Production Performer

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Report Type: General

Achiever Assessments

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Jessica Sample
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6/10/2026

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Report Narratives

Mental Aptitudes

The Achiever Performance Assessment correlates two 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.

Numerical Perception

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

NUMERICAL PERCEPTION measures an individual's accuracy in handling numeric and alphabetic data. Ms. Sample's average Numerical Perception score indicates that she can handle detail work, but her work should be checked for mistakes. Ms. Sample's score may be the result of a vision problem which can be corrected.

6

Math

- Understanding of Basic Arithmetic
- Ability to Perform Simple Calculations

MATH SKILLS measures the general knowledge of arithmetic an individual possesses. Ms. Sample's knowledge of general arithmetic is very good. She can be expected to add, subtract or multiply with the speed and degree of accuracy required for most positions.

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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

ENERGY measures the individual's stress and drive level, and ability to work under pressure. Ms. Sample has a high energy level and will utilize this energy to meet job requirements.

4

Flexibility

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

FLEXIBILITY measures an individual's attitude toward ethics, honesty, reliability and dependability. Ms. Sample is oriented to be a highly ethical, reliable individual. She can, at times, be inflexible and needs time to adapt to change, but she can be depended upon to strictly adhere to organizational policies and procedures as they relate to job requirements.

8

Organization

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

ORGANIZATION measures an individual's mental orientation to plan and organize her life events and job requirements. Jessica has an average ability to plan and organize, and can basically accomplish job objectives and requests in a timely manner with strong supervision.

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Report Narratives

Communication

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

COMMUNICATION measures an individual's desire to communicate verbally with co-workers in the course of her workday. Jessica enjoys interacting with co-workers, but can also work alone. She will be friendly and communicative, but will not waste time talking.

5

Emotional Development

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

EMOTIONAL DEVELOPMENT measures an individual's ego, self-confidence and self-esteem. Ms. Sample has lower ego strength, self-confidence and self-esteem. She is generally able to deal with fellow workers with an appropriate degree of patience, but can become impatient with those who are demanding or difficult.

4

Assertiveness

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

ASSERTIVENESS measures an individual's desire to interact with fellow workers in a cooperative manner, rather than attempting to control a situation. Jessica is more cooperative than controlling, yet is able to hold her own in most situations. She may have difficulty controlling a situation involving fellow workers who are more assertive than she.

4

Competitiveness

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

COMPETITIVENESS measures whether an individual desires to be a participating team member versus being individually responsible for results. Jessica is a competitive individual who enjoys setting and reaching personal job objectives. While she will work as part of a team to some degree, she also enjoys the challenge of being individually responsible for results.

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Report Narratives

Mental Toughness

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

MENTAL TOUGHNESS measures an individual's orientation to deal with life and job problems, as well as the ability to work under less favorable physical conditions. Ms. Sample is tough enough to handle life or job pressures or problems, yet sensitive enough to exhibit care and concern for her fellow workers.

6

Question/Probing

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

QUESTIONING/PROBING measures an individual's orientation towards accepting things at face value versus having the tendency to ask questions and probe to find hidden or underlying motives. Jessica will probe and question matters to fully understand something, and can appear cynical and suspicious.

7

Motivation

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

MOTIVATION measures an individual's desire for job security rather than recognition, incentives and change. Ms. Sample is security-motivated and desires a job that provides income security. She is also motivated by incentives such as praise, incentives, bonuses or growth opportunities.

4

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Report Narratives

Validity

Distortion

1-6

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

Ms. Sample is not willing to reveal a number of her personality traits. Validity of the Personality Dimensions is questionable and accuracy of the results are diminished.

9

Equivocation

1-6

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

She has scored within our acceptable equivocation range.

5
Fit

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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.

Numerical Perception	Imprecise	6	Accurate
Basic Math	Low Skills	7	High Skills

Performance Scales

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

Energy	Restless	4	Calm
Flexibility	Flexible	8	Rigid
Organization	Disorganized	5	Planful
Communication	Reserved	5	Interactive
Emotional Development	Impatient	4	Tolerant
Assertiveness	Cooperative	4	Authoritative
Competitiveness	Team Player	7	Individualist
Mental Toughness	Sensitive	6	Tough
Question/Probing	Trusting	7	Skeptical
Motivation	Security	4	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		9	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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Direct Admissions

APPLICANT HAS ADMITTED A HISTORY OF THEFT INCLUDING:

- **STEALING MERCHANDISE, EQUIPMENT, MATERIALS, ETC. FROM EMPLOYER**

APPLICANT HAS ADMITTED A HISTORY OF DRUG OR ALCOHOL ABUSE INCLUDING:

- **USING DRUGS OR ALCOHOL PRIOR TO GOING TO WORK OR DURING WORK**

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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.

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

Competitiveness

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

You are highly individualistically competitive, always prepared to meet any challenge and win. You are a one-on-one competitor and may find it difficult to cooperate as a team member.

Your self-affirmation sentence:

"I accept defeat."

Steps to Effect Change

Even when competing against family and friends in simple activities such as playing cards, the individualistically competitive individual always wants to win. You must be careful that you don't take winning so seriously that it is to the detriment of other people.

Highly competitive people sometimes experience voids in their lives due to spending too little time just being friendly and building relationships with people. They also often take on more than they should, believing that if something is going to be done right, they must do it. If you continually take on more than you can handle and fail to rely on others to help you, you can become burned-out. Keep in mind that today, it is possible to be successful, yet also a good team player.

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Development Suggestions

Question/Probing

Measures the tendency not to accept information at face value.

You are not highly trusting and will probe into matters in order to better understand instructions, directives or information. You are cautious and analytical, which is an asset in resolving problems. Underlying cynicism, however, could endanger good collaborative efforts.

Your self-affirmation sentence:

"I trust others."

Steps to Effect Change

For the extremely cynical person, trust in others is essential for growth.

You will need to curb skepticism that can separate you from friends, family and/or associates, and create barriers where constructive interaction is necessary. Those people desiring to become closer to you are not always out to take advantage and it's good to give others the benefit of the doubt until they prove untrustworthy.

Remember that people have a way of living up to what you expect from them. If you are positive and trusting, people will generally respond by trying to please you. If, however, you exhibit a lack of trust in others, they may have an unfortunate tendency to also live up to those negative expectations. This is not to say that you should unquestionably accept everything that is said or done, for this would also be realistic and detrimental. Remaining in control and confronting those with obvious hidden motives, while remaining basically positive and enthusiastic, will be your best course of action.

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