Scoreboard III

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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

4-6

- Energy Level
- Level of Internalized Tension
- Physical Activity

Energy and drive to get the job done -- High energy level; will have difficulty in a confining position; needs mobility to deal with high stress or pressure. May exhibit tension-problems and errors in work.

2

Flexibility

5-8

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

Level of flexibility, creativity, integrity and adaptability to change -- Likes having structured guidelines and rules to follow; not flexible, adaptive to change or creative, but very loyal to his company and honest and straightforward with people.

8 Fit

Organization

7-9

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

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

6

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Report Narratives

Communication

4-7

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

Ability to communicate and willingness to share knowledge with others to achieve common goals -- Very reserved; prefers to work alone with equipment or paperwork; will not enjoy a high visibility or people-oriented position. Must force conversation.

1

Emotional Development

6-9

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

Level of ego and confidence -- Overly urgent and demanding of others; can appear abrupt to people. Potential accident proneness and possible poor work record; check references. Lacks self-confidence.

1

Assertiveness

3-5

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

Cooperativeness versus the tendency to be opinionated -- Able to deal with most people in a firm, yet respectful, manner. Good degree of dominance for most positions.

6

Competitiveness

1-5

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

Desire to compete against others and win vs. desire to work as part of a team -- Prefers to be friendly with everyone; dislikes being rated by competitive standards.

3 Fit

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Report Narratives

Mental Toughness

3-7

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

Ability to handle negative aspects of job as well as ability to exhibit empathy towards others -- Sensitive and empathetic to people's needs, but can take criticism and other negative aspects of job too personally and become unduly discouraged. If injured, may take more time than average to return to work.

2

Question/Probing

3-5

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

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

8

Motivation

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

Achievement orientation and internal motivation to initiate changes and to take risks in order to advance -- Needs security in a position, but is moderately motivated by incentives.

4

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Report Narratives

Validity

Distortion

1-6

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

Proper vs. improper reporting -- Gave good, frank answers about self.

4 Fit

Equivocation

1-6

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

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

2 Fit

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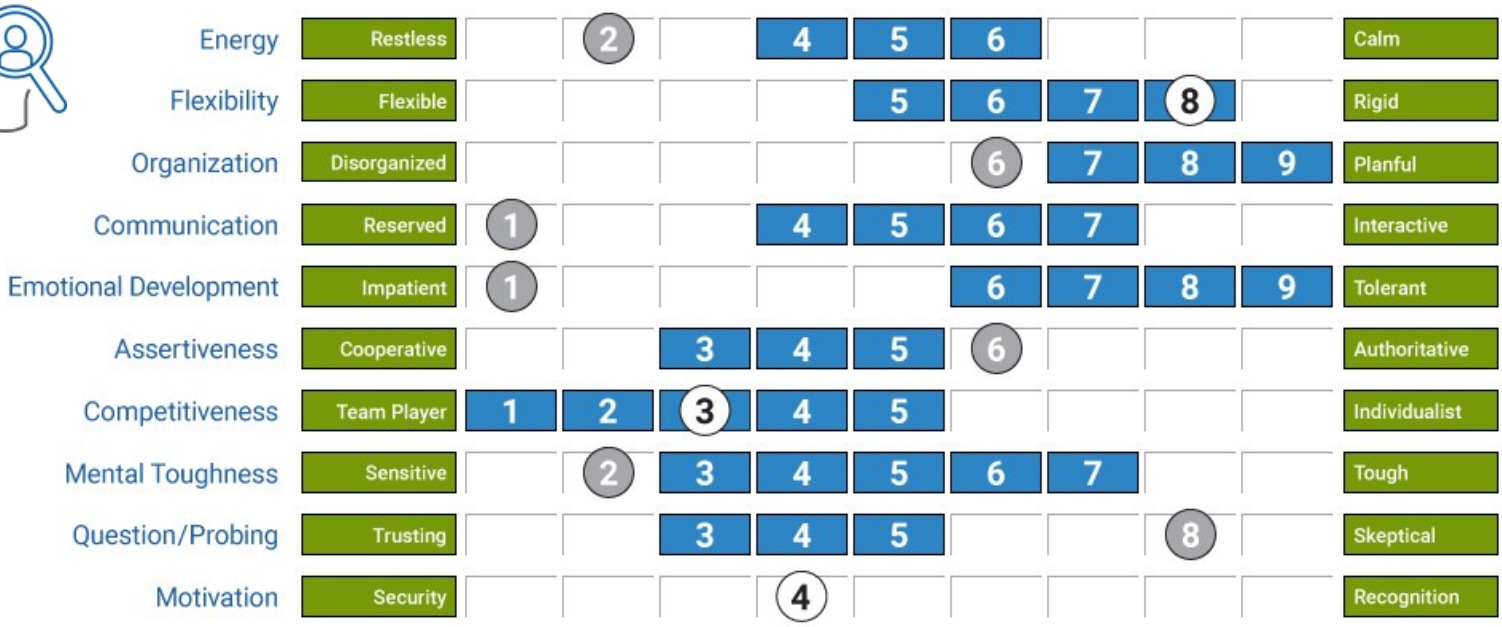
Scoreboard III

Scoresheet
Assembler

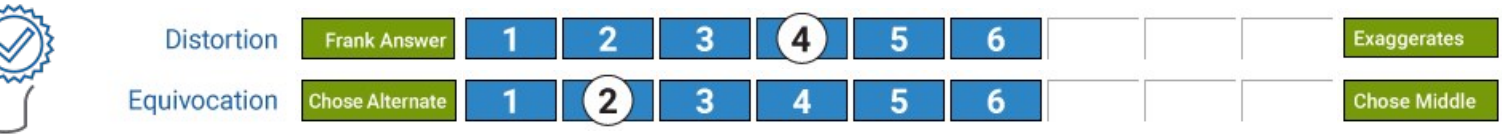
Performance Scales

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



Validity Scales

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



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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*** NO SIGNIFICANT HISTORY OF STEALING**

*** NO SIGNIFICANT HISTORY OF DRUG OR ALCOHOL ABUSE**

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