



***Confidential
Placement Report***

for

Cindy Davis

HME Sales

Thursday, September 28, 2006

**The Med Group
3223 S Loop 289
Ste 600
Lubbock, TX 79423
806-793-8421**

Pattern Date: 5/1/2006 3:31:33 PM

Introduction

This report provides information about Cindy Davis, presented in a manner to help you judge her match with a selected position in your organization. Every employable person will match some positions better than other types of work.

This report reflects the responses provided by Cindy Davis when she completed the **Profile XT** assessment. Results are illustrated on a scale from 1 to 10. The darker area on the scale represents the “Job Match” target. The enlarged segment of the scale shows where Cindy scored. If the enlarged segment is dark, Cindy is in the “Job Match” pattern; if it is light, she is not. Information about Cindy is reported in these five categories:

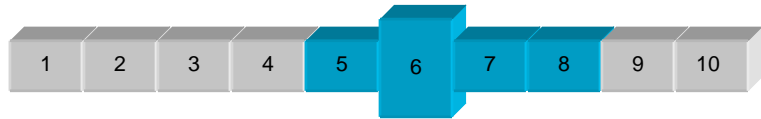
- **Profile for Thinking Style** – Learning index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Profile for Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Profile for Interests** – Enterprising, Financial/Administrative, People Service, Creative, Technical, and Mechanical.
- **The Total Person** – Additional information regarding Cindy and the significance of her scores.
- **Interview Questions** – Suggested interview questions for acquiring additional information that could be helpful in judging suitability for this position.

Please consult the User’s Guide for additional information on using these results in working with Cindy.

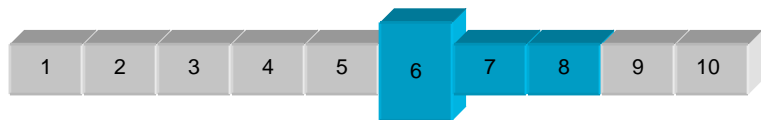
Profile for Thinking Style

The darker shading represents the Job Match Pattern for the role of HME Sales. The larger box indicates this individual's score.

Learning Index – An index of expected learning, reasoning and problem solving potential.



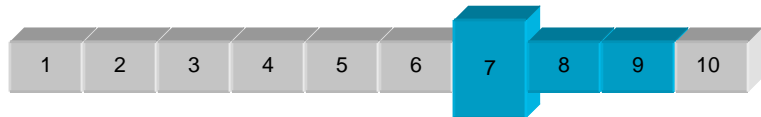
Verbal Skill – A measure of verbal skill through vocabulary.



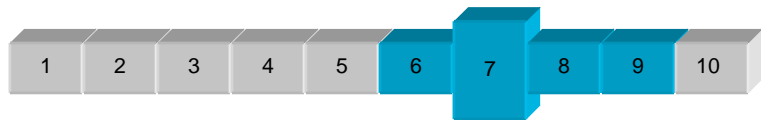
Verbal Reasoning – Using words as a basis in reasoning and problem solving.



Numerical Ability – A measure of numeric calculation ability.



Numeric Reasoning – Using numbers as a basis in reasoning and problem solving.

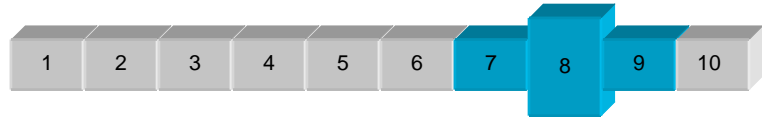


95% match with Thinking Style Pattern for the HME Sales position.

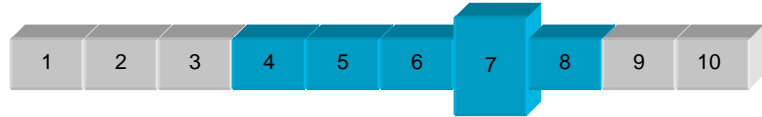
Cindy Davis has a **95%** overall match for the HME Sales position.

Profile for Behavioral Traits

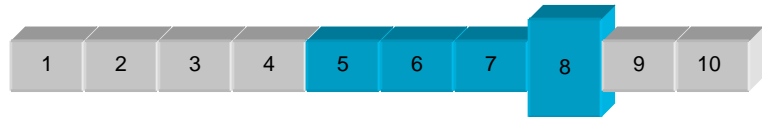
Energy Level – Tendency to display endurance and capacity for a fast pace.



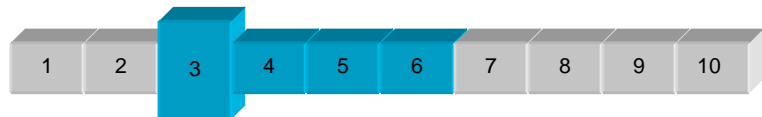
Assertiveness – Tendency to take charge of people and situations. Leads more than follows.



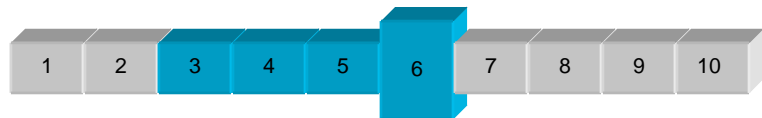
Sociability – Tendency to be outgoing, people-oriented and participate with others.



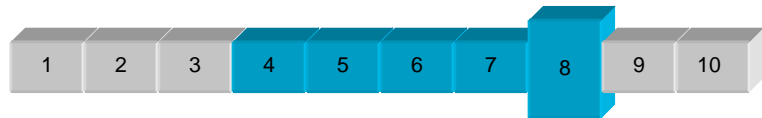
Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.



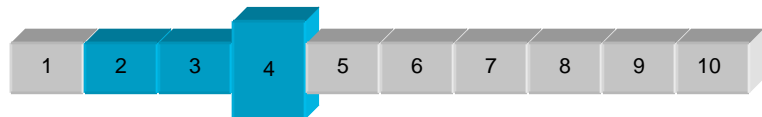
Attitude – Tendency to have a positive attitude regarding people and outcomes.



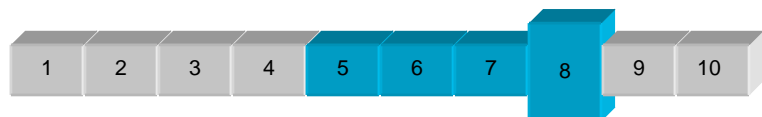
Decisiveness – Uses available information to make decisions quickly.



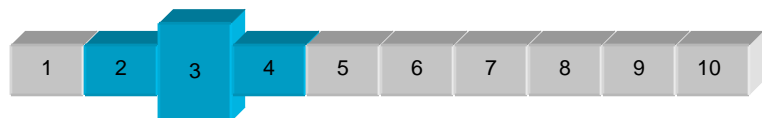
Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.



Independence – Tendency to be self-reliant, self-directed, to take independent action and make own decisions.



Objective Judgment – The ability to think clearly and be objective in decision-making.



95% Behavioral Traits Pattern match for the HME Sales position.

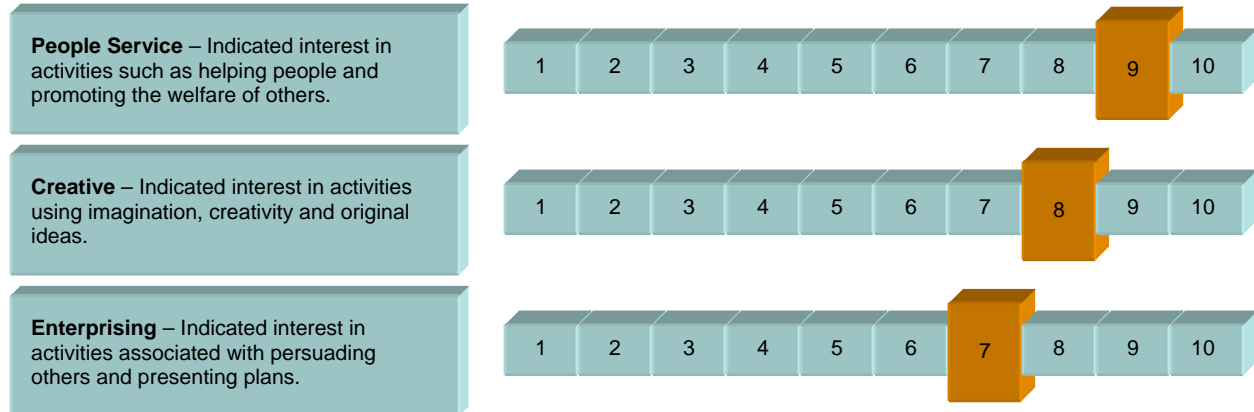
Cindy Davis has a 95% overall match for the HME Sales position.

The Distortion Scale Score on this assessment is **9**. The Distortion Scale deals with how candid and frank the respondent was while taking this assessment. The range for this scale is 1 to 10, with higher scores suggesting greater candor.

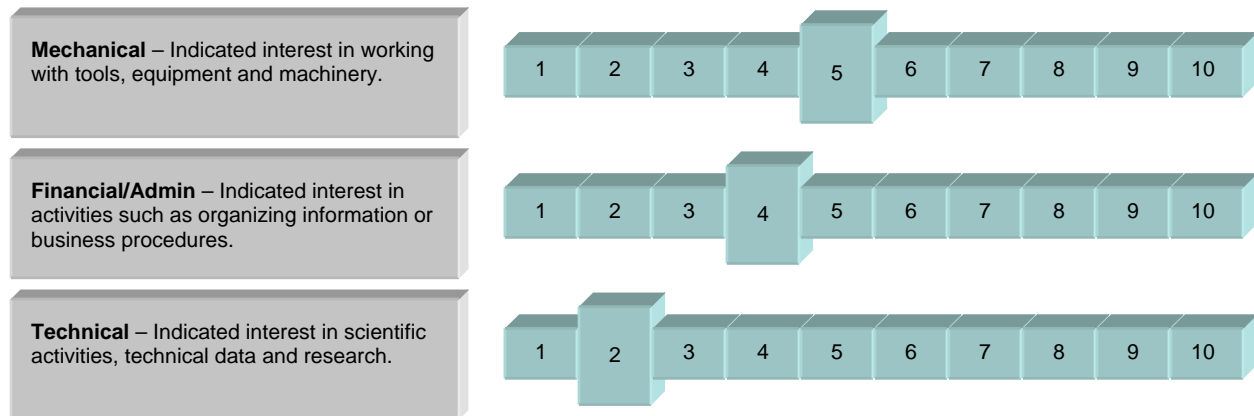
Profile for Interests

For the Job Match Pattern under consideration, the top three interests in descending order are: **People Service, Creative** and **Enterprising**. The other three interests have no impact on this position. The top three interests for Cindy in descending order are: **People Service, Creative** and **Enterprising**. Ms. Davis shares all of these interest areas.

Top three Interests for this position



Interests not relevant to this Position



When the top three interests are in common, the Job Match Percentage is greater than if there are fewer than three in common.

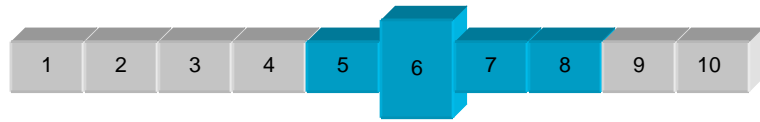
Cindy Davis has an 95% match with Interest Pattern for the HME Sales position.

Cindy Davis has an overall match of 95% for the HME Sales position.

The Total Person

This part of the report discusses the results for Cindy Davis on each of the scales in all three sections. The reported scores relate to the working population in general, and not to any specific Job Match Pattern.

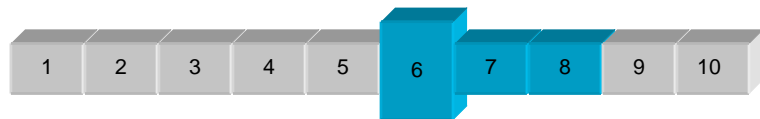
Learning Index – An index of expected learning, reasoning and problem solving potential.



Job Pattern 5-8 Score 6

- Upon completing a new training program, Ms. Davis should pick up new concepts easily.
- Overall, Ms. Davis may be expected to complete a typical training program with adequate success.
- She is generally adaptive in the intellectual sense.
- Cindy's overall learning index is above average and suggests a good potential for quickly learning new information.

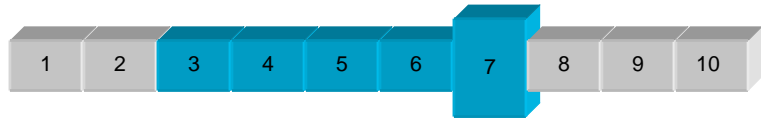
Verbal Skill – A measure of verbal skill through vocabulary.



Job Pattern 6-8 Score 6

- She demonstrates a level of verbal skill equivalent to most people in the general population.
- Cindy should be capable of learning to apply basic communication principles to new, more complex problems as necessary.
- Ms. Davis should be able to grasp simple communication principles that apply to the job.
- Ms. Davis is comfortable analyzing basic written and verbal information.

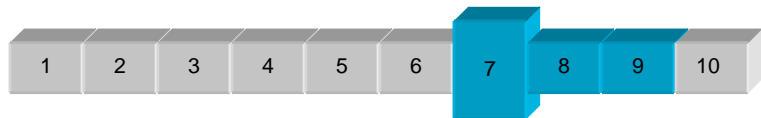
Verbal Reasoning – Using words as a basis in reasoning and problem solving.



Job Pattern 3-7 Score 7

- Ms. Davis assimilates verbal information fairly rapidly when compared to the general population.
- Cindy is proficient in information gathering and expression of thoughts and ideas.
- Ms. Davis should communicate thoughts and ideas to others effectively.
- She likely prefers to work with verbal information.

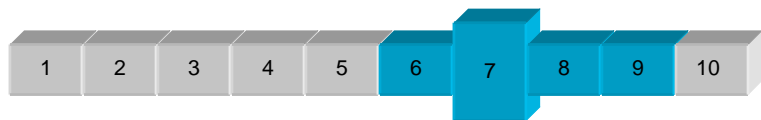
Numerical Ability – A measure of numeric calculation ability.



Job Pattern 7-9 Score 7

- She should be competent in making mental estimations involving numerical data.
- Cindy shows strong potential for developing existing skills with numbers.
- Ms. Davis can build on a basic numerical foundation as the particular calculations required in performing the job become familiar.
- Ms. Davis has a sound understanding of basic mathematical processes and is able to mentally figure some numeric combinations.

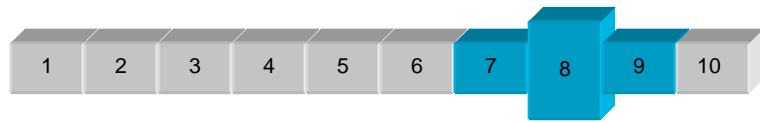
Numeric Reasoning – Using numbers as a basis in reasoning and problem solving.



Job Pattern 6-9 Score 7

- She completes numerical problems with greater success than the general population.
- Cindy grasps numerical concepts readily.
- Ms. Davis works well with numbers and numerical concepts.
- Ms. Davis demonstrates a relatively strong ability to solve problems of a numerical nature.

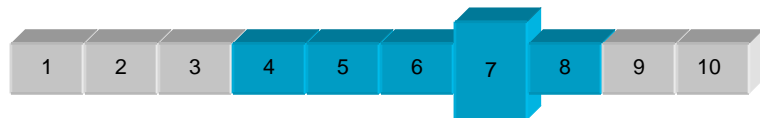
Energy Level – Tendency to display endurance and capacity for a fast pace.



Job Pattern 7-9 Score 8

- She would very likely enjoy positions which call for a high energy level, fast work pace and critical deadlines.
- Ms. Davis has an unusually high energy level and probably would not enjoy sedentary work.
- Ms. Davis is a self-starter, an energetic personal producer with a high sense of urgency.
- Ms. Davis enjoys a quick pace and a fast track. She has a strong focus on critical deadlines and timely results.

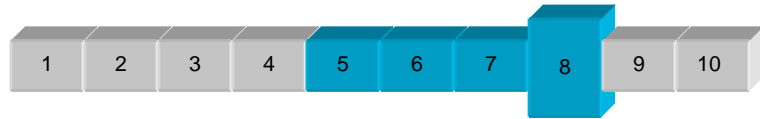
Assertiveness – Tendency to take charge of people and situations. Leads more than follows.



Job Pattern 4-8 Score 7

- She typically uses direct statements and seems to enjoy the opportunity to lead others.
- Ms. Davis is motivated by situations in which she is held accountable for results.
- Cindy can be a moderately assertive leader who gets results.
- Ms. Davis is willing to be assertive, to be more of a leader than a follower.

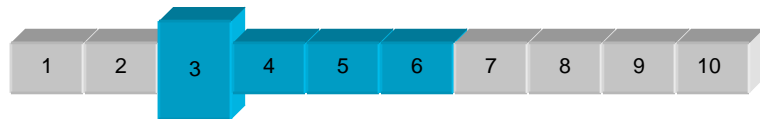
Sociability – Tendency to be outgoing, people-oriented and participate with others.



Job Pattern 5-8 Score 8

- Cindy is highly inclined to promote the benefits of teamwork; she likes to confer with others, to involve the team in the discussion of how things will be done.
- She spends a great amount of time interacting with people, engaging them in conversation and being concerned with interpersonal relationships. She would find it extremely difficult to work in isolation from other people.
- Ms. Davis's sociability is highly compatible with establishing a network of contacts. She is open to others, approachable and quick to share feelings and ideas.
- Ms. Davis is quick to initiate relationships and fit in with all types of people.

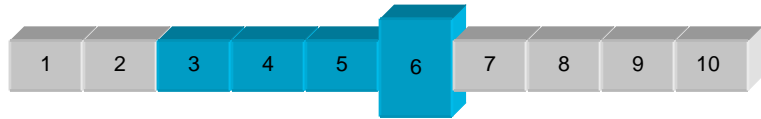
Manageability – Tendency to follow policies, accept external controls and supervision and work within the rules.



Job Pattern 3-6 Score 3

- She may be more willing to defend her point of view, once her mind is made up.
- Ms. Davis is frequently comfortable working in the absence of supervision and external controls.
- Cindy may be more willing than others to ask questions when she is not in agreement with a policy or a directive.
- Ms. Davis is more willing to question the status quo and may be more difficult to please.

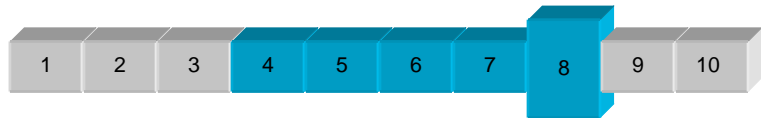
Attitude – Tendency to have a positive attitude regarding people and outcomes.



Job Pattern 3-6 Score 6

- Ms. Davis has a tendency to trust most people.
- Ms. Davis demonstrates a positive attitude regarding changes in policies and guidelines.
- She is usually enthusiastic about risk, change and unexpected challenges.
- Cindy has positive expectations for the outcome of problems and difficult situations.

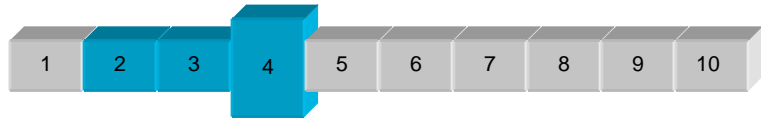
Decisiveness – Uses available information to make decisions quickly.



Job Pattern 4-8 Score 8

- She is inclined to take decisive action, to move decisions forward.
- Ms. Davis can stand firm on decisions and may not be inclined to back down once a decision is made.
- Cindy is capable of responding to an emergency and resolving problems.
- Ms. Davis is decisive and quick to act. She is likely to enjoy positions which require immediate action.

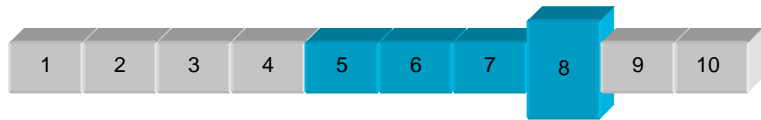
Accommodating – Tendency to be friendly, cooperative, agreeable. To be a team person.



Job Pattern 2-4 Score 4

- Ms. Davis tends to use a positive, informal approach. She will generally demonstrate a willingness to listen.
- She tends to be agreeable, cooperative, good-natured. Cindy is fairly easy to please.
- Cindy can be slower than others to avoid arguments, disagreements and/or conflict.
- Ms. Davis can become defensive whenever someone tries to take advantage of her.

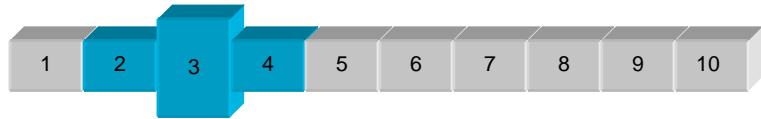
Independence – Tendency to be self-reliant, self-directed, to take independent action and make own decisions.



Job Pattern 5-8 Score 8

- Ms. Davis takes on new developments independently, bringing in co-workers only when absolutely necessary.
- Cindy is an independent worker who prefers minimal guidance and coaching.
- She is highly independent, possibly requiring firm supervision and clearly defined guidelines.
- Ms. Davis prefers to run her own show and will quietly fight being restricted. She can become impatient with the traditionalist view that "we've been doing this for the last ten years, so why should we change?"

Objective Judgment – The ability to think clearly and be objective in decision-making.



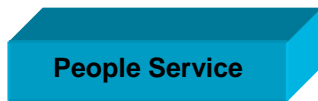
Job Pattern 2-4 Score 3

- Ms. Davis's judgment has a strong tendency to become subjective when pressured.
- Ms. Davis's judgment will be much more intuitive when addressing critical independent decision making responsibilities.
- Ms. Davis has a tendency to be a subjective thinker, to strongly emphasize personal opinions more than factual data.
- Ms. Davis's thinking can be effective until she allows personal biases and opinions to replace sound judgment.

Occupational Interests

The Interest section assesses the relative interests between the six interest areas. The top three interests for Ms. Davis are shown here, along with the top three interests for the HME Sales position. Note that Cindy shares ALL top interests with the requirements of this position.

TOP THREE areas of interest for
Cindy Davis.



Indicated interest in activities such as helping people and promoting the welfare of others.

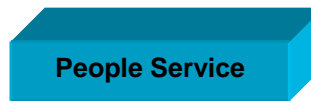


Indicated interest in activities using imagination, creativity and original ideas.



Indicated interest in activities associated with persuading others and presenting plans.

TOP THREE areas of interest for the position of
HME Sales.



Indicated interest in activities such as helping people and promoting the welfare of others.



Indicated interest in activities using imagination, creativity and original ideas.



Indicated interest in activities associated with persuading others and presenting plans.

Ms. Davis scored highest in the Creative, Enterprising and People Service themes on the inventory. She is attracted to positions in which she can use her creative side in a business environment that allows for a high degree of contact with people. She appears to be drawn toward opportunities to solve problems in an innovative way. The chance to serve the needs of customers and the public in general also relates to this interest pattern.

With People Service as her primary area of interest, Ms. Davis is likely to seek out activities that involve working with and serving others, whether team members, the company or customers. As her main area of interest, these kinds of activities will do best to motivate her. Secondly, she is motivated by the innovation and expressiveness of Creative pursuits. Whether it involves designing new things, coming up with new ideas or the application of innovative plans, this type of work can fuel her overall job satisfaction. Finally, her interest in Enterprising activities rounds out her profile. While not as vital to maintaining her motivation as her higher interests, such dealings can have a positive effect on her long-term job satisfaction.

Notice:

As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than a third of the final decision.

Interview Questions

There are no interview questions provided here because Ms. Davis scored within the Job Match Pattern for all scales.