

Success Performance Solutions

TotalView Report

- Selection
- Coaching
- **Individual**
- Succession Planning
- Working Characteristics

on

Ms. Mary Sample

8/25/2001



TotalView Benchmark

Mary Sample

Abilities

	1	2	3	4	5	6	7	8	9	10	
General Abilities				4							High
Working with Numbers					5						High
Working with Words					5						High
Working with Shapes			3								High

Motivation/Interests

	1	2	3	4	5	6	7	8	9	10	
Working with People							7				High
Working with Data						6					High
Working with Things					5						High

Personality

	1	2	3	4	5	6	7	8	9	10	
Diplomatic							7				Independent
Cooperative						6					Competitive
Submissive								8			Assertive
Spontaneous							7				Conscientious
Innovative										10	Conventional
Reactive					5						Organized
Introvert								8			Extrovert
Self-Sufficient										10	Group-Oriented
Reserved							7				Outgoing
Emotional						6					Stable
Restless				4							Poised
Excitable										9	Relaxed
Frank						6					Social Desirability

Total Person

Mary Sample

Note:

The Total Person is a combination of all the elements you completed in your TotalView Assessment.

You have average verbal and numerical abilities and below average spatial abilities. Assignments that involve working with text or numerical data will be easier for you. Common paperwork and some writing are within your scope. Similarly, you will do reasonably well with ordinary spreadsheets, data tables, and simple arithmetic tasks. You will be slower; however, to learn new tasks requiring spatial abilities and may have difficulty following diagrams, estimating space requirements, or interpreting graphs. You may require more instruction, guidance, and time to achieve competence in routine work if it requires spatial reasoning. You will perform best when the environment and work practices remain constant. Frequent changes in the work routine will be difficult for you and may result in errors.

You are interested in working with people and would be happy in a job that involves contact with others. You are moderately motivated to work with data. This means that you could process abstract information so long as you still had opportunities for social interaction. You will perform best when you can take advantage of your preference for interpersonal activity and minimize working with things. In fact, any equipment you operate should be relatively simple and reliable, as you are not very mechanically inclined.

You are a strong team player who enjoys individual recognition. Competitive and highly assertive, you are extremely direct and say exactly what you think. At times, your willingness to confront can seem argumentative, but you still value cooperation and will seek to collaborate with, rather than browbeat your opponents. You are most comfortable when controlling the situation and, when you have a personal interest in the events at hand, it may be difficult for you to let go of authority.

You will conduct yourself in a conventional and reliable manner. You can also be creative and spontaneous, and you can react to events as they happen. Although you are at your best working in a structured and unambiguous environment, you will prefer to respond spontaneously to situations as they arise. This is a good combination for most businesses because it means reliable performance with the flexibility to meet sudden changes in the marketplace.

You prefer to work in the company of others. You believe that the more people involved the better the outcome. Extended periods of solitude will be frustrating for you. Often wanting to be in the spotlight, you will usually lead any discussion. You enjoy meeting new people and exploring new ideas. You often act impulsively and long-term assignments must include variety or else you will lose interest. You will not tolerate a great deal of monotony and you will thrive on challenging assignments, particularly if these contain an element of risk.

You are sensitive to the emotions of others, and you will generally act appropriately. Certainly, unwarranted criticism can upset your equilibrium, but you will quickly regain your normal good humor. You are not bothered by the ordinary give and take of human relations. You are generally calm and, while aware of stress, you do not let it stop you from achieving your goals. You are relaxed and cope so well with pressure that some might misinterpret your lack of excitability as indifference. Less scrupulous people may attempt to exploit your easy trust and remarkable patience. Ideally, you should work on demanding, high pressure, long-term projects that require dealing with people openly and objectively. Whether you are required to give a fast response to a crisis or methodical attention to a routine task, you will work well under most pressures.

Individual Traits

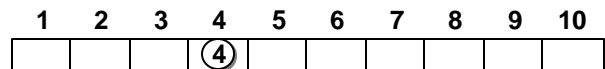
Mary Sample

NOTE:

The individual traits on the following pages are descriptions of your characteristics as determined by the TotalView Assessment. The 1 - 10 scoring scale used throughout the TotalView Assessment is called a sten scale. Sten simply means the standard tenth of a normal bell curve. Approximately 16% of the population would have sten scores in the 1 - 3, and 16% in the 8 - 10 ranges. The other 68% of the population will score in the middle ranges 4 - 7.

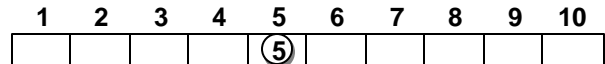
General Abilities

You have a level of speed and accuracy in reasoning and problem solving that indicates that you are as able as most other adult workers. You can learn and absorb new information without too much difficulty. You are efficient working in a reasonably demanding environment.



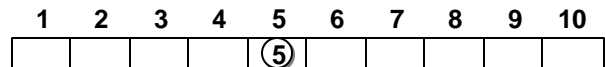
Working with Numbers

You are in the average range for Numerical Reasoning. This is typical of employees who have the skill and competency to reason with information derived from simple numbers.



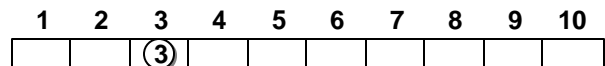
Working with Words

This indicates an average capacity for working with written language. You have capable speed and accuracy when using written material.



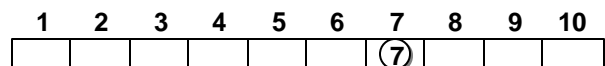
Working with Shapes

This score indicates a lower than average skill in spatial ability. You may have to spend more time when reasoning with information that involves thinking about manipulating shapes and objects.



Working with People

You show an above average level of interest in work that involves dealing with people. You are likely to prefer jobs that involve a reasonable degree of contact with others and would not be happy working on your own for extended periods of time.



Individual Traits

Mary Sample

Working with Data

You have an average interest in working with data. You can handle tasks that deal with figures, symbols, statistics, accounts and language. You would be unlikely to enjoy a job that did not provide some opportunity for this type of work.

1	2	3	4	5	6	7	8	9	10
					6				

Working with Things

You express an average level of interest in work that deals with inanimate objects such as machinery, tools and equipment.

1	2	3	4	5	6	7	8	9	10
				5					

Diplomatic / Independent

You are usually forthright and play hard to win. You can be outspoken and unafraid of controversy and argument. Such people strive to achieve team and individual goals.

1	2	3	4	5	6	7	8	9	10
						7			

Cooperative / Competitive

You describe yourself as a person who is competitive and plays to win, yet can be a cooperative team member. You seek compromise between your own achievements and the need to maintain relationships with others.

1	2	3	4	5	6	7	8	9	10
					6				

Submissive / Assertive

You are often straightforward, assertive and outspoken. Your preference is to take control. You usually respect other opinions, yet are unafraid of confrontation.

1	2	3	4	5	6	7	8	9	10
							8		

Spontaneous / Conscientious

It is your nature to be conscious of detail, dependable and well prepared. As a reliable individual, you will follow rules and established procedures within a traditional setting. You will probably be better at adapting to situations rather than innovating.

1	2	3	4	5	6	7	8	9	10
						7			

Individual Traits

Mary Sample

Innovative / Conventional

You conduct yourself in an extremely conventional manner. You will be at your best working in a highly structured environment with clearly defined rules and guidelines.

1	2	3	4	5	6	7	8	9	10
									(10)

Reactive / Organized

You are somewhat organized but can respond to spontaneous and unpredictable events. You could be described as a person who is orderly, while able to cope with the unexpected.

1	2	3	4	5	6	7	8	9	10
				(5)					

Introvert / Extrovert

You are an extrovert who seeks stimulation from the company of others. Generally energetic, you seek to be the center of attention. Your associates will see you as high-spirited and impulsive at times.

1	2	3	4	5	6	7	8	9	10
							(8)		

Self-Sufficient / Group-Oriented

You are a very sociable person who seeks out an active environment where you can meet lots of people. You can be found in noisy, lively places at the center of things. You are happiest working in situations where you spend most if not all of your time interacting with other people.

1	2	3	4	5	6	7	8	9	10
									(10)

Reserved / Outgoing

Although you like to be the center of attention, there will be times when you may avoid the spotlight. You prefer variety in your work. You are happy with a moderately exciting life, and can be a risk taker at times.

1	2	3	4	5	6	7	8	9	10
						(7)			

Emotional / Stable

In most situations, such individuals accept people in a calm and stable manner. In general, you are secure in yourself, remaining quite relaxed under moderate stress.

1	2	3	4	5	6	7	8	9	10
					(6)				

Individual Traits

Mary Sample

Restless / Poised

You have a high degree of sensitivity to feelings and emotions. You remain calm and poised in the face of most circumstances that are unpleasant.

1	2	3	4	5	6	7	8	9	10
			4						

Excitable / Relaxed

You are a relaxed and trusting person, who remains calm under stress. You cope well in high-pressure jobs. Typically you are not unduly bothered by things that go wrong.

1	2	3	4	5	6	7	8	9	10
								9	

Social Desirability

You describe yourself as someone who is usually aware of social rules and expectations. You have presented a fairly frank picture of yourself on the other scales.

1	2	3	4	5	6	7	8	9	10
					6				

Validity

Mary Sample

VALIDITY:

The rules for identifying patterns of responses in the Personality section of the TotalView Assessment which might be "invalid" include systematic but non-meaningful response patterns, omissions and excessive use of the "B" answer option.

Systematic but non-meaningful response patterns occur when the distribution of the responses differ from the norm and are considered unusual. Any omitted item in a scale is coded as a "B" answer. The omission rule occurs if more than three responses are omitted in a given scale, making the results appear more average than they are.

The "B" answer rule is affected by the total number of "B" responses selected. You had the choice of an "A", "B", or "C" for every question in the Personality section of the TotalView Assessment. The second option, the "B" choice, is always an unsure or in-between answer.

The total number of "B" responses that you chose was: 3

This number of "B" choices is within acceptable levels. In addition to the acceptable level of "B" responses, the results of the Personality section of this report had meaningful response patterns. Therefore the data presented in this TotalView Assessment can be considered accurate and reliable.

When properly implemented and utilized in conjunction with other normal interviewing tools, this assessment will strengthen your employer's and your own position to ensure that you are treated fairly without regard to race, color, religion, sex or national origin.