



Scoreboard® Assessment Report

Report prepared on: **Ronald Walters**
Warehouse Worker
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Report Type: Warehouse Worker



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Personality Dimensions

Energy



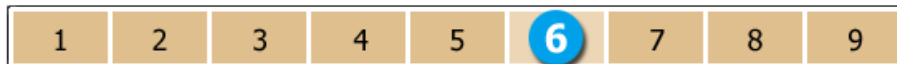
Energy and drive to get the job done. -- Physically "laidback" person who prefers working in a stationary position for long periods of time, and who may procrastinate on assignments.

Flexibility



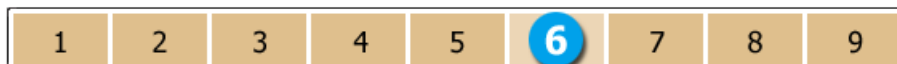
Level of flexibility, creativity, integrity and adaptability to change -- Will follow instructions; reliable, dependable and honest, yet creative and flexible enough to handle change.

Organization



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.

Communication



Ability to communicate and willingness to share knowledge with others to achieve common goals -- Able to work alone to some degree, but also enjoys having some contact with people. Will enjoy people contact, yet also able to handle detail work. Excellent level of sociability for most positions.



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Emotional Development



Level of ego and confidence -- Good degree of self-confidence; desire to handle work in a timely manner, but realistic in his expectations of situations and people.

Assertiveness



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.

Competitiveness



Desire to compete against others and win vs. desire to work as part of a team -- Enjoys competition and will work harder to be #1.

Mental Toughness



Ability to handle negative aspects of job as well as ability to exhibit empathy towards others -- High level of mental toughness; not easily discouraged by negative events. May not show empathy to others.



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Question/Probing



Desire to question and probe, rather than accepting things at face value -- Good ability to ask questions, analyze answers and deal better with situations.

Motivation



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.

Validity Scales

Distortion



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

Equivocation



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

This report is confidential and is an opinion based on assessment results only. Its contents should contribute approximately 1/3 to developmental discussions since it is only one of several evaluatory and feedback resources.



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Personality Dimensions													
		1	2	3	4	5	6	7	8	9			
Energy	Restless					[○	○	○]	8	Calm	
Flexibility	Flexible					5	[○	○	○]	Rigid	
Organization	Disorganized						[6	○	○	○]	Playful
Communication	Reserved			[	○	○	○	6	]			Interactive
Emotional Develop.	Impatient				[	○	5	○	]			Tolerant
Assertiveness	Cooperative				[	○	○	6	]			Authoritative
Competitiveness	Team Player							[○	○	7]	Individualist
Mental Toughness	Sensitive							[○	○	7]	Tough
Questioning/Probing	Trusting				[	○	○	6	]			Skeptical
Motivation	Security	[	○	○	○	4	○	]				Recognition
Validity Scales													
		1	2	3	4	5	6	7	8	9			
Distortion	Frank Answer	[	○	○	3	○	○	]				Exaggerates
Equivocation	Chose Alternate	[	○	○	○	○	5	○	]			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 are areas of concern.

NOTE: Areas with dots and brackets [○ — ○ — ○] are of primary importance with the dots and brackets reflecting the most desirable range for an individual to score in to have those characteristics. Areas without dots and brackets are secondary areas that provide additional information regarding the individual. Scores within this range are shown with a number inside a blue circle. Those outside the desired range, or with no range identified, will have a number inside a black circle.



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Development Suggestions

Introduction

The behavior of each individual is influenced by genetics, biochemistry and environment. The individual's scores related in this assessment depict the individual as of the date and time the individual took the assessment.

Major changes in biochemistry and/or environment can change the scores on the assessment. Effective training and/or development that the individual is exposed to can and should also affect scores.

Consequently, 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 have carefully reviewed the training and development materials available in the marketplace and have selected for recommendation those that we deem appropriate to suggest in areas where the person assessed could benefit most from growth and development.

We trust that you will find these suggestions helpful.



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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

1. 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.
2. 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.