

Career Advisor

Assessment For: Lori Small
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Report Type: General

Assessment Date: 1/10/2005

For More Information
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----- Mental Aptitudes -----

Mental Acuity

Lori, you prefer to take your time to make a decision or solve a more challenging problem, particularly if the situation involves data which is unfamiliar to you. You like hands-on training, where you actually perform a task in front of a more experienced person, until you feel proficient in the job.

Business Terms

You have an above-average understanding of business terminology, indicating you have had some exposure to business matters either on the job or in a business class.

Memory Recall

You are very interested in events happening in the world around you and should have a strong knowledge of competitive information and techniques, as well as economic trends which relate to your career choice.

Vocabulary

Lori, your language skills are good and should enable you to communicate effectively with others.

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Numerical Perception

Your average Numerical Perception score indicates that you can handle detail work, but your work should be checked for mistakes. A vision problem, tension, or carelessness may affect the Perception score. Generally, you will pay close attention to your work and follow directions carefully.

Mechanical Interest

You have no interest in machines and may prefer not to work with mechanical equipment. Please note that this mental aptitude measures interest, not mechanical ability.

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

Energy

Lori, you have a well-balanced tension and drive level. You can energetically tackle a project, but remain calm enough to maintain your level of concentration if the task requires strong concentration.

Flexibility

You are a creative, adaptable individual who is able to handle multiple demands and assignments well. You are a free-thinker who bases your decisions on different aspects of the situation at the time. You can be quite innovative and will generate new ways of solving problems and reaching objectives, although the way you want to do things may not always be the way others say you should. Since you are so flexible and expedient, you need to have a clear understanding of policies and procedures promoted by any company which employs you, since you may have a tendency to bypass quality control procedures or company guidelines in order to meet deadlines.

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Organization

Even though you understand the importance of good organizational habits, you are also a good improviser who can adapt your schedule to unforeseen contingencies. You are usually focused on deadlines and strive to make good use of the time and resources you have available to you to reach goals, but may occasionally lose sight of priorities.

Communication

You are a very interactive collaborator. You seldom tire of interacting with others, and will openly articulate feelings, ideas, concerns and information to others. You may not always be good at listening and taking seriously what other people are saying.

Emotional Dev

Lori, you have a good level of self-confidence and self-esteem, but not so much as to be unrealistic. You are realistic and willing to wait a reasonable time for results without becoming upset or frustrated.

Assertiveness

You can take control, maintain order, and express your opinions, but are open to the ideas of others and will not actively seek out conflict. You will attempt to influence and direct others, but not to the point of appearing unnecessarily demanding.

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Competitiveness

You are a team player who does not have a strong sense of competitiveness. You believe that competition is good, but, when over-emphasized, can harm relationships and ruin harmony in the office or work environment. Job satisfaction is measured, in part, by the good relationships you have built.

Mental Toughness

You have a good level of mental toughness, but are also able to interact with others with an appropriate degree of empathy. You can handle working long hours in order to meet critical deadlines and other organizational objectives, and are not easily bothered by criticism, rejection or other negative aspects of your job.

Questioning /Probing

You are basically trusting, and usually positive and accepting, but not to the point of being gullible. You will probe and look further into issues when necessary, but are not of the opinion that you have to be suspicious of everyone and everything.

Motivation

Lori, you need some job security and will take risks only when you are convinced that you are unlikely to make a mistake or fail. If a goal is important to you, you will be more likely to take decisive personal action in order to reach it or put forth extra effort, but you remain more easily motivated by security than achievement.

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

Distortion

You are a secure person who is not afraid to admit your weaknesses. You are also good at assessing your strengths. You tend to be open and frank.

Equivocation

You have scored within our acceptable equivocation range.

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.

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Career Potential Report

Job Family: Trades & Vocational

Excellent Potential

Air Conditioning/ Heating	Airline Reservations	Audition Techniques
Aviation Technology	Bartending/Beverage Spec.	Broadcast Engineering
Commercial Art	Commercial Techniques	Cosmetology
Diver Training	Driving Instruction	Fashion Merchandising
Flight Attendant Prep.	Hospitality Management	Hotel/Motel Administration
Interior Decorating	Interior Design	Manicurist
Merchandising	Music and Video Business	Photography
Radio Announcing	Real Estate	Travel Agent
Vocational Nurse		

Very Good Potential

Acting	Administrative Assistant	Automotive Service Tech.
Barber	Business Administration	Consumer Electronics
Diesel Mechanics	Electrical Wiring	Fashion Illustration
General Business/ Office Management	Home Health Care Assistant	Legal Assistant
Nursing Assistant	Medical Office Management	Microcomputer Application
Paralegal	Office Management	Ophthalmic Technician
	Private Security	

Good Potential

Airframe, Powerplant Mech.	Appliance Service & Repair	Bank Teller
Business Technology	Clerical Typist	Computerized Bus. Admin.
Court Reporting	Electrical Engineering	Electronics Technician
Engine Repair	Estate Planning	Health Assistant
Income Tax Preparation	Information Systems	Landscape Design
Legal Secretary	Medical Assistant	Welding

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Career Potential Report

Job Family: Degreed

Excellent Potential

Advertising Agency Manager	Director - Consumer Affairs	Public Relations Director
Cartoonist	Actor - TV	Actor - Motion Picture
Actor - Stage	Composer	Director - TV
Director - Motion Picture	Producer - TV	Producer - Motion Picture
Radio/Television Announcer	Industrial Supply	Historian
Scientist	Administrative Service Manager	Marketing Manager
Purchasing Manager	Cruise Line Manager	Golf Club Manager
Ski Lodge Manager	Theater Manager	Archivist
Curator	Assistant Superintendent	Superintendent
Vice Principal	Underwriter	Mortgage Underwriter
Economist	Marriage & Family Psychologist	Educational Psychologist
Organizational Psychologist	Social Psychologist	Police Commissioner
Police Chief	Police Sergeant	Police Captain
Fire Chief	Chamber of Commerce Exec. Dir.	City Manager
Coordinator - Volunteer Services	Community & Social Service Specialist	Funeral Director
Marriage & Family Therapist	Mental Health Counselor	Pesticide Control Inspector - Govn.
Regional Coordinator for the Aging	Executive Chef	Sous Chef
Caterer	Hospital Administrator	Psychologist
Occupational Therapist	Physical Therapist	Recreational Therapist
Speech - Language Pathologist	Abstract Manager	Appraiser
Broker	Land Agent	Land Development Manager
Loan Officer - Residential Property	Loan Officer - Commercial Property	Oil & Gas Leasing Manager
Real Estate Firm Manager	Title Manager	Trust Officer

Very Good Potential

Advertising Agent	Advertising Manager	Advertising Sales
Community Relations	Government Affairs	Public Relations Specialist
Art Critic	Art Director	Museum Curator
Choreographer	Commercial & Industrial Designer	Fashion Designer
Graphic Designer	Interior Designer	Music Arranger
Professional Photographer	Set Designer	Advertising
Soil Conservationist	Materials Manager	Meeting & Convention Planner
Plant Manager	Production Manager	Sales Manager
Quality Control Manager	District Manager - Distribution	Regional Manager - Distribution
Retail Store Manager	Transportation Manager	Warehouse Manager
Application Developer	Computer Security Coordinator	Database Administrator
Travel Agent	Athletic Director	Coach
College Professor	Dean - Academic	Dean of Students
Principal	College Dept. Head	Superintendent
Assistant Athletic Director	Accountant	Credit Manager
Financial Planner	Investment Consultant	Bank Manager
Bank Officer	S&L Bank Officer	Fixed Income Trader
Stockbroker	Tax Attorney	Investment Consultant
Property Accountant	Revenue Agent	Chief Bank Examiner
County or City Auditor	Internal Auditor	Investment Analyst
Probation Officer	Parole Officer	Correctional Specialist
Private Investigator	FBI Agent	Detective
Fire Marshall	Tax Assessor - Collector	Coroner
Broadcast News Analyst	News Correspondent	Newspaper Editor
Magazine Editor	Photo Journalist	Reporter/Correspondent
Electro/Mech Engineer	Environmental Engineer	Hotel/Motel Administrator
Benefits Manager	Compensation Manager	Job Development Specialist
Labor Relations/Mediator	Technical Training Manager	Training & Development Manager
Attorney	General Attorney	Tax Attorney
Trial Attorney	Legal Practitioner	Criminal Lawyer
District Attorney	Insurance Attorney	Corporate Attorney
Administrative Law Judge	Magistrate	Patent Lawyer
Real Estate Lawyer	Arbitrator	Title Examiner
Medical Practitioner	Nurse	Pathologist
Anesthesiologist	Oral & Maxillofacial Surgeon	Veterinarian
Nurse Anesthetist		

Good Potential

Playwright	Screen Writer	Art Appraiser
Film & Video Editor	Museum Technician & Conservator	Music Director
Program Director	Talent Director	Technical Director
Agricultural	Cemetery At-Needs Sales	Chemical
Consumer Electronics	Electrical Distribution	General Insurance
Heavy Equipment Sales	Instruments	Lighting Distributor
Life Insurance	Mechanical Equipment & Supplies	Medical
Medical Insurance	Sales Engineer	Securities/Commodities
Textile	Wholesale & Manufacturing	Archaeologist
Bio-Environmental Scientist	Chemist	Criminologist
Meteorologist	Range Scientist	Zoologist
Forrester	Animal Scientist	Toxicologist
Budget Analyst	Buyer - Retail	Buyer - Wholesale
Cost Estimator	Credit Analyst	Management Analyst
Director of Information Systems	Programmer	Systems Operator
Systems Programmer/Analyst	Systems Specialist	Communications Specialist
Microcomputer App. Specialist	MS Cert. Systems Engineer	Network Administrator
Business Analyst	C.P.A.	Chief Financial Officer
Controller	Financial Sales Rep.	Finance Company Manager
Loan Officer-Commercial	Loan Officer-Residential	Tax Manager
Audit Manager	Financial Analyst	Auditor
Business Analyst	Treasurer	Actuary
Purchasing	Risk Manager	Newspaper Columnist
Magazine Columnist	Application Engineer	Broadcast Engineer
Computer Hardware Engineer	Consumer Elec. Engineer	Mechanical Engineer
System Engineer/Architect	Application Engineer	Architect
Biomedical Engineer	Chemical Engineer	Health & Safety Engineer
Hotel Manager	Restaurant Manager	Casino Manager
Dir. Human Resources	HR Manager	Perm. Placement Counselor
Pharmacist	Registered Nurse	Cardiologist
Dermatologist	Gynecologist	Internist
Obstetrician	Ophthalmologist	Pediatrician
Proctologist	Urologist	Psychiatrist
Prosthetics	Chiropractor	Podiatrist
Audiologist	Optometrists	Radiation Therapist
Respiratory Therapist	Closer	Sales

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Career Potential Report

Job Family: Management

Excellent Potential

Auto Finance/Insurance Mgr	Beer Diatribe.-Mid Mngt.	Cafe Shift Manager
Convenience Store Manager	Field Supervisor	Finance Company Manager
First Line Supervisors	Hospitality Manager	Insurance-Entry Level Manager
Insurance-Sales Manager	Management	Middle Management
Nursing Supervisor	Paper Co. Top Region Mgr.	Personnel Manager
Supervisor - General	Upper Management	Used Car Sales Manager

Very Good Potential

Administrative Supervisor	Bank Manager	Convnce Store Dist.Sales mgr
Credit Manager	Customer Service Manager	Dir. Franchise Operations
Dir. Of Sales Train./Develop	Ed./Tech.Trng-Asst.Reg.Mgr	Executive/President
Fast Food Manager	Fasteners Dist.Region Mngr	Floor Cvr.Dist.2nd Level Mng
Floor Cvr.Dist.Top Mngmnt	Indust. Suppl.-Wrhse Supvr	MIS Director
Marketing Manager	Medical Office Management	Mortuary Manager
Natl/Intl SlS/Mkt Mgr	Office Manager	Paper Co. Distr. Mgr.
Photo Equip.-Rental Mngr	Program Supervisor	Project Manager
Property Manager	Public Relations Manager	Repair Service Manager
Restaurant Manager	Retail Store Asst. Manager	Retail Store Manager
Risk Manager	Sales Manager (General)	Telecommunication Manager
Vice President/Executive	Water Treatment Plant-Area Mgr	Yard Supervisor

Good Potential

Auto-Service Manager	Bank-Data Proces.Suprvsr.	Beer Dist.-Top Management
Bldng. Materials-Top Mgmnt	Cash Recovery Manager	Chief Financial Officer
Collector Supervisor	Computer Systems Manager	Data Processor-Supervisor
Dir. Human Resources	Director, Info. Systems	Distribution Supervisor
Fasteners Dist.-Brnch Mngr	Finance-Brch Oper. Mngr	Fund Rsing Corp.Reg SlS Mgr
Food Mnfturing-Managers	Food Srv.Dstrb.Wrhs Op.Mgr	Foreman
Health Service Management	Hotel Manager	Mortgage Closing Manager

Operations Manager

Plant Manager

Production Manager

S&L Data Process Supervisor

Warehouse Management

Phlebotomist-Team Leader

Printing Comp.-Supervisor

Purchasing Manager

Shipping Supervisor

Phone Room Supervisor

Prod.Mgr/Tech. Market.

Quality Control Manager

Trucking-Facility Manager

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Career Potential Report

Job Family: Sales

Excellent Potential

Art Prod.Distrb.Sales/Srvc	Beer Disturb.-Sales	Bldg. Matl. Insd/Outsd SlS
Consumer Elec. Inside SlS	Disturb.-Rural Sales	Fashion Merchandiser
Indust.Supply Sales	Inside Sales	Insurance Agents
Insurance-General Agent	Insurance/Life Sales Rep.	Lawn Prod. Sales/Field Tech.
Mech. Devcs.Dist.Outsd SlS	Oil Prod.Distr.-SlS Person	Paper Co. Natl. Acct. Rep.
Pharmaceutical Sales	Pro-Active (Inside Sales)	Real Estate Sales - Resid.
Realty-Residential Broker	Realty-Residential Sales	Route Sales
Sales Associate	Software Representative	Telemarketing Outbound
V.P. Sales		

Very Good Potential

Account Specialist	Advertising Sales	Auto Sales Controlled
Auto Sales Manager	Auto Sales-Middle Priced	Church Consultant
Consumer Elec. Outside SlS	Distribute.-Metropolitan SlS	Distribute. Co. Inside SlS.
Elect. Distrib.Outside SlS	Financial Planner	Food Serv.Distrb.Outsd SlS
Insurance-Market Pioneer	Insurance Sales	Insurance-Asst.Gnrl Agent
Legal Materials Sales Rep.	Lighting Dist.-Off.SlS/Srv	Liquor Disturb.-Field Rep.
Marketing	Outside Sales	Paper Co. Inside SlS.
Paper Sales	Printing Co. Sales Rep.	Real Estate Sales - Comm.
Sales Specialist II	Sales	Stockbroker

Good Potential

Account Executive	Account Representative	Auto-Counter/Parts Sales
Auto-Finance&Ins. Sales	Beer Distrb.-Pre-Sales SlS	Cemetery At-Need Sales
Consulting-Sales Personnel	Dictating Equip. Sales	Distributn.Co. Outside SlS
Elec. Distribute.-Inside SlS	Financial-Sales Rep.	Fine Jewelry Sales People
Fund Rsing Corp-Sales Rep.	Heavy Equipment Sales	Industrial & Textile Sales
New Account Rep.	Paper Company-Outside SlS	Product Manager
Reactive Sales (Service)	Real Estate Sales	Sales Support
Sales/Manufacturers Rep.	Telecomm. Equipment Sales	Telemarketing Inbound
Telesales Specialist	Trucking-Sales Person	Used Car Sales

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Career Potential Report

Job Family: Medical

Excellent Potential

Chaplain	Critical Care Nurse2	Education Director
Guest Relations Director	Licensed Phys. Therapist	Nurse Educator
Recreation Therapist	Social Worker (BS)	Staff Dietician2
Hospital Administrator		

Very Good Potential

Child Care Center Director	ER Director	Employment Interviewer
Food Service Director	Home Health Nurse (RN)	Housekeeper Supervisor
Medical Radiographer	Medical Transcription	Nursing Education Dir
Phlebotomist	Public Relations Director	Reg. Occupational Thrpst
Reg. Respiratory Therapist	Respiratory Therapy Techn	Staff Registered Nurse
Staff Vocational Nurse		

Good Potential

Building & Grounds Dir	Cardiopulmonary Dir	Case Manager, RN
Cath. Lab Director	Central Service Director	Chief Dietitian
Clinic Nurse	Contract Negotiations Dir	EMT
Financial Counselor	General Maintenance Mechanic	Home Health Nurse (LVN)
Materials Management Dir	Medical Staff Coordinator	Multi-Skilled Technician
Nuclear Medicine Dir	Nursing Service Director	OR Services Director
OT Director	Operating Room Technician	Physical Therapy Director
Quality Assurance Director	Risk Manager	Security Director
Social Worker (MSW)	Speech & Hearing Director	Utilization Director

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Career Potential Report

Job Family: Scientific

Excellent Potential

Historian

Kinesiology

Scientist

Very Good Potential

Agronomist

Audiologist

Conservationist

Medical Practitioner

Phlebotomist

Good Potential

Agricultural Economist

Agricultural Scientist

Animal Scientist

Archaeologist

Bio-Environmental Scientist

Chemist

Criminologist

Horticulturalist

Meteorologist

Pharmacist

Philosopher

Range Scientist

Zoologist

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Career Potential Report

Job Family: Services

Excellent Potential

Bartender	Bartending/Beverage Spec.	Cafe Assist. Manager
Cafe Bartender	Cafe Buser	Cafe Cook
Cafe Dishwasher	Cafe General Manager	Cafe Host/Hostess
Cafe Waitperson	Cashier	Convenience Store Cashier
Cosmetologist	Driving Instructor	Flight Attendant Prep.
Flight Attendant	Hospital Orderly	Hotel-Bartender/Waitperson
Manicurist	Waitpersons	

Very Good Potential

Airline Reservations	Barber	Diving Instructor
Fast Food Counter Service	Groundskeeper	Hotel-Housekeeping
Travel Agency Reservations		

Good Potential

Chauffeur	Cook	Technical Service
Toll Booth Attendant	Upscale Convnce. Store Mgr	

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Career Potential Report

Job Family: Automobile Dealerships

Excellent Potential

Used Car Sales Manager
Administrative

Receptionist/Greeter
Clerical

Cashier

Very Good Potential

Auto Sales Manager

Body Shop Manager

Auto Repair Manager

Good Potential

Auto Counter/Parts Sales
Service Associate
Auto Technician

Auto Finance and Ins. Sales
Body Shop Technician

Used Car Sales
Make Ready

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Career Potential Report

Job Family: Social Services

Excellent Potential

Career Counselor	Clergy	Counselor - General
Educator/Teacher	Forest Ranger	Law Enforcement Officer
Mediator	Peace Corps Volunteer	Police/Fire Dispatcher
Psychologist	Recreation Worker	Security Guard
Social Worker	Speech Therapist	

Very Good Potential

Allied Health Science Worker	Civil Service Worker	Elementary Ed. Teacher
Health Assistant	Home Health Care Assistant	Jail Officer
Licensed Vocational Nurse	Nurse	Nursing Assistant
Office Center Secur.Guards	Physical Therapist	Police Dispatcher
Private Security Guard	Secondary Ed. Teacher	Sociologist

Good Potential

Medical Assistant	R.N.	Technical Teacher
Theologian		

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Career Potential Report

Job Family: Technological

Excellent Potential

Maintenance Engineer

Very Good Potential

Environmental Engineer

Systems Engineer

Technician Support

Good Potential

Broadcast Engineer

Computer Engineer

Consumer Electronics Engr.

Design Engineer

Draftsman

Electronics Technician

Engineer

Programmer

QA/QC Technician

Senior Programmer

Software Specialist

Systems Operator

Systems Specialist

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Career Potential Report

Job Family: Building Trades

Excellent Potential

Paperhanger

Make Ready

Insulation Worker

Painter

Air Conditioning/ Heating

Plumber

Field Supv. / Manager

Scheduler

Very Good Potential

Millwright

General Laborer

Sheet metal Installer

Construction Manager

Construction Foreman

Drywall Installer

Roofer

Electrical Wiring

Forklift Operator

Building Contractor

Carpenter

Electrician

Tile Layer

Good Potential

Bidder

Estimator

Pipe fitter

Building Inspector

Truck Driver

Concrete Finisher

Welding

Construction Engineer

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Career Potential Report

Job Family: Industrial

Excellent Potential

Beer Distrib. Warehse Workr
Plumper

Bld.Mtrl.Ind.-Yardman
Tool/Steel Part Mfg.

Machinist
Warehouse Clerk

Very Good Potential

Forklift Operator

Machine Operator

Oil Field Worker

Good Potential

Engine Repair Spec.
Material Handler
Press Operator

Furniture Technician
Molding Machine Operator
Truck Loader

Indust.Suppl.Wrhse Worker
Plate maker
Welder

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Career Potential Report

Job Family: Mechanical

Excellent Potential

HVAC Repair
Plumber

Moving&Storage/Van Driver On Site Delivery
Set Up Mechanic

Very Good Potential

Automotive Service Tech.
Bldg. Manager
Electrician
Shipping/Receiving

Beer Distrib.-Drivers
Building Contractor
Housekeeper
Tile Layer

Bld. Mtrl.Ind-Truck Driver
Carpenter
Long Haul Driver

Good Potential

Custodian
Food Srvc Distrib.-Drivers
Printing Operator

Diesel Mechanic
Furniture Inspector
Small Motor Repair Tech

Electrical Wiring Specialist
General Maintenance Worker

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Career Potential Report

Job Family: Restaurant

Excellent Potential

Bar Manager

Fine Dining

Kitchen Manager

Quick Service

Contract Feeder Manager

Food and Beverage Manager

Manager

Assistant Manager

Dining Room Manager

Full Service

Management Trainee

Very Good Potential

Chef

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Career Potential Report

Job Family: Cosmetology

Excellent Potential

Barber	Cosmetology (Advanced)	Cosmetology (Basic)
Esthetics and Skin Care	Ethnic Hair Studies	Hair Coloring
Hair Cutting	Hair Removal	Hair Weaving
Makeup Specialist	Permanent Waving	Platform Artistry
Refresher	Salon Coordination	Salon Management/Admin
Sculptured Nails	Shampoo Specialist	Teacher Training

Very Good Potential

Beauty School Mgmt./Admin

Good Potential

Manicuring

Wig Specialist

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Career Potential Report

Job Family: Direct to Work

Excellent Potential

Indust.Supply Sales	Inside Sales	Route Sales
Telemarketing Outbound	Moving&Storage/Van Driver	Bartender
Restaurant Host/Hostess	Cashier	Convenience Store Cashier
Hospital Orderly	Machinist	Warehouse Clerk
Recreation Worker	Clerical/General Office	Receptionist
Construction Apprentice	Housing/Dorm Mgr	Lifeguard

Very Good Potential

Advertising Sales	Outside Sales	Housekeeper
Shipping/Receiving	Tile Layer	Groundskeeper
Hotel-Bartender/Waitperson	Hotel-Housekeeping	Forklift Operator
Oil Field Worker	Jail Officer	Collector
Teller	Executive Assistant	File Clerk
Loan Clerk	Personnel Assistant	Store Assistant
Specialty Product Installer	Caulker	Concrete Finisher
Drain Cleaner	Entry Level Physical Labor	Painter
Rofer	Dishwasher	Entry Level Hard Labor
Maintenance/Handyperson		

Good Potential

Heavy Equipment Sales	Sales/Auto	Telemarketing Inbound
Custodian	Chauffeur	Cook
Toll Booth Attendant	Material Handler	Molding Machine Operator
Plate maker	Press Operator	Truck Loader
Accounting Clerk	Credit Clerk	Customer Service Rep
Inventory Control	Furnace Over Operator	Tool and Dye Maker
Electrician Asst	Glazier	Heavy Eqpt. Oper
Bus Driver	Stripper	Sales
Sheet Metal Worker		

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Development Suggestions

Introduction

The following Personal Development Suggestions have been developed to be given to an individual after hiring, should the appropriate supervisor and/or the individual orienting the individual choose to do so.

The development pages are directed specifically to the individual. The pages can be either removed from the report, or copied, and given to the individual.

The individual who is supervising, leading, directing or coaching new employees may want to review, as part of the employee's orientation process, the job description and the requirements of the job, and at that same time provide the individual this information to assist them in beginning the job on the most effective and efficient basis.

These development suggestions provide guidelines for the individual, recommending actions that can be taken on a daily and weekly basis to become more productive.

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Personal Development Suggestions

Flexibility - measures the flexibility and integrity orientation of the person compared to rules, laws, guidelines, etc.

You are a highly flexible individual who adapts easily to change and is able to handle a multitude of different demands or assignments. You are a free-thinker who likes to generate different ways of accomplishing objectives, as well as new ideas. Being flexible, however, you do not like someone else telling you what to do or how to do it, especially if you are under pressure and deadlines. Since you may, at times, sacrifice quality in order to get the job done, it is important that you understand the reasons behind rules and guidelines. If you understand the boundaries you must work within, you will be more likely to stay focused on your goals.

Your self-affirmation sentence:

"I am flexible, but will work within necessary boundaries."

Steps to Effect Change

1. You will be more willing to adhere to certain policies, procedures, practices and regulations if you "buy" into them. To accomplish this, you must understand the reasons behind the rules in order to see how they will ultimately benefit you.
2. From a career or leisure activity standpoint, you should seek activities which allow you the freedom to make your own decisions and avoid rigid, rule-oriented settings.
3. You should maintain an attitude of working to always follow through on what you say, or commit yourself to, without vacillating.
4. Disciplining yourself through controls such as developing and sticking to a budget, keeping a list of things you must accomplish each day, etc., will ensure you are not overly lenient and liberal with yourself.

Development Materials Recommended

1. Development Book Suggestions:
"Success Is a Journey" by Jeffrey Mayer
"Effective Interpersonal Relationships" by Robert Lucas

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Personal Development Suggestions

Communication - measures introversion vs. extroversion and the ability to meet and deal with people.

You are a very interactive communicator who seldom tires of sharing ideas and information with others. You may not listen to, or take seriously, what other people are saying, however. You comfortably articulate thoughts to people, genuinely enjoy being around people and would be unhappy working alone.

Your self-affirmation sentence:

"I listen well."

Steps to Effect Change

1. Your priority is to learn not to be overly talkative at any time, especially at the wrong time.
2. Role playing can take place to stress the need for allowing others to take their turn communicating. An overly talkative individual should especially take heed not to divulge confidential information to others.
3. People who are too sociable can over talk at the expense of others and true communication can suffer because of it. When in a discussion with someone, periodically ask yourself if you are responding to everything the other person is saying with a "story" of your own. If you are, there's a good chance you're thinking about what you want to say next, rather than really listening to what the other person is saying.
4. Pay close attention to your actions to see if you find yourself interrupting others or monopolizing the conversation. One clue that you are not a good listener is when misunderstandings frequently occur when the other person says they told you something, but you don't remember. Developing good listening skills begins by admitting that such skills are needed.

Development Materials Recommended

1. Development Book Suggestions:
"Effective Interpersonal Relationships" by Robert Lucas
[*"Effective Listening Skills"*](#) by Abby Kratz

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Personal Development Suggestions

Competitiveness - reflects measurement of concern about making and keeping friendships as opposed to competing, winning and achieving individually.

You do not have a strong individualistically competitive nature, preferring to enjoy life, rather than view it as a struggle to win personally. You place a strong emphasis on maintaining friendships with co-workers, and job satisfaction is measured, in part, by developing and maintaining cordial relationships with others. You would not enjoy a position in which your effectiveness was compared to others in any type of competitive ranking.

Your self-affirmation sentence:

"I am a winner!"

Steps to Effect Change

1. Your first attempts to compete should be toward some easily reachable goal.
2. Although competition is a basic part of life, a competitive spirit is more important in some jobs than in others. If you are cast in a role calling for a strong competitive spirit, begin by competing against your own former best efforts. Competing against yourself and achieving will instill within you greater self-confidence.
3. It's great for you to engage in some type of competitive sport or activity and really strive to win. When you see that others won't hold it against you, even if you win, you will feel more comfortable in a competitive role the next time.
4. Set a desire for a particularly desirable object, goal or result in your mind and then work hard to achieve it by setting small goals which ultimately lead to your main objective.

Development Materials Recommended

1. Development Book Suggestions:
"Get Ahead! Stay Ahead!" by Dianna Booher
"Goal Management At Work" by R. Hans Hilgerman