Career Advisor

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Report Type: Consultant

Achiever Assessments

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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

William, you are high in Mental Acuity, indicating you are a very fast thinker with superior problem-solving and reasoning ability. With your ability to quickly comprehend matters, you are capable of making effective decisions quickly, based on your knowledge, intuition and strong reasoning skills. Job satisfaction will be obtained by working on highly complex projects which challenge your intellect.

Business Terms

- Understanding of Business Language
- Evidence of Business Experience

Your knowledge of business terminology is superior, reflecting the probability that you are interested in business matters and have gained experience either through your work or in business classes.

Memory Recall

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

You have a superior knowledge of events happening in the world around you and should be strongly aware of competitive trends, as well as the economy's affect on business.

Vocabulary

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

William, your language skills are average and your vocabulary should be adequate for most communication needs. Highly complex information which needs to be relayed to others may be a little more difficult for you to communicate.

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Report Narratives

Numerical Perception

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

Your superior Numerical Perception score indicates that you can process data quickly and correctly. Your decision-making skills are enhanced by your ability to identify critical features in your work.

Mechanical Interest

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

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

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Report Narratives

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

William, you are an energetic individual who approaches tasks in a very vigorous manner. Because of your high drive level, you will tackle projects in an energetic manner, but could lose your ability to concentrate if tension mounts to an extreme level. Thus, you need opportunities during the day to move around and expend excess energy.

Flexibility

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

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, and will not be bothered by stringent rules and guidelines which are prevalent in many professions.

Organization

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

You are very organized and oriented to planning your time and activities. You preplan projects and assignments to make the best use possible of the time and resources you have available to reach goals and priorities, and are generally aware of deadlines.

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Communication

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

You have a closed style of communication. You seldom articulate thoughts, ideas or feelings, and may feel uncomfortable interacting with others. If put in a position where you must interact with strangers, you will tend to be very cautious and will rarely initiate upward communication.

Emotional Development

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

William, you expect a great deal from yourself, perhaps more than is humanly possible. Since goals you set for yourself are so high, you may be too self-critical, thus losing confidence in yourself. In addition, because your sense of urgency is so great, you may be a little too impatient with yourself or others. It should be noted that scores will normally become higher as individuals advance in age.

Assertiveness

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

You are not highly assertive, but will usually express your opinions when asked. You will attempt to influence and direct others on issues which are important to you, but will just as easily give in and relinquish control to avoid a confrontation if the issue does not have any personal meaning to you.

Competitiveness

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

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.

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Report Narratives

Mental Toughness

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

You are sensitive to others' needs. You may take criticism or rejection personally, and will prefer to work in comfortable surroundings free from criticism, rejection, etc. You will interact with others with a strong degree of concern, and may at times allow emotions to take precedence over facts.

Question/Probing

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

You are a very cautious, analytical individual who takes very little at face value. You can be a good problem-solver and troubleshooter, since you analyze and question everything. Collaborative efforts with others could suffer, however, due to your distrust and cynicism.

Motivation

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

William, 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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Report Narratives

Validity

Distortion

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

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

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

You have scored within our acceptable equivocation range.

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Entreprenuership

Entrepreneur Level III

You exhibit the potential to establish and operate your own full time business. You are motivated to want to grow the business and will thrive on the opportunity to increase production and sales by hiring, training and managing employees. The complexities of running a business, such as billings, collections, inventory control, etc., are challenges you will enjoy meeting. You would not likely be satisfied with operating a Level I OR Level II business where you only sold what you personally produced, OR where you worked alone If providing a service. You have an entrepreneurial spirit and as such, will continually set and try to reach higher business goals.

You might enjoy a business where you manufacture and sell goods to American craft stores OR other stores nationally as a standard line of goods to be marketed through gift shops, novelty stores, specialty stores, etc. These could include producing and selling goods like:

Braided rugs
Decorated knit clothing
Jewelry (costume, silver and precious)
Wood creations, i.e., toys, plates, etc.
Beading

Or, you might enjoy operating a service-oriented business such as:

Building cleaning and maintenance
Plumbing
Heating and air conditioning repair
Electrical repair
Ground care
Internal landscaping
PC and/or printer repair
Software installation
Computer data entry
Web designs
Computer programming
Beauty shop OR nail salon
Recycling of garbage, i.e., newspapers, corrugated, pallets, cans, plastics, fabrics, garments, upholstery, computer parts, silver
Upholstery

These ideas do not reflect the full spectrum of what you may enjoy and be capable of, but are simply some ideas you might consider. You exhibit the management traits of planning, organizing, directing, staffing and controlling, and will be willing to take some risks in order to see your business grow. You enjoy the opportunity to make decisions on your own and will step out and try new approaches to growing your business.

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Career Advisor

Career Potential For College Jobs

Good Potential

Physics

Fair Potential

Aerospace Engineering
Agricultural Engineer
Anthropology
Bioengineering
Chemistry
Civil Engineering
Computer Science
Electrical Engineering
Elementary Education
Entomology
Forestry
Geography
Geophysics
Industrial Engineering
Landscape Architecture
Mathematics
Mechanical Engineering
Mechanized Agriculture
Meteorology
Nuclear Engineering
Ocean Engineering
Petroleum Engineering
Theology

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Career Potential For Industrial Jobs

Excellent Potential

Machinist

Very Good Potential

Pest Control Technician

Good Potential

Beer Distrib.Warehse Workr
Material Handler
Molding Machine Operator
Platemaker
Press Operator
Truck Loader

Fair Potential

Assembler
Bld.Mtrl.Ind.-Yardman
Finisher
Forklift Operator
Furniture Technician
Indust.Suppl.Wrhse Worker
Machine Operator
Production Worker
Pumper
Tool/Steel Part Mfg.
Warehouse Clerk
Warehouse Worker

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Career Potential For Management Jobs

Very Good Potential

Indust. Suppl.-Wrhse Supvr
Insurance-Entry Lvl Manager
Nursing Supervisor

Good Potential

Cafe Shift Manager
Computer Systems Manager
Personnel Manager
Program Supervisor
Risk Manager

Fair Potential

Administrative Supervisor
Auto Finance/Insurance Mgr
Auto-Service Manager
Bank Manager
Bank-Data Proces.Suprvsr.
Bld.Mtrl.Ind.-Yard Foreman
Bldng. Materials-Top Mgmnt
Branch Manager
Cash Recovery Manager
Chief Financial Officer
Convenience Store Manager
Credit Manager
Data Processor-Supervisor
Dir. Franchise Operations
Dir. Human Resources
Director, Info. Systems
Distribution Manager
Distribution Supervisor
Ed./Tech.Trng-Asst.Reg.Mgr
Field Supervisor
Finance Company Manager
Food Mnfcturing-Managers
Food Srv.Dstrb.Wrhs Op.Mgr
Foreman
Health Service Management
Hospitality Manager
Hotel Manager
Insurance-Sales Manager
Management
Middle Management
MIS Director
Mortgage Closing Manager
Office Manager
Operations Manager
Plant Manager
Pre-Need Sales Manager
Printing Comp.-Supervisor
Prod.Mgr/Tech. Mrkt.
Production Manager
Property Manager
Quality Control Manager
Repair Service Manager
Restaurant Manager
Retail Store Manager
S&L Data Proces.Supervisor
Shipping Supervisor
Telecommunication Manager
Telemarketing Supervisor
Upper Management
V.P. Of Manufacturing
Vice President/Executive
Warehouse Management

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Career Potential For Mechanical Jobs

Very Good Potential

Custodian
Housekeeper

Good Potential

Air Traffic Controller
Auto Body/Paint Repair
Carpenter
Food Srvc Distrib.-Drivers
HVAC Repair
Set Up Mechanic

Fair Potential

Airframe, Powerplant Mech.
Appliance Service Repair
Automotive Service Tech.
Brick Mason
Building Contractor
Building Maintenance
Diesel Mechanic
Electrical Wiring Specialist
Electrician
Furniture Inspector
General Maintenance Worker
Landscape Architect
Landscape Designer
Long Haul Driver
Moving&Storage/Van Driver
On Site Delivery
Plumber
Printing Operator
Shipping/Receiving
Tile Layer
Truck Driver

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Career Potential For Restaurant Jobs

Fair Potential

Assistant Manager
Bar Manager
Contract Feeder Manager
Dining Room Manager
Food and Beverage Manager
Kitchen Manager
Management Trainee
Manager
Quick Service

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Career Potential For Sales Jobs

Excellent Potential

Distrib.-Metropolitan Sls

Very Good Potential

Distib.-Rural Sales
Food Serv.Distrb.Outsd Sls
Telemarketing Inbound

Good Potential

Distributn.Co. Outside Sls
Elec. Distrib.-Inside Sls
Financial Planner
Fine Jewelry Sales People
Fund Rsing Corp-Sales Rep.
Legal Materials Sales Rep.
Printing Co. Sales Rep.
Realty-Residential Sales

Fair Potential

Account Specialist
Auto Sales Controlled
Auto Sales-Middle Priced
Auto-Counter/Parts Sales
Auto-Finance&Ins. Sales
Beer Distrb-Rte. Sls/Delv.
Beer Distrib.-Sales
Bldg. Matl. Insd/Outsd Sls
Cemetary At-Need Sales
Church Consultant
Distribtn. Co. Inside Sls.
Elect. Distrib.Outside Sls
Greeting Card Sales
Heavy Equipment Sales
Indust.Supply Sales
Industrial & Textile Sales
Insurance Agents
Insurance Sales
Insurance-Asst.Gnrl Agent
Insurance-General Agent
Insurance/Life Sales Rep.
Lawn Prod. Sls/Field Tech.
Liquor Distib.-Field Rep.
Moving&Storage/Outsd Sls C
New Account Rep.
Paper Company-Outside Sls
Paper Sales
Pro-Active (Inside Sales)
Product Manager
Reactive Sales (Service)
Real Estate Sales
Realty-Residential Broker
Route Sales
Sales Associate
Software Representative
Telemarketing Outbound

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Career Potential For Scientific Jobs

Excellent Potential

Chemist
Historian

Very Good Potential

Geologist
Pharmacist

Good Potential

Anthropologist
Audiologist
Conservationist
Geographer
Physicist

Fair Potential

Agricultural Economist
Agricultural Scientist
Agronomist
Animal Scientist
Archaeologist
Bio-Environmental Scientist
Biomedical Scientist
Botanist
Dentist
Entomologist
Environmental Design
Geophysicist
Horticulturalist
Kinesiologist
Medical Practitioner
Meteorologist
Micro Biologist
Phlebotomist
Physician
Plant and Soil Scientist
Radiologist
Range Scientist
Scientist
Surgeon

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Career Potential For Services Jobs

Excellent Potential

Cafe Cook
Cafe Host/Hostess

Very Good Potential

Cafe General Manager

Good Potential

Cafe Assist. Manager
Cook
Hotel-Housekeeping
Cafe Busers
Fast Food Counter Service
Technical Service
Cafe Dishwasher
Hotel-Bartender/Waitperson
Toll Booth Attendant

Fair Potential

Airline Reservationist
Diving Instructor
Groundskeeper
Cafe Waitperson
Driving Instructor
Hospital Orderly
Chauffeur
Flight Attendant
Waitpersons

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Career Potential For Social Services Jobs

Good Potential

Counselor - General
Nursing Home/Nurse Attend.
Mediator
Psychologist
Nurse
R.N.

Fair Potential

Career Counselor
Dental Assistant
Forest Ranger
Medical Assistant
Office Center Secur.Guards
Police/Fire Dispatcher
Social Worker
Technical Teacher
Civil Service Worker
Educator/Teacher
Jail Officer
Medical/Technical Support
Peace Corps Volunteer
Recreation Worker
Sociologist
Theologian
Clergy
Elementary Ed. Teacher
Law Enforcement Officer
Military
Physical Therapist
Security Guard
Surgical Nurse

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Career Potential For Technological Jobs

Excellent Potential

Programmer

Very Good Potential

Drafter
QA/QC Technician

Good Potential

CAD Drafter
Civil Engineer
Computer Engineer
Electronics Technician
Information Sys. Analyst
Mechanical Engineer
Scientific Engineering
Senior Programmer
Systems Specialist
Technical Writer
Technician Support
Telecommuter

Fair Potential

Aerospace Engineer
Agricultural Engineer
Bioengineer
Broadcast Engineer
Computer Repair Technician
Consumer Electronics Engr.
CRT Operator
Digital Technician
Electrical Engineer
Engineer
Environmental Engineer
Industrial Engineer
Industrial Technician
Maintenance Engineer
Manuf. Proc. Engr
Microcomp. Appl. Engr.
Nuclear Engineer
Oil Field Svc-Field Eng.
Petroleum Engineer
Project Engineer
Software Specialist
Sr. Manuf. Pro. Engr
Systems Engineer
Systems Operator

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Career Potential For Trades & Vocational Jobs

Good Potential

Electrical Engineering

Fair Potential

Air Conditioning/ Heating
Automotive Service Tech.
Building Maintenance
CAD Drafting
Court Reporting
Electronics Technician
Legal Secretary
Stenographer

Airframe, Powerplant Mech.
Aviation Technology
Business Computer Science
Computer Operations
Desk-Top Publishing
Information Systems
Music and Video Business

Auto Body Paint and Repair
Bank Teller
Business Technology
Computerized Bus. Admin.
Diver Training
Legal Assistant
Office Management

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Career Potential For Medical Jobs

Excellent Potential

Chief Accountant
Safety Program Mgr

Very Good Potential

Nurse Anesthetist
Staff Accountant

Good Potential

Building & Grounds Dir
Clinical Engineer
Executive Sect./Adm. Asst
Managed Care Director
Nurse Practitioner (BSN)
Risk Manager
Utilization Director
Chief Lab Technician
Computer Programmer
General Maintenance Mechanic
Med. Record Administrator
Pharmacy Director
Security Director
Voc. Nursing School Dir
Chief Radiology Techn
Education Director
Infection Control Director
Medical Records Director
Physical Therapy Director
Staff Pharmacist

Fair Potential

Accounting Director
Case Manager, RN
Central Service Director
Communications Director
Controller2
Dialysis Director
Engineering Svc. Director
Food Service Director
Head Nurse
Housekeeper Supervisor
Medical Radiographer
Medical Transcriptionist
Neonatal Nurse (BSN)
Nurse Practitioner (MSN)
OP Service Director
OT Director
Planning & Dev. Director
Quality Assurance Coord
Reg. Respiratory Therapist
Social Services Director
Staff Dietician2
Business Office Manager
Case Manager-Social Worker
Child Care Center Director
Computer Operator
Data Processing Director
DRG Coordinator
ER Director
Guest Relations Director
Home Health Service Dir
Human Resource Director
Medical Records Tech
Multi-Skilled Technician
Nuclear Medicine Dir
Nursing Div. Director
Operating Room Technician
Patient Accts Director
Public Relations Director
Quality Assurance Director
Respiratory Therapy Dir
Social Worker (MSW)
Volunteer Services Director
Cardiopulmonary Dir
Cath. Lab Director
Clinic Nurse
Construction Director
Diagnostic & Imaging Dir
EEg Director
Family Nurse Practitioner
Hardware Specialist
Hospital Administrator
Laundry Manager
Medical Staff Coordinator
Nenatal Nurse (MSN)
Nurse Educator
Nursing Education Dir
OR Services Director
Phlebotomist
Purchasing Director
Reg. Med. Technologist
Respiratory Therapy Techn
Speech & Hearing Director

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Career Potential For Cosmetology Jobs

Very Good Potential

Teacher Training
Wig Specialist

Good Potential

Hair Weaving
Refresher
Salon Management/Admin

Fair Potential

Beauty School Mgmt./Admin
Ethnic Hair Studies
Manicuring
Salon Coordination
Cosmetology (Advanced)
Hair Removal
Permanent Waving
Sculptured Nails
Cosmetology (Basic)
Makeup Specialist
Platform Artistry

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Career Potential For
Artistic/Advertising Jobs

Very Good Potential

Drafting

Good Potential

Graphic Artist

Fair Potential

Actor
Architect
Computer Graphics Artist
Environmental Design
Photographer
Advertising Agent
Artist
Computer Graphics Artist
Fashion Illustrator
Advertising Sales Asst.
Commercial Artist
Design & Visual Artist
Performing Artist

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Career Advisor

Career Potential For Building Trades Jobs

Good Potential

Carpenter
Construction Engineer
Make Ready
Sheetmetal Installer

Fair Potential

Air Conditioning/ Heating
Brick Mason
Building Contractor
Building Inspector
Concrete Finisher
Construction Foreman
Construction Manager
Drywall Installer
Electrician
Forklift Operator
General Laborer
Millwright
Painter
Paperhanger
Pipefitter
Plumber
Scheduler
Tile Layer

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Career Potential For Direct to Work Jobs

Excellent Potential

Boxer/Packer
Machinist
Maintenance/HandyPerson
Restaurant Host/Hostess

Very Good Potential

Custodian
Housekeeper
Paint Stripper
Telemarketing Inbound

Good Potential

Bus Driver
Caulker
Clerical/General Office
Concrete Finisher
Construction Apprentice
Cook
Drain Cleaner
Entry Level Physical Labor
Furnace Over Operator
Heavy Eqpt. Oper
Heavy Equipment Sales
Hotel-Bartender/Waitperson
Hotel-Housekeeping
Lifeguard
Material Handler
Molding Machine Operator
Painter
Platemaker
Press Operator
Roofer
Sales/Auto
Specialty Product Instllr
Toll Booth Attendant
Truck Loader

Fair Potential

Administrative Assistant
Bartender
Chauffeur
Credit Clerk
Customer Service Rep
Electrician Asst
Entry Level Hard Labor
Executive Assistant
File Clerk
Forklift Operator
Groundskeeper
Hospital Orderly
Housing/Dorm Mgr
Indust.Supply Sales
Inventory Control
Jail Officer
Moving&Storage/Van Driver
Order Clerk
Personnel Assistant
Production Worker
Receptionist
Recreation Worker
Route Sales
Sheet Metal Worker
Shipping/Receiving
Store Assistant
Telemarketing Outbound
Teller
Tile Layer
Tool and Dye Maker
Warehouse Clerk
Warehouse Worker

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Career Potential For Automobile Dealerships Jobs

Good Potential

Auto Technician
Body Shop Technician
Make Ready
Service Associate
Service Writer

Fair Potential

Administrative
Auto Counter/Parts Sales
Auto Finance and Ins. Sales
Auto Repair Manager
Body Shop Manager
Cashier
Clerical
Receptionist/Greeter
Service Manager

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Career Potential For Degreed Jobs

Excellent Potential

Chemist
Historian
Mathematician
Programmer

Very Good Potential

Economist
Geologist
Pharmacist
Underwriter

Good Potential

Actuary
Air Traffic Controller
Airline Co-Pilot
Airline Pilot
Anesthesiologist
Anthropologist
Auditor
Bank Accountant
C.P.A.
Chief Bank Examiner
Civil Engineer
Commercial Pilot
Computer Hardware Engineer
Coroner
County or City Auditor
Credit Manager
Financial Planner
Geographer
Hardware Analyst
Internal Auditor
Investment Analyst
Nurse
Nurse Anesthetist
Oral & Maxillofacial Surgeon
Patent Laywer
Pathologist
Physicist
Prosthodontist
Psychologist
Real Estate Laywer
Registered Nurse
Scientific Engineering
Soil Conservationist
Systems Specialist
Tax Attorney
Tax Attorney
Technical Analyst
Veterinarian

Fair Potential

Accountant
Administrative Law Judge
Advertising Agent
Advertising Manager
Aerospace Engineer
Agricultural
Analog Design Engineer
Analog Design Engineer
Application Developer
Application Engineer
Application Engineer
Appraiser
Archaeologist
Architect
Archivist
Assistant Athletic Director
Athletic Director
Attorney
Audit Manager
Bank Manager
Bank Officer
Bio-Environmental Scientist
Bioengineer
Biomedical Engineer
Biomedical Scientist
Botanist
Broadcast Engineer
Broadcast News Analyst
Broker
Budget Analyst
Buyer - Retail
Buyer - Wholesale
Casino Manager
Caterer
Cemetery At-Needs Sales
Chemical Engineer
Chief Financial Officer
Closer
College Dept. Head
College Professor
Communications Specialist
Computer Security Coordinator
Consumer Elec. Engineer
Controller
Corporate Attorney
Cost Estimator
Credit Analyst
Criminal Lawyer
Curator
Database Administrator
Dentist
Detective
Dir. Human Resources
Director of Information Systems
District Attorney
District Manager - Distribution
Electrical Engineer
Electro/Mech Engineer
Entomologist
Environmental Engineer
Epidemiologist
Executive Chef
FBI Agent
Financial Analyst
Fire Marshall
Fixed Income Trader
Food Scientist
General Attorney
Geophysicist
Health & Safty Engineer
Heavy Equipment Sales
Hospital Administrator
Hotel Manager
HR Manager
Hydrologist
Industrial Engineer
Industrial Supply
Insurance Attorney
Investment Consultant
Investment Consultant
Landscape Engineer
Legal Practitioner
Magazine Editor
Magistrate
Management Analyst
Manufacturing Engineer
Marine Architect
Marine Engineer
Materials Manager

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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 are an energetic individual who approaches tasks in a vigorous manner. Due to your high drive level, you will tackle projects energetically, but could lose your ability to concentrate if tension mounts to an extreme level. Because of your tension level, you need opportunities during the day to move around and expend excess energy.

Your self-affirmation sentence:

"I am relaxed so I achieve more."

Steps to Effect Change

Consider a medical examination to learn whether your tension level needs medical attention. If physically able, beginning a daily exercise program involving the following or similar activities would be wise, if you are not already involved in any of these activities on a regularly scheduled basis:

Running or jogging, aerobic dance, exercise or walking.

Tennis, badminton, volleyball, racquetball

Swimming, golf, bicycling.

If your physical activity is severely limited, schedule breaks for yourself, exercise or use other tension-reducing relaxation techniques. In addition, refraining from stimulants such as tobacco, refined sugar, caffeine, etc., will be helpful.

Other approaches you might consider to deal with tension are biofeedback and/or hypnosis relaxation or meditation therapies of all types, under the guidance of a professional.

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Development Suggestions

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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Career Advisor

Development Suggestions

Organization

Measures a person's attitude about organization, planning, how tasks are performed and how one's life is lived.

You are extremely organized and oriented to planning your time and activities. You generally plan everything in advance and make the best use possible of the time and resources you have available to you to reach goals. When scheduling your activities, you often assign a specific time to each assignment and work best within this frame of time.

Your self-affirmation sentence:

"I am flexible."

Steps to Effect Change

> Keep a mental plan of daily activities and the time allotted for them. When allotting specific times to activities, build in enough leeway to handle interruptions, unforeseen contingencies which might arise, etc.

> Role playing exercises which teach and encourage extemporaneous thought and action should be entered into as frequently as feasible.

> A weekly or monthly schedule of your objectives should be created, reviewed, and items crossed off when accomplished. Learn to accept schedule interruptions.

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