Achiever

Jason Sample

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Report Type: General

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Jason Sample
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6/9/2026

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Report Narratives

Mental Aptitudes

The Achiever Performance Assessment correlates six cognitive learning skills to create a comprehensive, multi-faceted profile for your candidate or employee to better assist you in determining job fit, training and development needs, and leadership ability with a better coaching tool to improve performance.

Mental Acuity

- How an Individual Learns
- Learning Speed
- Ability to Critically Think and Solve Problems

Mr. Sample is above-average in Mental Acuity, indicating he is a fast thinker with above-average comprehension skills. He has good reasoning and problem-solving capabilities and is able to deliberate and make appropriate decisions on more challenging issues.

6

Business Terms

- Understanding of Business Language
- Evidence of Business Experience

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

7

Memory Recall

- Knowledge of Current Events
- Observation Skills
- Retention of Information

Mr. Sample is very interested in events happening in the world around him and should have a strong knowledge of competitive information and techniques, as well as economic trends which relate to his job.

7

Vocabulary

- Ability to Communicate Orally/Written
- Effectively Convey Thoughts and Ideas

Mr. Sample's superior general vocabulary skills should allow him to communicate effectively with others on all levels. Even the most complex data should be something he is capable of relaying to others.

9

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Report Narratives

Numerical Perception

- Visual Acuity Dealing with Numbers and Symbols
- Skill with Detail Work

Jason's average Numerical Perception score means that he can handle some detail work, but the work should be checked for errors. Poor vision, tension, or carelessness may affect the Perception score.

4

Mechanical Interest

- Desire to Understand How Things Work
- Willingness to Learn Technical Language
- Skill Operating Equipment

Jason has high mechanical interest and probably has the ability to understand information regarding mechanical equipment. This aptitude, however, measures only interest, not mechanical ability.

7

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Performance Scales

Performance Scales are the values and behaviors that are consistent with successful on job performance in the specific job being assessed. These key values and behaviors not only determine job fit, but also identify areas of need for training, development and coaching to engage employees more effectively for better overall job performance.

Energy

- Energy Level
- Level of Internalized Tension
- Physical Activity

Mr. Sample has a relatively low energy and drive level. He handles pressure well and can maintain a good degree of concentration, but may be less than effective if the project or assignment calls for a more energized approach.

7

Flexibility

- Adherence to Precedent, Rules, and Policies
- Adaptability to Change
- Reliability and Consistency

Jason is a very quality-minded, reliable individual with a high degree of integrity and strong ethics. He has a strong interest in providing quality service and products to customers, but is not very flexible or adaptable to change. This could cause him to experience difficulty handling multiple job demands and assignments. He tends not to be an innovative, free-thinking person who creates new ways of doing things or new uses for existing applications of products or services, but rather will be one who sticks with proven applications as much as possible. He is likely to agree to change only when he is convinced the change is necessary. Even though the company can trust him and know he will be concerned that customers' needs are being met, they cannot expect frequent, imaginative or fresh ideas from him.

8

Organization

- Planning and Organizational Habits
- Time Management
- Ability to Multi-task

Mr. Sample prefers to organize projects and plans in advance. He makes good use of the time and resources made available to him to reach organizational goals and priorities. He still likes the freedom, however, to reschedule his day to accommodate emergencies or problems.

6

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Communication

- Need for Social Interaction
- Ability to Focus on Listening
- Communication Style

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

8

Emotional Development

- Sense of Urgency
- Ability to Adjust to Emotional Stress
- Level of Self-esteem

Mr. Sample has a good level of self-confidence and self-esteem, but not so much as to be unrealistic. He is willing to wait a reasonable time for results without becoming upset or frustrated.

5

Assertiveness

- Desire for Authority and Control
- Decision Making Style
- Attitude Towards Confrontation

Jason is an assertive, authoritative person. He enjoys control and responsibility, and will attempt to influence others and direct their activities to achieve results. He does, at times, consider the ideas of others, but will not hesitate to express his own ideas and concerns.

7

Competitiveness

- Need for Individual Achievement
- Team Compatibility
- Response to Incentives

Mr. Sample is a team player with a sense of competitiveness, but he encourages synergism. He is able to envision the whole project when working, not just the part he is playing. He has a competitive spirit, but will encourage and work towards goals which are team-oriented. Although he wants to excel, he may be reluctant to compete just to achieve his own goals and desires.

5

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Mental Toughness

- Attitude Towards Criticism
- Level of Empathy
- Stamina and Endurance Levels

Jason can empathize with co-workers, team members, customers and others, but has enough mental toughness to deal with negative aspects of the job. He can work long hours meeting critical deadlines and other organizational objectives, without becoming unduly discouraged, and only occasionally will need reinforcement and support.

5

Question/Probing

- Willingness to Ask Questions
- Degree of Shrewdness
- Level of Trust in Others

Jason is a trusting individual who accepts most instructions, directives and information at face value. Even though he usually exhibits a positive, enthusiastic attitude, he can allow others to take advantage of his good nature. If he does not always probe deeply enough into matters, he may be less-than-effective when faced with problem-solving or troubleshooting issues which need to be resolved.

3

Motivation

- Motivated by Security vs. Recognition
- Willingness to Take Risks
- Desire for Change

Jason needs some job security and will take risks only when he is convinced that he is unlikely to make a mistake or fail. If a goal is important to him, he will be more likely to take decisive personal action in order to reach it or put forth extra effort and hours to complete the project, but he remains more easily motivated by security than achievement.

5

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Validity

Distortion

1-6

- Willingness to be Candid About Strengths and Weaknesses
- Desire for Social Conformity

Mr. Sample is not willing to reveal a number of his personality traits. Accuracy of the Personality Dimensions is diminished to approximately 85%. Results must be considered accordingly.

Equivocation

1-6

- Ability to Follow Instructions
- Indicates the Ability to Commit to an Opinion or Viewpoint

He has scored within our acceptable equivocation range.

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Scoresheet
General

Mental Aptitudes

Provides distinct measurements of cognitive ability assessing how an individual will approach job functions from a mental standpoint.

Mental Acuity	Slow To Learn						6				Fast to Learn
Business Terms	Uninformed							7			Knowledgeable
Memory Recall	Unaware							7			Aware
Vocabulary	Limited									9	Strong
Numerical Perception	Imprecise				4						Accurate
Mechanical Interest	Indifferent							7			Interested

Performance Scales

Provides measurements of behavior representing an individual's primary personality traits and how they typically behave.

Energy	Restless							7			Calm
Flexibility	Flexible								8		Rigid
Organization	Disorganized						6				Planful
Communication	Reserved								8		Interactive
Emotional Development	Impatient					5					Tolerant
Assertiveness	Cooperative							7			Authoritative
Competitiveness	Team Player					5					Individualist
Mental Toughness	Sensitive					5					Tough
Question/Probing	Trusting			3							Skeptical
Motivation	Security					5					Recognition

Validity Scales

Provides measurements of internal validity providing insight into the accuracy of the individual's responses to the Performance Scales.

Distortion	Frank Answer	1	2	3	4	5	6	7			Exaggerates
Equivocation	Chose Alternate	1	2	3	4	5	6				Chose Middle

STANINE: The STANINE is a system of measurements which divides the population into nine parts.

AREAS OF CONCERN: Scores of 1 OR 2 in any of the following dimensions: *Energy, Flexibility, Emotional Development OR Mental Toughness.*

NOTE: Blue blocks are of primary importance as they represent the desired range for that characteristic. Scores within that range, or with no range identified, have a white circle. Scores outside the desired range will have a gray circle.

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Leadership Traits

Introduction

This report section evaluates Jason's traits in five key areas of leadership:

- Planning
- Organizing
- Staffing
- Coaching
- Facilitating

Areas with good leadership traits are identified on the following pages as well as those where training or development would be beneficial.

Jason may or may not be one of the better people employed in a specific organization. If Jason is a top performer in your organization, when compared to top performing leaders across America and Canada, this report segment may still highlight areas where development could make the individual a still better leader. Therefore, this Leadership Traits assessment should be reviewed in light of "what could make a good leader even better," with understanding that within human beings, there is always room for improvement.

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Leadership Potential

Summary Report

Jason has good leadership potential in the following area(s):

- **Planning**
- **Organizing**
- **Staffing**
- **Coaching**
- **Facilitating**

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Achiever
Interview Questions

Introduction

Success in any business will largely be determined by how wisely an organization invests in its Human Capital Infrastructure.

When hiring a new employee or promoting a current employee, investing in a well thought out interviewing process is a critical point of action in terms of impacting the productivity and profitability of your organization!

Utilizing these assessment results enables all who are involved in the interviewing process to better evaluate the candidate's cognitive traits and knowledge, as well as their performance traits to more effectively determine job and cultural fit, as well as training and development needs.

In hiring the right person, success hinges on determining the FIT with the job. Therefore, it is recommended that a majority of the interviewer's time be spent on probing key behaviors and values that drive successful performance in the specific job being assessed. When using a behavioral interviewing methodology, a candidate's past behavior is the best predictor of current and future behavior.

Following are the interview questions which an interviewer may choose to use in the candidate interview process. These interview questions are generated to assist the interviewer to probe the aptitude and performance traits that are consistent with successful job performance. You will note that the questions are written in a way that probe past behaviors in previous employment experiences to better determine job fit.

NOTE: In the event the candidate does not have prior work experience, the questions may need to be modified by the interviewer to fit the situation. Rather than pursuing behaviors that are rooted in past work experience, the interviewer can probe life experiences that may enable them to probe relevant behaviors and values in performing the job.

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Interview Questions

Energy

Measurement of the individual's energy and drive as it relates to handling assignments and projects.

Very strong evidence of skill is not present	Strong evidence of skill is not present	Some evidence of skill is present	Strong evidence of skill is present	Very strong evidence of skill is present

Tell me about a time, in your former job, when you procrastinated and failed to complete a project on time. What were the circumstances and what was the outcome? What did you learn from this situation?

Interpretive Guide: Did the candidate admit to ever having a problem due to procrastinating? Was the candidate able to resolve the issue without serious ramifications occuring? Does it appear the candidate learned from his or her mistake?

Describe for me a stressful situation in your last job which you handled better than others. Why do you feel you handled the pressure better? Do you tend to handle most stress and pressure in this manner?

Interpretive Guide: Did the candidate disclose coping skills he or she possesses in order to deal with pressure? Does the candidate claim to typically handle pressure better than most? Regarding the situation the candidate described, was it a good example of exemplary stress-coping skills? Did the candidate mention that he or she is involved in action-oriented activities such as sports, exercise, etc., which would help control stress?

How much of the time, in your former job, did you move around versus the amount of time you spent sitting still, perhaps behind a desk? Which do you prefer?

Interpretive Guide: Will the candidate typically work behind a desk or in a stationary position, or does the position call for an extremely high energy level? Did the candidate mention that he or she can handle either type of job responsibilities?

Tell me how you were best motivated to complete tasks in a timely manner in your previous position. Are you usually able to discipline yourself to reach deadlines, or do you appreciate outside pressure?

Interpretive Guide: Does the candidate require pressure from others in order to complete work on time? Is the candidate able to set personal deadlines and reach them. Does the candidate appear to be "laidback?"

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Interview Questions

Flexibility

Measurement of the individual's level of flexibility, creativity, integrity and adaptability to change.

Very strong evidence of skill is not present	Strong evidence of skill is not present	Some evidence of skill is present	Strong evidence of skill is present	Very strong evidence of skill is present

Tell me about a time you found yourself in a set of circumstances in which you had to make a decision on a matter with no guidelines or precedents to follow. Describe the circumstances and how you dealt with them.

Interpretive Guide: Did the candidate exhibit good judgment in his or her decision-making? Was the decision based on facts or emotions? Did the final decision exhibit good leadership skills?

Tell me about a time in a previous job when your employer or supervisor asked you to do something unethical. How did you handle the matter?

Interpretive Guide: Did the candidate take a firm stand on personal values and principles? Did the candidate take appropriate, mature action? Did the candidate exhibit good judgment in the method in which he or she handled the situation? Was there any indecision on the part of the candidate?

Describe how you handled an assignment which you were expected to complete on an expedient basis with little or no direction.

Interpretive Guide: Did the candidate become anxious without specific guidelines to follow? Does the candidate exhibit the ability to make decisions independently? Did the candidate show indecisiveness or was the candidate hesitant to act on his or her own?

Give me an example of a time you were given an impossible deadline to meet on a project. What steps did you take to resolve the problem?

Interpretive Guide: Did the candidate meet the deadline in an appropriate manner? If the candidate cut corners to achieve the deadline, did the actions he or she took show sound, good judgment? Does it appear the candidate can make decisions or take quick action in crisis situations?

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Interview Questions

Communication

Measurement of the individual's ability to communicate and willingness to share knowledge and team with others to achieve common goals.

Very strong evidence of skill is not present	Strong evidence of skill is not present	Some evidence of skill is present	Strong evidence of skill is present	Very strong evidence of skill is present

Describe a circumstance in a prior job when you or a team member failed to listen attentively and problems arose due to misunderstandings.

Interpretive Guide: Does the candidate have a firm understanding of the importance of listening? During the interview, did the candidate interrupt or appear to not listen to what you were saying? Does the candidate appear enthusiastic and positive, or just loud and boisterous?

Tell me about the most difficult person you've ever dealt with in trying to build rapport. How did you finally break through and get to know that person?

Interpretive Guide: Does the candidate appear to have a skill in developing rapport with strangers? Is the candidate interesting and someone who exhibits interest in others?

Give me an example of a time when someone warned you not to talk so much. How have you learned to control your high level of sociability?

Interpretive Guide: Is the candidate willing to admit that at some time in the past, he or she has been cautioned about talking too much? Does it appear that this is still a problem with the candidate?

Tell me about your communication style. How have you made it serve you? Would you change or improve on your ability to communicate if it were possible?

Interpretive Guide: Does the candidate understand his or her own communication style? Does this style fit into the corporate culture of the company? Does the candidate feel any need to change or improve on his or her communication skills? Are these desired changes logical, mature and do they show good judgment?

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Interview Questions

Assertiveness

Measurement of the individual's cooperativeness versus the tendency to be opinionated. Also measures the person's ability to take charge, direct others or handle confrontations.

Very strong evidence of skill is not present	Strong evidence of skill is not present	Some evidence of skill is present	Strong evidence of skill is present	Very strong evidence of skill is present

Assertive people sometimes like to "debate" simply for the enjoyment. Tell me about a time when you "debated" an issue at work in which you took the less popular stand and persuaded others to change their minds.

Interpretive Guide: Did the candidate debate an issue which was really not important to him or her? Does it appear that the candidate enjoys "arguing" simply for the sake of "arguing?" Does it appear the candidate is impetuous?

Give me an example of a time you were asked to do something with which you especially disagreed. How did you handle the situation? If you had the chance, would you handle the situation differently?

Interpretive Guide: Does the candidate have a clear understanding of the situation? Does it appear the candidate is willing to compromise, or does the candidate appear to be hardheaded? Is the candidate defensive of his or her position? Does the candidate raise his or her voice when describing situations?

Tell me about a time when you allowed your dominance to get out of control and it caused problems. How would you handle the situation differently?

Interpretive Guide: Dominant people, at some time or another, allow their dominance to get out of control. Does the candidate deny this has ever been a problem? Does the candidate appear overly defensive and place blame on others?

What do you believe is the difference between being submissive, assertive or aggressive. Tell me about a time you were aggressive when you meant to be assertive. How do you believe the outcome would have differed had you been assertive, rather than aggressive?

Interpretive Guide: Does the candidate understand the difference between being assertive and being overly aggressive? Does the candidate admit to being aggressive and if so, does it appear the candidate understands the weakness of this personality trait?

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Interview Questions

Questioning/Probing

Measurement of the individual's desire to question and probe, rather than accept instructions, directives and information at face value.

Very strong evidence of skill is not present	Strong evidence of skill is not present	Some evidence of skill is present	Strong evidence of skill is present	Very strong evidence of skill is present

Tell me about the last time in a job situation you made the wrong decision. What prompted you to make this decision and what was the final outcome?

Interpretive Guide: Did the candidate learn from his or her mistake? Does the candidate now understand what caused the mistake in order to avoid making the same error again? Was the candidate able to rectify the mistake in such a manner that the outcome was acceptable?

Tell me what steps you took to gather information needed to solve problems in your last job.

Interpretive Guide: Does the candidate appear to understand how to gather information? Does the candidate have specific steps he or she takes in order to gather information, or is the process more haphazard?

Describe a time when you trusted someone in your last job and should not have. What were the circumstances and what was the outcome? Has that situation changed your outlook on life?

Interpretive Guide: Did the candidate exhibit gullibility and too much trust in the other person? Does the candidate appear to understand the need to be cautiously trusting? Does it appear the situation has unnecessarily jaded the candidate's outlook and attitude about life?

We all assume more than we should, from time to time. Tell me about a time when you assumed too much and problems arose due to your not asking enough questions.

Interpretive Guide: Does it appear the candidate is overly assuming? Since assuming people can sometimes tell more than they should, did the candidate talk extensively about personal matters which had little relevance to the interview or job?

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Development Suggestions

Introduction

Investing in training and development is not what is ultimately important, PERFORMANCE is! What is learned through training and development will yield a higher return on investment, resulting in improved job performance!

The pressure on organizations to improve training and development continues to intensify. Advances in technology, shifts in demographics, and the constant competitive necessity to upgrade workforce skills are challenging every organization.

Utilizing these assessment results provides leadership with credible behavioral information that enables them to take an objective and systematic approach to analyzing and managing the training and development needs of individuals to improve their performance in the workplace. For example, the information provided in the assessment results can assist management in developing and executing a plan to train a new hire during the onboarding process, thereby accelerating their learning curve. It can also prove to be an invaluable tool for management to evaluate and coach current employees to reach their potential.

Engagement is the key. These assessment results can be used as an effective tool to assist management in learning more about their people in their effort to build better employee relationships and employee engagement.

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Development Suggestions

Introduction

For those individuals who seek to achieve higher levels of productivity and success in their jobs and life, and for those employers who desire such for the people they employ, we offer the following suggestions where the person assessed could benefit from growth and development. We trust you will find these suggestions helpful.

Energy

Measures drive, energy, stress level and tension, and how an individual copes with stress or pressure.

You handle work-related pressure well and tension usually does not cause a problem, but being calm, you may not approach projects or assignments with as much of a sense of urgency as is needed to complete the job within the prescribed timeframe.

Your self-affirmation sentence:

"I vigorously undertake each task."

Steps to Effect Change

If you desire more achievement-oriented behavior, start making up an itinerary one week in advance and begin activities as early in the day as possible. Then, monitor yourself to see that you are following the plan as closely as possible.

If you are in a non-changing, lack-of-activity situation for the majority of your day, you may need to create a pattern to force activity on a consistent basis. This arrangement will create greater momentum toward a more active life.

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Flexibility

Measures the flexibility and integrity orientation of the person compared to rules, laws, guidelines, etc.

You are a very quality-minded, reliable individual with a high degree of integrity and strong ethics. You have a strong interest in living up to your promises, and expect the same from others. Since you are, at times, a little inflexible, you could experience difficulty changing direction in your life, even if such a change appears necessary. You prefer to stick with the "tried and proven" ways of doing things, rather than attempting to handle tasks or resolve problems a new way. You are likely to agree to change only when you are convinced the change is necessary.

Your self-affirmation sentence:

"I am flexible and can adapt to change."

Steps to Effect Change

You need to learn that handling life's ever-changing demands requires that you become more flexible and expedient. This enables you to handle sudden, critical demands placed on you. Outlining "what if" emergency events and role-playing can start you thinking about alternative solutions to common problems or sudden changes in your personal environment.

You need reinforcement discussions when changes occur in your life. You should constantly remind yourself of the need to maintain a flexible, less rigid approach to life.

To develop the confidence to create and implement change, commit to making one minor change in your life each month. For instance, if you always follow a certain routine in the mornings when getting ready for work, reverse two activities. Once you see that minor changes do not cause major problems and may actually be beneficial, you will become more willing to make significant changes when necessary.

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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

Your priority is to learn not to be overly talkative at any time, especially at the wrong time.

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.

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.

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.

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