of your previous job was detail-oriented versus the percentage which required you deal with other people? Which did you prefer and why?</p> <p>Tell me about a time when you planned a project or task in advance and then were forced to change your plans at the last minute. How did that make you feel?</p> <p>Tell me about a time when you would have done better by "winging" it, rather than sticking with your planned course of action.</p>	<p>Does the candidate tend to plan daily, leaving little room for changes, interruptions or other situations which might alter his or her plans? Does the candidate utilize a variety of planning tools which might result in his or her being inflexible towards changing plans?</p> <p>Is the percentage of detail-oriented versus people-oriented tasks approximately the same in this position as the candidate's last position? Will the position involve a higher degree of the type of work the candidate prefers?</p> <p>Do changes to his or her schedule frustrate the candidate? Is the candidate able to adapt his or her schedule to meet changing needs?</p> <p>Did the experience teach the candidate the necessity of being flexible? Was the candidate able to resolve the problem in an appropriate manner?</p>
---	---

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:12

Interview Questions for Communication

Communication - Measurement of the individual's ability to communicate and willingness to share knowledge and team with others to achieve common goals.

-----x-----	-----x-----	-----x-----	-----x-----	-----x-----
Very strong evidence skill is not present	Strong evidence skill is not present	Some evidence skill is present	Strong evidence skill is present	Very strong evidence skill is present

Probes

Describe a circumstance in a prior job when a project would have been more successful had communication between the team members working on the project been better. What could or should you have done to have facilitated better communication within the team?

Describe the most common way you communicated with others in your last job. Did you communicate orally or in writing? Did the actual communication come easily? Was it company policy that you communicated in this manner, or your own preference?

Think about an outstanding achievement you reached in your last job, with the help of others. How much of that success do you believe was due to the way you communicated with the others involved?

Tell me about your communication style. How have you made it serve you? Would you change or improve on your ability to communicate if it were possible?

Interpretive Guides

Does the candidate understand the importance of team work? Does it appear the candidate has worked well as part of a team in the past? Does the candidate tend to place blame on others for his or her own actions?

Does the candidate understand the importance of communicating with others? Is the approach the candidate has taken in the past to communicate logical and effective? Does it appear the candidate has the ability to be flexible as far as methods of communication are concerned?

Is the candidate willing to give credit to others for his or her success? Does the candidate agree that communication played an important part in his or her success?

Does the candidate understand his or her own communication style? Does this style fit into the corporate culture of the company? Does the candidate feel any need to change or improve on his or her communication skills? Was it difficult to get this candidate to "open up" and talk during the interview?

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:13

Interview Questions for Competitiveness

Competitiveness - Measurement of the individual's desire to compete against others and win, versus desire to work as part of a team.

-----x-----	-----x-----	-----x-----	-----x-----	-----x-----
Very strong evidence skill is not present	Strong evidence skill is not present	Some evidence skill is present	Strong evidence skill is present	Very strong evidence skill is present

Probes

Tell me about a time when you competed for a job, or entered into some other type of competitive endeavor, and lost. How did that make you feel?

In a prior job, give me an example of a sacrifice you have had to make in order to be successful. Do you believe the sacrifice was worth it? Would you make that sacrifice again?

Give me an example of a time when you had to ask for others' help in order to complete a difficult, challenging project. Did it bother you to have to ask for help? Why or why not?

What is the most competitive endeavor you have been part of in the last few years?

Interpretive Guides

Does the candidate get easily discouraged over failure? Does the candidate appear to take failure too personally? Does the candidate appear to have a realistic, mature outlook on trying and failing versus trying and succeeding?

Do the candidate's ideas of what it takes to be successful fit in with the company's corporate viewpoints? Does the candidate appear to be appropriately goal-oriented, yet also realistic and mature in his or her viewpoints?

Does it appear the candidate is team-spirited and willing to ask for others' help? Does it appear the candidate had rather fail to reach a goal than ask for someone else's help in order to reach the goal?

Has the candidate participated in any type of competitive endeavor recently? Was the competitive endeavor the candidate participated in a team endeavor, or one he or she worked towards and reached alone? Is the candidate goal-oriented to any degree?

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:14

Interview Questions for Mental Toughness

Mental Toughness - Measurement of the individual's ability to work long hours in a high-pressure environment meeting critical deadlines, as well as the individual's sensitivity and ability to exhibit empathy towards others.

-----x-----	-----x-----	-----x-----	-----x-----	-----x-----
Very strong evidence skill is not present	Strong evidence skill is not present	Some evidence skill is present	Strong evidence skill is present	Very strong evidence skill is present

Probes

Tell me about a time you became very disappointed or discouraged in your past job. What caused these feelings and how did you get past them?

Describe a time, in a prior job, when you were unjustly criticized. What were the circumstances and how did you react?

Tell me about the most unpleasant work environment you've been in thus far. What made the working environment so unpleasant?

Tell me about a time when you allowed emotions to play too large a part in a decision you made at work. What was the outcome of the decision? What did you learn from this experience?

Interpretive Guides

Does it appear the candidate is easily discouraged or disappointed? What coping skills did the candidate exhibit in order to deal with this situation? Is this type of scenario likely to occur in the position for which the candidate is applying?

Can the candidate handle criticism appropriately? Were the steps the candidate took when unjustly criticized mature and appropriate? Does the candidate appear to understand the difference between constructive criticism and non-constructive criticism?

Was the work environment unpleasant because of certain people, or because of surroundings, i.e., temperature, lack of privacy, etc.? Are these environmental factors present in this position? Is the candidate capable of dealing with a moderate amount of unpleasantities?

Does it appear the candidate is overly emotional? Does the candidate understand the problems associated with making decisions based too much on emotion? Was the candidate able to resolve the problem and if so, were the steps he or she took appropriate, logical and mature?

Copyright© 1999-2011 Candidate Resources, Inc.
 (Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:15

Online Courseware Introduction

The behavior of each individual is influenced by genetics, biochemistry and environment. The individual's scores related in this assessment depict the individual as of the date and time the individual took the assessment.

Major changes in biochemistry and/or environment can change the scores on the assessment. Effective training and/or development that the individual is exposed to can and should also affect scores.

Consequently, for those individuals who seek to achieve higher levels of productivity and success in their jobs and life, and for those employers who desire such for the people they employ, we have carefully reviewed the training and development materials available in the marketplace and have selected for recommendation those that we deem appropriate to suggest in areas where the person assessed could benefit most from growth and development.

We trust that you will find these suggestions helpful.

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:16

Online Courseware

Organization

When working with others, your organizational preferences level may be affecting how effectively you work them. You may benefit from the following development suggestions.

Self-paced e-Learning:

- [Effective Personal Productivity](#) - Lesson 1: The Nature of Productivity.
- [Effective Personal Productivity](#) - Lesson 2: Goals Achievement Through Time Management

To access recommended online courseware, visit www.lmiuniversity.com.

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:17

Online Courseware

Communication

If your work requires significant interaction with others, your communication style may be affecting your effectiveness. Development of a more productive communication style may greatly increase your success. You may benefit from the following development suggestions:

Seminars / Workshops:

- Models for Management TM by Teleometrics International

Self-paced e-Learning:

- [Models For Management](#) - Module 3: Communication and Interpersonal should be of particular interest for those wanting to explore communication style and it's impact on others.
- [Effective Personal Productivity](#) - Lesson 4: Improving productivity through communication

To access recommended online courseware, visit www.lmiuniversity.com.

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:18

Online Courseware

Competitiveness

When working with others, your competitive level may be influencing how effective you are in your relationships. You may benefit from the following development suggestions:

Seminars / Workshops:

- Models for Management TM by Teleometrics International

Self-paced e-Learning:

- [Effective Personal Productivity](#) - Lesson 5: Empowering the Team

To access recommended online courseware, visit www.lmiuniversity.com.

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:19

Development Suggestions

Introduction

The behavior of each individual is influenced by genetics, biochemistry and environment. The individual's scores related in this assessment depict the individual as of the date and time the individual took the assessment.

Major changes in biochemistry and/or environment can change the scores on the assessment. Effective training and/or development that the individual is exposed to can and should also affect scores.

Consequently, for those individuals who seek to achieve higher levels of productivity and success in their jobs and life, and for those employers who desire such for the people they employ, we have carefully reviewed the training and development materials available in the marketplace and have selected for recommendation those that we deem appropriate to suggest in areas where the person assessed could benefit most from growth and development.

We trust that you will find these suggestions helpful.

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:20

Personal Development Suggestions

Organization - Measures a person's attitude about organization, planning, how tasks are performed and how one's life is lived.

You are extremely organized and oriented to planning your time and activities. You generally plan everything in advance and make the best use possible of the time and resources you have available to you to reach goals. When scheduling your activities, you often assign a specific time to each assignment and work best within this frame of time.

Your self-affirmation sentence:

"I am flexible."

Steps to Effect Change

1. Keep a mental plan of daily activities and the time allotted for them. When allotting specific times to activities, build in enough leeway to handle interruptions, unforeseen contingencies which might arise, etc.
2. Role playing exercises which teach and encourage extemporaneous thought and action should be entered into as frequently as feasible.
3. A weekly or monthly schedule of your objectives should be created, reviewed, and items crossed off when accomplished. Learn to accept schedule interruptions.

Copyright© 1999-2011 Candidate Resources, Inc.
(Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:21

Personal Development Suggestions

Communication - Measures introversion vs. extroversion and the ability to meet and deal with people.

Having a closed communication style, you work better if you do not have to constantly interact with strangers. With people you do not know well, you seldom seek feedback, and you do not find it easy to express your own ideas and feelings to them. If you must communicate with others on a regular basis, you will be very cautious and will avoid, if at all possible, upward communication.

Your self-affirmation sentence:

"I am comfortable interacting with others."

Steps to Effect Change

1. It is highly recommended that you take a course in public speaking. More than one course may be required for the introverted individual until self-confidence is taught and a higher score registered on sociability. Motivational tapes, books and programs will help.
2. If you must be around a lot of people during the day, you can gain confidence from role-playing activities in a training course, i.e., rehearsing handling a group, making a presentation, etc. You can also overcome shyness by practicing before family and friends.
3. You might join a social or community service organization and attend weekly, i.e., Lions, Rotary, Kiwanis; interacting with others on a regular basis. A "Toastmaster Club" where you will learn to speak before the group can also be very valuable for you.

Copyright© 1999-2011 Candidate Resources, Inc.
(Sample Test - Not for Resale or Distribution.)

Name:Leroy Test
Company: IHD Corporation

Date:10/19/2009
Page:22

Personal Development Suggestions

Competitiveness - Reflects measurement of concern about making and keeping friendships as opposed to competing, winning and achieving individually.

You do not have a strong individualistically competitive nature, preferring to enjoy life, rather than view it as a struggle to win personally. You place a strong emphasis on maintaining friendships with co-workers, and job satisfaction is measured, in part, by developing and maintaining cordial relationships with others. You would not enjoy a position in which your effectiveness was compared to others in any type of competitive ranking.

Your self-affirmation sentence:

"I am a winner!"

Steps to Effect Change

1. Your first attempts to compete should be toward some easily reachable goal.
2. Although competition is a basic part of life, a competitive spirit is more important in some jobs than in others. If you are cast in a role calling for a strong competitive spirit, begin by competing against your own former best efforts. Competing against yourself and achieving will instill within you greater self-confidence.
3. It's great for you to engage in some type of competitive sport or activity and really strive to win. When you see that others won't hold it against you, even if you win, you will feel more comfortable in a competitive role the next time.
4. Set a desire for a particularly desirable object, goal or result in your mind and then work hard to achieve it by setting small goals which ultimately lead to your main objective.

Copyright© 1999-2011 Candidate Resources, Inc.
(Sample Test - Not for Resale or Distribution.)

