



Report designed for

Jane Sample

ProfileXT[®] Individual Profile

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Message to Jane Sample

Behavioural 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.
- **Behavioural Traits** - Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgement.
- **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

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 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 would likely excel in a job that requires strong vocabulary skills.
- You probably write with a high level of verbal skill using sophisticated verbiage.
- You are able to read and understand material written in complex and advanced language.
- You are able to communicate using a diverse vocabulary.

Verbal Reasoning

Using words as a basis in reasoning and problem solving.

- You are able to reason through detailed and complex verbal information from a variety of sources.
- When reading, you interpret and understand the main points with ease and your writing style likely reflects a solid foundation of verbal reasoning skills.
- You are proficient in gathering all types of verbal and written information and in using advanced verbal concepts to make decisions and solve problems.
- You are proficient in communicating complicated thoughts and ideas to others.

Numerical Ability

A measure of numeric calculation ability.

- You should make use of available computational aids, such as calculators and spreadsheets, to help you solve more complex numerical problems.
- When working with numbers, you may require extra time to calculate the final solution.
- At times, you may have difficulty using equations to perform numerical calculations. Consider reviewing the numerical processes most relevant to your job responsibilities.
- With training and experience, you will probably be able to improve your accuracy in carrying out mathematical functions as they apply to the job.

Numeric Reasoning

Using numbers as a basis in reasoning and problem solving.

- You may require help from others to interpret the implications of the most complex and detailed numerical information at times.
- You will probably be able to learn the numerical concepts presented during job-related training with little difficulty.
- You have a good foundation of applying numerical information to solve problems. You can improve your ability to do so for specific applications as you gain experience on the job.
- Your ability to understand and analyse numerical information is sufficient for most work-related applications.

Behavioural Traits

Energy Level

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

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

- You sometimes welcome the opportunity to take the lead in making difficult decisions and tend to offer your input to others whenever you think it is valuable.
- You can be motivated by situations in which you are held accountable for results and responsible for eventual outcomes.
- You are able to act with authority and to state your position when necessary.
- You prefer to be in charge and lead others and will assert yourself while doing so more often than not.

Sociability

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

- Your work style tends to be reserved and impersonal, and you are most comfortable working in an environment where casual conversation is kept at a minimum.
- You are unlikely to seek out assignments that require you to interact or socialise with others.
- You are generally introverted and are not inclined to establish a large network of contacts.
- You prefer to work in solitude, engaging others only to discuss professional matters relevant to job-related responsibilities.

Manageability

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

- You tend to defend your point of view once your mind is made up, especially if someone in authority disagrees with you.
- You may relate to those in authority defensively, particularly when receiving criticism or feedback.
- You have a cautious attitude regarding those in authority.
- You prefer to establish and follow your own course of action, in spite of directions you may receive from your manager or supervisor.

Attitude

Tendency to have a positive attitude regarding people and outcomes.

- You can be tense and critical at times and may have a guarded outlook on how well things are likely to turn out.
- You may approach solving problems and interpersonal conflict with cautious optimism but also recognise that things do turn out well on occasion.
- You may avoid situations that could present unexpected challenges and involve risk of a negative outcome. You may not always welcome change.
- You tend to question changes in policies and guidelines and why they were enacted and can be doubtful about how they will be of benefit to you.

Decisiveness

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 judgement calls.

Accommodating

Tendency to be friendly, co-operative, 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

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 Judgement

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

- You have a tendency to be a subjective thinker, to emphasise 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 judgement.
- 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.