



## BEHAVIORAL IMPACT GRAPH

Andrew Jones Date Entered: 03/26/03

For AusIndo Ventures Ltd

Compared to: Project Manager

### ASSESSMENTS

The Behavioral Impact Graph compares Andrew to the position of Project Manager. It includes the traits relevant to good performance in this position. The traits required for this position are listed in three categories and in each category the traits are listed in order of importance (most important at the top). The categories are: Essential Traits, Desirable Traits, and Traits to Avoid. The Essential Traits are the traits that are core to this position. The greater your score on the essential traits the more likely you will perform well in this position. The Desirable traits require only a moderate score. Although it is not important to have a high score on the Desirable traits, an absence of that trait (a low score) could interfere with performance. The Traits to Avoid are the traits that are likely to interfere with performance (if the score is high). The score after the trait name is your score on that trait. The box to the right of each trait indicates the POTENTIAL impact of that trait on performance. The colored area within the box indicates the PROBABLE impact on performance of your tendencies (your score) for that trait.

- - Scroll down for more information - -

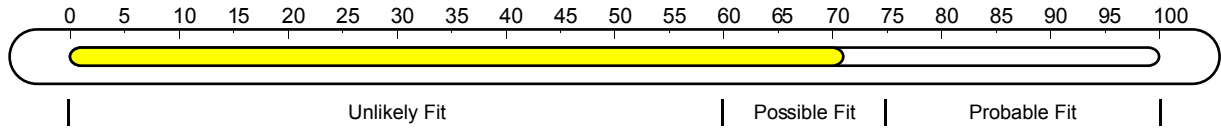


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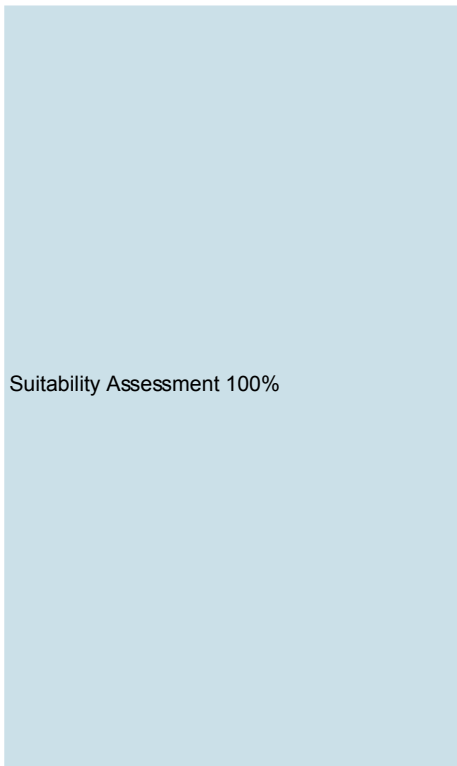
## Overall Percentage of Requirements Met = 71%



Please note: Some relevant factors have not been entered - see below for an explanation.

### Method Weighting

### Overall Results:



Suitability Assessment 100%



Eligibility Assessment 0%

Although a weighting of 50.0% was set for the Eligibility Assessment in this Position Template, there was no Eligibility Assessment score entered. Therefore, the weighting was adjusted to zero and the other weightings were increased proportionally. (See 'View Profilee Data' to enter a score)

Interview Assessment 0%

Although a weighting of 20.0% was set for the Interview Assessment in this Position Template, there was no Interview Assessment score entered. Therefore, the weighting was adjusted to zero and the other weightings were increased proportionally. (See 'View Profilee Data' to enter a score)



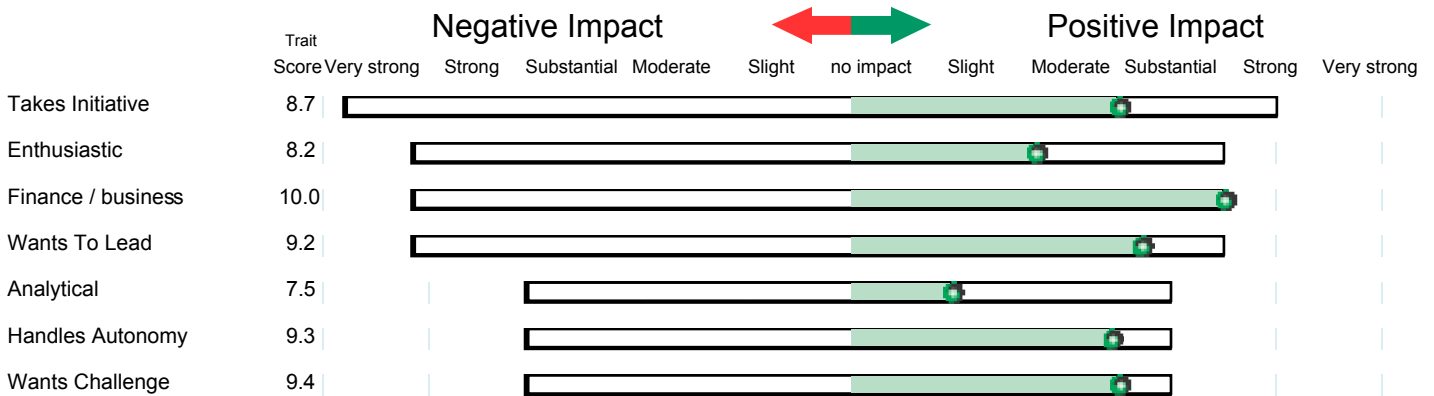
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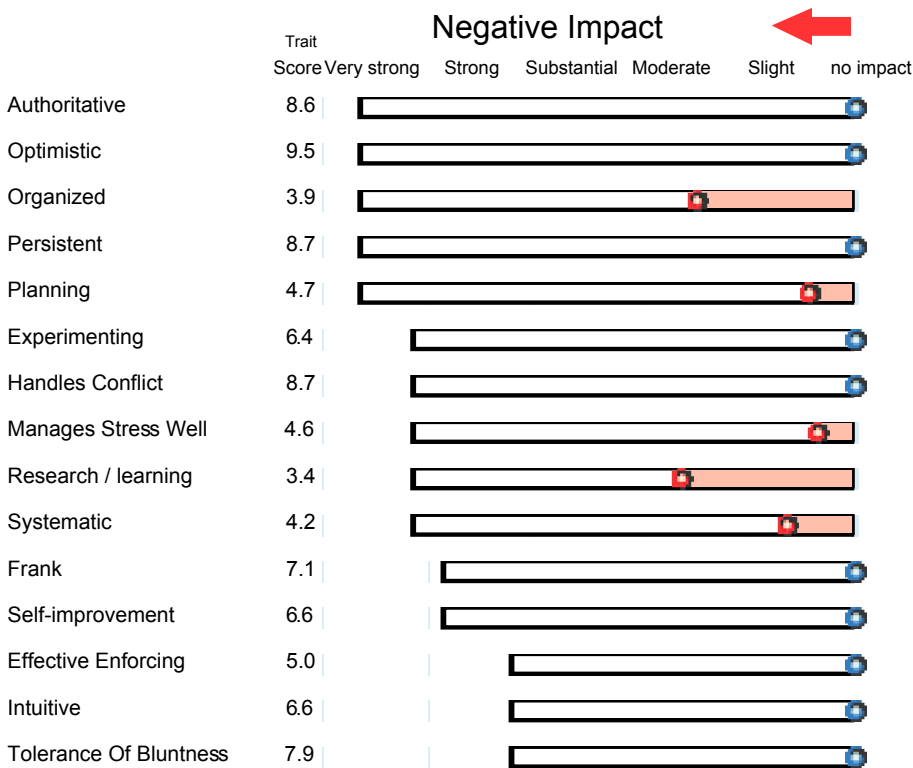
ASSESSMENTS

Andrew's Behavioral Assessment Score = 71%  
 (percentage of behavioral suitability requirements met)  
Andrew's suitability is Average

### Essential traits for this position (in order of importance)



### Desirable traits for this position (in order of importance)





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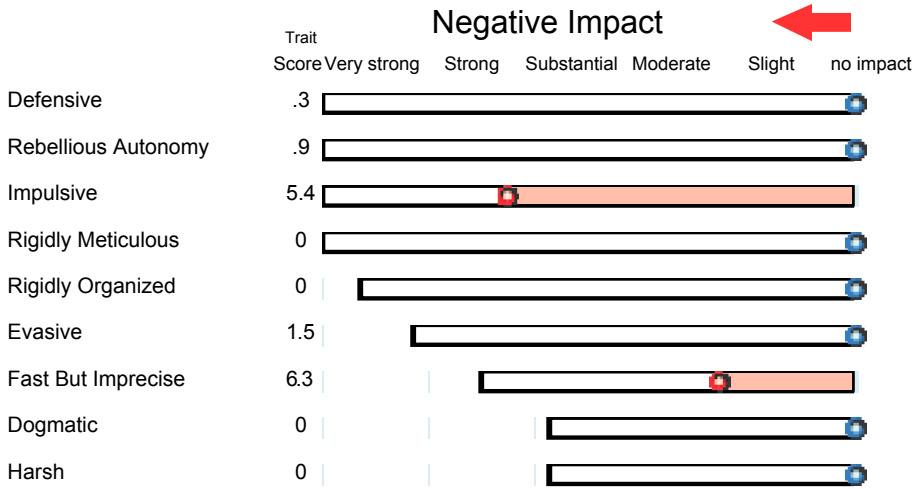
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### Traits to avoid for this position (in order of importance)





## BEHAVIORAL NARRATIVE

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Considering the suitability assessment, Andrew's percentage of requirements met for this position is 71%. Although Andrew is not highly suitable for this position, it is possible that he could succeed if he has strong eligibility.

The weighting given to the different assessments for this position is:

Eligibility = 0%

Behavioral Assessment = 100%

Interview = 0%

Although a weighting of 50% was set for the Eligibility Assessment in this Position Template, there was no Eligibility Assessment score entered. Therefore, the weighting was adjusted to zero and the other weightings were increased proportionally. (See 'View Profilee Data' to enter a score)

Although a weighting of 20% was set for the Interview Assessment in this Position Template, there was no Interview Assessment score entered. Therefore, the weighting was adjusted to zero and the other weightings were increased proportionally. (See 'View Profilee Data' to enter a score)

The behavioral assessment results indicate Andrew is probably only moderately suitable for this position and will probably exhibit some of the behaviors related to success.

The behavioral assessment includes a technological 'consistency detector' that indicates the reliability of results by analyzing the consistency of the answers on the questionnaire. Andrew's consistency score is 96%. This indicates a high likelihood that Andrew was truthful, accurately self-aware, and able to concentrate on the questionnaire.

## ESSENTIAL TRAITS FOR THIS POSITION (in order of importance)

**Takes Initiative** - The tendency to perceive what is necessary to be accomplished and to proceed on one's own

Andrew has a score of 8.7 on Takes Initiative.

Andrew very often tends to take initiative. This initiative will help him to achieve objectives. It is very important that the employer provide opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations.

Andrew's initiative will probably have a somewhat positive impact on job satisfaction and/or performance.



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**Enthusiastic** - The tendency to be eager and excited toward one's own goals

Andrew has a score of 8.2 on Enthusiastic.

Andrew tends to be enthusiastic about his goals. If Andrew's goals are in alignment with the organization's objectives, he will probably have a drive to achieve those objectives.

Andrew's enthusiasm for his goals will probably have a somewhat positive impact on job satisfaction and/or performance.

**Finance / business** - The interest in commerce or fiscal management

Andrew has a score of 10.0 on Finance / business.

Andrew is extremely interested in business or finance.

Andrew's interest in business or finance will probably have a very positive impact on job satisfaction and/or performance.

**Wants To Lead** - The desire to be in a position to direct or guide others

Andrew has a score of 9.2 on Wants To Lead.

Andrew has a strong desire to be in a leadership position. He has a strong drive to take charge.

Andrew's willingness to be in a leadership position will probably have a positive impact on job satisfaction and/or performance.

**Analytical** - The tendency to logically examine facts and situations (not necessarily analytical ability)

Andrew has a score of 7.5 on Analytical.

Andrew often analyzes difficulties, facts, and situations and usually enjoys it.

Andrew's tendency to analyze will probably have a slightly positive impact on job satisfaction and/or performance.



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**Handles Autonomy** - The tendency to have the motivation and self-reliance necessary for a significant amount of independence from immediate supervision (does not indicate the necessary job related knowledge)

Andrew has a score of 9.3 on Handles Autonomy.

Assuming he has sufficient job-related knowledge, Andrew is very likely to take appropriate actions when given a significant amount of independence from supervision.

Andrew's ability to handle autonomy will probably have a somewhat positive impact on job satisfaction and/or performance.

**Wants Challenge** - The willingness to attempt difficult tasks or goals

Andrew has a score of 9.4 on Wants Challenge.

Andrew is very motivated by challenging tasks or projects and needs challenging work. Andrew strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others.

Andrew's drive to achieve challenging objectives will probably have a positive impact on job satisfaction and/or performance.

## DESIRABLE TRAITS FOR THIS POSITION (in order of importance)

**Authoritative** - The desire for decision-making authority and the willingness to accept decision-making responsibility

Andrew has a score of 8.6 on Authoritative.

Andrew has a strong desire to have decision-making authority and is very willing to accept responsibility.

Andrew's degree of comfort with decision-making authority is sufficient.

**BEHAVIORAL NARRATIVE**

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**ASSESSMENTS****Optimistic** - The tendency to believe the future will be positive

Andrew has a score of 9.5 on Optimistic.

Andrew tends to be extremely optimistic and cheerful. Andrew's positive attitude will be very beneficial when dealing with staff and co-workers. His positive attitude will also support the sales process.

Andrew's degree of optimism is sufficient.

**Organized** - The tendency to place and maintain order in an environment or situation

Andrew has a score of 3.9 on Organized.

Andrew probably prefers not to do much organizing. He may do the minimum amount of organizing necessary and may occasionally lose efficiency without support in organizing from others.

Andrew's degree of being organized will probably have a somewhat negative impact on job satisfaction and/or performance.

**Persistent** - The tendency to be tenacious despite encountering significant obstacles

Andrew has a score of 8.7 on Persistent.

Andrew is very determined and perseveres with a task despite many obstacles. This will probably be beneficial for overcoming the obstacles that he will encounter in his position. Andrew's persistence can also pay off when influencing others as he will tend to be quite tenacious.

Andrew's degree of persistence is sufficient.

**Planning** - The tendency to formulate ideas related to the steps and process of accomplishing an objective

Andrew has a score of 4.7 on Planning.

Andrew only moderately enjoys planning but probably tends to do it when it is necessary

Andrew's degree of planning will probably have a slightly negative impact on job satisfaction and/or performance.





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**Experimenting** - The tendency to try new things and new ways of doing things

Andrew has a score of 6.4 on Experimenting.

Andrew moderately enjoys trying new things and may at times experiment with new ways of doing things.

Andrew's degree of enjoyment of experimentation is sufficient.

**Handles Conflict** - The tendency to skillfully face discord or strife, and the interpersonal skills necessary to deal with it effectively

Andrew has a score of 8.7 on Handles Conflict.

Andrew's preferences indicate that he is probably very effective at handling conflict.

Andrew's level of ability to deal with conflict is sufficient.

**Manages Stress Well** - The tendency to deal effectively with strain and difficulty when it occurs

Andrew has a score of 4.6 on Manages Stress Well.

Andrew is moderately able to manage stress.

Andrew's level of ability to manage stress will probably have a slightly negative impact on job satisfaction and/or performance.

**Research / learning** - The enjoyment of gathering and comprehending new information

Andrew has a score of 3.4 on Research / learning.

Andrew does not enjoy having to research or learn new information as part of his work.

Andrew's lack of enjoyment of researching and learning will probably have a somewhat negative impact on job satisfaction and/or performance.

**Systematic** - The enjoyment of tasks that require carefully or methodically thinking through steps.

Andrew has a score of 4.2 on Systematic.

Andrew usually prefers not to have to do work that requires being systematic.

Andrew's degree of being systematic will probably have a slightly negative impact on job satisfaction and/or performance.



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**Frank** - The tendency to be straightforward, direct, to the point, and forthright

Andrew has a score of 7.1 on Frank.

Andrew is reasonably capable of being frank and usually tends to state things in a direct manner.

Andrew's degree of frankness is sufficient.

**Self-improvement** - The tendency to attempt to develop or better oneself

Andrew has a score of 6.6 on Self-improvement.

Andrew has an intention to improve himself.

Andrew's degree of interest in self-improvement is sufficient.

**Effective Enforcing** - The tendency to skillfully correct others when they are violating rules or performing poorly

Andrew has a score of 5.0 on Effective Enforcing.

Given Andrew's interpersonal preferences and tendencies indicate he is only moderately likely to skillfully enforce rules.

Andrew's degree of skill when enforcing rules is sufficient.

**Intuitive** - The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)

Andrew has a score of 6.6 on Intuitive.

Andrew uses intuition or hunches to help make decisions.

Andrew's degree of using intuition is sufficient.

**Tolerance Of Bluntness** - The level of comfort related to receiving abrupt or frank communications from others

Andrew has a score of 7.9 on Tolerance Of Bluntness.

Andrew is tolerant of people who are blunt.

Andrew's degree of tolerance of bluntness is sufficient.



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**Travel** - The interest in work that involves frequently taking a journey

Andrew has a score of 10.0 on Travel.

Andrew is extremely interested in work that involves travel.

Andrew's level of interest in work that involves travel is sufficient.

**Self-acceptance** - The tendency to like oneself ("I'm O.K. the way I am")

Andrew has a score of 7.0 on Self-acceptance.

Andrew is reasonably self-accepting. This positive self-regard will probably translate to better interactions with subordinates, co-workers, and clients.

Andrew's degree of self-acceptance is sufficient.

## **TRAITS THAT COULD HINDER SUCCESS FOR THIS POSITION (in order of importance)**

**Defensive** - The tendency to focus on self-acceptance while avoiding self-improvement (The attitude "I'm O.K. and I don't need to improve")

Andrew has a score of .3 on Defensive.

Andrew probably does not have a significant degree of defensiveness.

Andrew's lack of defensiveness will support job satisfaction and will not hinder performance.

**Rebellious Autonomy** - The tendency to attempt to gain freedom from authority without taking sufficient and appropriate initiative

Andrew has a score of .9 on Rebellious Autonomy.

Andrew probably does not have a significant degree of rebellious autonomy.

Andrew's lack of rebellious autonomy will support job satisfaction and will not hinder performance.



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**Impulsive** - The tendency to take risks without sufficient analysis of the potential difficulties

Andrew has a score of 5.4 on Impulsive.

Andrew probably has a tendency to take risks without sufficiently analyzing the potential difficulties of a plan or strategy. Andrew may cause difficulties by taking unwise or unnecessary risks unless others are involved with key decisions.

Andrew's tendency to be impulsive when making decisions will probably have a negative impact on job satisfaction and/or performance.

**Rigidly Meticulous** - The tendency to focus so strongly on details that one tends to have difficulty adapting to changes

Andrew has a score of 0 on Rigidly Meticulous.

Andrew probably does not have a significant degree of being rigid related to details and precision.

Andrew's lack of being rigidly meticulous will support job satisfaction and will not hinder performance.

**Rigidly Organized** - The tendency to focus so strongly on being orderly that one tends to have difficulty adapting to changes

Andrew has a score of 0 on Rigidly Organized.

Andrew probably does not have a significant degree of being rigid when organizing.

Andrew's lack of being rigidly organized will support job satisfaction and will not hinder performance.

**Evasive** - The tendency to be tactful without being sufficiently direct

Andrew has a score of 1.5 on Evasive.

Andrew probably has only a very slight tendency to be evasive when communicating rather than saying what he really thinks.

Andrew's lack of being evasive will support job satisfaction and will not hinder performance.



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**Fast But Imprecise** - The tendency to be productive but not paying sufficient attention to detail

Andrew has a score of 6.3 on Fast But Imprecise.

Andrew probably has a strong tendency to be fast but imprecise. Andrew may create problems with quality of output unless monitoring is applied.

Andrew's tendency to be fast but imprecise will probably have a slightly negative impact on job satisfaction and/or performance.

**Dogmatic** - The tendency to be certain of one's own opinions while at the same time not open to different ideas

Andrew has a score of 0 on Dogmatic.

Andrew probably does not have a significant degree of being dogmatic.

Andrew's lack of being dogmatic will support job satisfaction and will not hinder performance.

**Harsh** - The tendency to be overly strict or punitive when enforcing rules and procedures

Andrew has a score of 0 on Harsh.

Andrew probably does not have a significant tendency to be harsh or overly strict.

Andrew's lack of harshness will support job satisfaction and will not hinder performance.

## OTHER TRAITS THAT MAY RELATE TO THIS POSITION

Andrew is only moderately motivated by an opportunity to earn higher pay.

Andrew has some desire for recognition.