



## **Production Performer® Assessment Report**

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Report Type: Press Operator

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## Production Performer

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### Mental Aptitudes

#### Numerical Perception



NUMERICAL PERCEPTION measures an individual's accuracy in handling numeric and alphabetic data. Ms. Allen's above-average Numerical Perception score indicates she can process data quickly and carefully.

#### Math



MATH SKILLS measures the general knowledge of arithmetic an individual possesses. Ms. Allen'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.

### Personality Dimensions

#### Energy



ENERGY measures the individual's stress and drive level, and ability to work under pressure. Ms. Allen is a very calm individual who handles life's pressure and stress well. She will not have difficulty maintaining her level of concentration under pressure, but may need motivation by established deadlines.

#### Flexibility



FLEXIBILITY measures an individual's attitude toward ethics, honesty, reliability and dependability. Ms. Allen is oriented to be an ethical, honest individual who adheres to policies and procedures of the organization as they relate to job requirements.



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### Organization



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

### Communication



COMMUNICATION measures an individual's desire to communicate verbally with co-workers in the course of her workday. Angela is able to interact with co-workers during the day, but does not require constant interaction to be content.

### Emotional Development



EMOTIONAL DEVELOPMENT measures an individual's ego, self-confidence and self-esteem. Ms. Allen is a very self-assured individual with a high degree of patience for herself and others. She is normally able to deal with fellow workers in a very patient manner.

### Assertiveness



ASSERTIVENESS measures an individual's desire to interact with fellow workers in a cooperative manner, rather than attempting to control a situation. Angela can take orders or give orders. She is cooperative with fellow workers, yet has sufficient assertiveness to hold her own in a situation.



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### Competitiveness



COMPETITIVENESS measures whether an individual desires to be a participating team member versus being individually responsible for results. Angela is a team player who prefers working and achieving through a team-oriented effort, rather than individually.

### Mental Toughness



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. Allen is sensitive enough to care about her own needs, as well as those of her fellow workers, but is tough enough to handle the normal amount of life or job pressures or problems.

### Question/Probing



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. Angela will not probe or ask questions to determine real motives or objectives for what people say or do, preferring instead to accept the information given to her by others as it is told to her.

### Motivation



MOTIVATION measures an individual's desire for job security rather than recognition, incentives and change. Ms. Allen prefers some security in her job, but is also motivated by recognition and incentives.



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### Validity Scales

#### Distortion



Ms. Allen is a secure person who is not afraid to admit her weaknesses. She is also good at assessing her strengths. She tends to be open and frank, with these assessment results having a high degree of accuracy.

#### Equivocation



She has scored within our acceptable equivocation range.

**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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ScoreSheet  
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### Mental Aptitudes

		1	2	3	4	5	6	7	8	9	
<b>Numerical Perception</b>	Imprecise							[ 7 ]			Accurate
<b>Basic Math</b>	Low Skills							7			High Skills

### Personality Dimensions

		1	2	3	4	5	6	7	8	9	
<b>Energy</b>	Restless					[ 5 ]			8		Calm
<b>Flexibility</b>	Flexible						[ 6 ]				Rigid
<b>Organization</b>	Disorganized					[ 5 ]					Planful
<b>Communication</b>	Reserved	[ 1 ]			4						Interactive
<b>Emotional Develop.</b>	Impatient								[ 8 ]		Tolerant
<b>Assertiveness</b>	Cooperative			[ 3 ]		5					Authoritative
<b>Competitiveness</b>	Team Player	[ 1 ]		3							Individualist
<b>Mental Toughness</b>	Sensitive					[ 5 ]					Tough
<b>Questioning/Probing</b>	Trusting			3					[ 7 ]		Skeptical
<b>Motivation</b>	Security	[ 1 ]				5					Recognition

### Validity Scales

		1	2	3	4	5	6	7	8	9	
<b>Distortion</b>	Frank Answer	[ 1 ]				5					Exaggerates
<b>Equivocation</b>	Chose Alternate	[ 1 ]				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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### Direct Admissions

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

STEALING PROPERTY FROM HOUSES, AUTOS AND/OR WAREHOUSES

**How many times have you taken (stolen) property from places other than jobs or stores, such as houses, autos, warehouses, etc.?**

Once

**What is the estimated value of property you have taken (stolen) from places other than your employer or stores, such as houses, autos, warehouses, etc.?**

More than \$100 dollars



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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.



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**Emotional Development** - Measures ego, self-esteem and emotional maturity compared to chronological age (age from date of birth).

You are a self-assured individual with healthy self-esteem. You believe in yourself and are not easily frustrated when things do not happen as quickly as you desire. You are self-reliant, but may at times be overly tolerant and fail to take action as quickly as you should, believing everything will "work out okay."

Your self-affirmation sentence:

***"I am an action-oriented person."***

### Steps to Effect Change

1. Your biggest problem lies in your tolerance level and possible procrastination when action is called for. You must learn what you can achieve if you try harder and reach for greater achievement through established goals and objectives.
2. You need to mentally stress the daily and weekly process of planning time and activities to make the right things take place for timely accomplishment. Avoid becoming complacent over any unmet goals.
3. You can seek regular counseling with others to make sure that you are not being slack about reaching your goals; ask "significant others" in your life to apply pressure, when necessary, to help you meet set goals.
4. Goal setting is highly important - write goals down and evaluate your progress daily. Tell someone close to you that you are working toward a goal; let that person urge you on!



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**Question/Probing** - Measures the tendency not to accept information at face value.

You have a very trusting nature and tend to accept most instructions, directives and information at face value. Even though you have a positive, enthusiastic attitude, you may be so trusting that you allow others to take advantage. When problem-solving or troubleshooting complex issues, you may not probe far enough to see the whole picture.

Your self-affirmation sentence:

***"I ask questions."***

### Steps to Effect Change

1. Gullible people can be taken advantage of very easily; you need to develop the ability to question and develop probing skills.
2. Mental exercises, such as word games, mathematics and logic puzzles, even newspaper crossword puzzles, help to develop the "probing" process and are quite useful in developing your "brain power."
3. Cynicism is not attractive, but the trusting person can often be a detriment by disclosing private information much better kept confidential. Develop the ability to be a little more closed and therefore a little less open to exploitation.
4. Prior to making any type of commitment, signing any legal contracts, making any big purchases, etc., give yourself time to research and think about the situation, rather than entering into the matter too quickly.