

## The Scoreboard III

Assessment On: Sandy Beach  
Phone: 999-999-9999  
Email: sandy@domainname.com

Position: Call Center Rep

Company: ABC SERVICES, INC.  
Report Type: Telemarketing Outbound

Assessment Date: 8/29/02 3:06:31 PM

For More Information  
Please Contact:

Profilers Premium Placements, Inc.  
3500 S. Sheldon Lane, Suite 101  
Sioux Falls, SD 57105  
605-339-6600

*(Sample Test - Not for Resale or Distribution.)*

**[Return to Top](#)**

# *The Scoreboard III*

**Name:** Sandy Beach

**Date:**  
9/11/02

**Company:** ABC SERVICES, INC.

**Page:**  
1

## ----- Personality Structure -----

### **Energy**

---

Energy and drive to get the job done -- Extremely "laidback"; could procrastinate on work assignments. Can handle long periods of sitting still without stress.

### **Flexibility**

---

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**

---

Desire to organize assignments to better utilize time and resources -- Well-organized and always aware of priorities, yet flexible enough to handle schedule changes or interruptions, when necessary.

### **Communication**

---

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**

---

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**

---

Cooperativeness versus the tendency to be opinionated -- Prefers handling matters in a cooperative manner; will accept directives and respect authority without argument. Better at following than leading.

*(Sample Test - Not for Resale or Distribution.)*

**Return to Top**

**Name:** Sandy Beach

**Date:**  
9/11/02

**Company:** ABC SERVICES, INC.

**Page:**  
2

### **Competitiveness**

---

Desire to compete against others and win vs. desire to work as part of a team -- Can compete when necessary, but prefers working through team-oriented endeavors.

### **Mental Toughness**

---

Ability to handle negative aspects of job as well as ability to exhibit empathy towards others -- High level of mental toughness; not easily discouraged by negative events. May not show empathy to others.

### **Questioning /Probing**

---

Desire to question and probe, rather than accepting things at face value -- Judicious; highly sophisticated probing skills; will work well at positions requiring analytical thinking.

### **Motivation**

---

Achievement orientation and internal motivation to initiate changes and take risks in order to advance -- Highly recognition-motivated. Could be a turnover risk unless allowed to reap rewards for hard work in the form of commissions, bonuses and other remunerative rewards.

### **----- Validity Scales -----**

#### **Distortion**

---

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

#### **Equivocation**

---

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

*(Sample Test - Not for Resale or Distribution.)*

**Return to Top**

**Name:** Sandy Beach

**Date:**  
9/11/02

**Company:** ABC SERVICES, INC.

**Page:**  
3

## ----- History of Dishonesty -----

STEALING MONEY FROM A PLACE OF EMPLOYMENT  
BEING FIRED (ASKED TO QUIT) DUE TO STEALING OR DRUG  
ABUSE

**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.)*

**[Return to Top](#)**

Name: Sandy Beach

Date:  
9/11/02

Company: ABC SERVICES, INC.

Page:  
4

Personality Dimensions - for Telemarketing Outbound 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 Telemarketing Outbound 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.

(Sample Test - Not for Resale or Distribution.)

[Return to Top](#)