

The Scoreboard

Assessment On: Chris Barranger
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Position: Waitstaff

Company: Romanio Restaurants
Report Type: Waitstaff

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Name: Chris Barranger

Company: Romanio Restaurants

Date:
5/10/2011

Page: 1

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

Energy

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Energy and drive to get the job done -- Well-balanced energy level. Can handle both sedentary and action-oriented tasks and likes a balance of the two.

Flexibility

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Level of flexibility, creativity, integrity and adaptability to change -- Structured; enjoys having specific guidelines to follow. Loyal, dependable employee, but may be inflexible and hesitant to accept change; therefore, not really enjoy temporary work.

Organization

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Desire to organize assignments to better utilize time and resources -- Very well-organized; has specific timeframes set in which to accomplish each task. Can become frustrated with schedule changes or interruptions.

Communication

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Ability to communicate and willingness to share knowledge with others to achieve common goals -- Able to work alone to some degree, but also enjoys having some contact with people. Will enjoy people contact, yet also able to handle detail work. Excellent level of sociability for most positions.

Emotional Dev

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Level of ego and confidence -- Patient, mature individual who seldom becomes impatient with situations or people. Could tend to procrastinate when action is needed. May be overly self-confident.

Assertiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Cooperativeness versus the tendency to be opinionated -- Able to deal with most people in a firm, yet respectful, manner. Good degree of dominance for most positions.

Name: Chris Barranger

Date:
5/10/2011

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Page: 2

Competitiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Desire to compete against others and win vs. desire to work as part of a team -- Enjoys competition and will work harder to be #1.

Mental Toughness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Ability to handle negative aspects of job as well as ability to exhibit empathy towards others -- Tough about self and others; not easily discouraged nor empathetic.

Questioning / Probing

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Desire to question and probe, rather than accepting things at face value -- Very trusting of others; accepts things at face value, without probing to discern motives.

Motivation

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Achievement orientation and internal motivation to initiate changes and take risks in order to advance -- Needs some security in a position, but always has the urge to achieve more. Will respond well to added incentives such as commissions and bonuses.

----- Validity Scales -----

Distortion

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Proper vs. improper reporting -- Unwilling to report honestly.

Equivocation

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

Certainty of personal response -- Accurate; represented self clearly and consistently.

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.

Name: Chris Barranger

Date:
5/10/2011

Company: Romano Restaurants

Page: 3

Personality Dimensions - for Waitstaff position												
		1	2	3	4	5	6	7	8	9		
ENERGY	Restless	[...X.....]									Calm	
FLEXIBILITY	Flexible	[.....X.....]									Rigid	
ORGANIZATION	Disorganized	[.....X]									Planful	
COMMUNICATION	Reserved	[X.....]									Interactive	
EMOTIONAL DEV	Impatient	[.....X]									Tolerant	
ASSERTIVENESS	Cooperative	[.....] X									Authoritative	
COMPETITIVENESS	Team Player	[.....] X									Individualist	
MENTAL TOUGHNESS	Sensitive	[.....] X									Tough	
QUESTIONING /PROBING	Trusting	X [.....]									Skeptical	
MOTIVATION	Security	[.....X.....]									Recognition	
Validity Scales - for Waitstaff position												
		1	2	3	4	5	6	7	8	9		
DISTORTION	Frank Answer	[.....] X									Exaggerates	
EQUIVOCATION	Choose Alter.	[.....X...]									Choose Middle	

STANINE: The STANINE is a system of measurements which divides the population into nine parts.

NOTE: Areas with dots and brackets ([.....]) are of primary importance with the dots and brackets reflecting the most desirable range for an individual to score in to have those characteristics. Areas without dots and brackets are secondary areas that provide additional information regarding the individual.

AREAS OF CONCERN - Scores of 1 or 2 in any of the following dimensions: *Energy, Flexibility, Emotional Development or Mental Toughness* are areas of concern.