

SELECTION INSIGHT REPORT

This report is a tool to help you understand people. It describes the subject's personality, capabilities and potential. It was prepared by Personnel Analysts who are available to answer questions at 248-360-7690 or through our website, professionalselections.com.

Prepared for : Robert Morton

Company : American Sales and Marketing

SAMPLE

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Subject : Michelle Henry

Position : Distributor/Operator Sales

Date : February 24, 2011

BEHAVIORAL TRAITS

Four basic needs which shape the subject's personality and motivate his or her behavior

CONTROL

Ms. Henry demonstrates an average need for control. She is willing to make decisions, and she will display a desire for self-reliance.

INTERACTION

Ms. Henry has a high need for interaction. She is an expressive individual who will play an active role in creating and maintaining high levels of communication.

STABILITY

Ms. Henry has tolerance for routine as well as the ability to adjust to changes. Her need for stability is in the somewhat-above-average range.

PERFECTION

Ms. Henry will be accurate in her work and will seek to develop expertise. She keeps a focus on the details, due to her above-average need for perfection.

Learn more about **Behavioral Traits** at professionalselections.com/Behavior.htm

ACHIEVEMENT TRAITS

Some of the traits which indicate this person's strengths and strategies as an achiever

INITIATIVE

Ms. Henry has an above-average level of initiative. She will take action and make needed decisions to achieve results. She is willing to take-charge within her area of responsibility.

RELIABILITY

Ms. Henry has the well-above-average reliability score characteristic of people who are described as steady and consistent in performing tasks and in fulfilling their commitments.

OPTIMISM

Ms. Henry has a well-above-average score on scales measuring her level of optimism. She works at maintaining a positive attitude, and she looks for the best in other people.

ENERGY

Ms. Henry can respond to the challenge of positions which involve a variety of responsibilities. Due to her well-above-average energy, she can handle work which requires versatility.

COGNITIVE TRAITS

The approach this person usually takes in solving problems and making decisions

Ms. Henry has a good capacity for solving problems. She enjoys finding a way of getting the job done. She is able to utilize analytic skill and creativity to get results.

SELECTION TIPS

Issues to consider, and specific steps you can take, in investigating this person's potential

You will want to review the feelings Ms. Henry has about her past positions, and discuss her goals for the future, to shed more light on her motivational needs.

Ms. Henry enjoys acquiring knowledge, and you will want to give her an opportunity to develop expertise in your operations through your training program.

You may wish to discuss whether Ms. Henry sees this position as a stepping-stone to advancement, in order to learn more about her potential longevity.

SUMMARY

An evaluation of this person's potential contribution to the success of your team

Michelle Henry has the high need for interaction that motivates her to meet people and build relationships. She can make a good first impression, and she will work to gain the acceptance of others and establish a friendly rapport. She is an outgoing and expressive person who will play an active role in maintaining a steady flow of communication. She will continue to improve her persuasive skills as she gains experience. An average need for control means she likes to have the freedom to make some of her own decisions. She is able to operate independently in areas where she has experience. She can display a good degree of assertiveness in her sales interactions. Her needs for interaction and control give her a natural desire to have an influence on other people.

Ms. Henry has the above-average need for perfection found in people who like to operate in a well-organized manner. She will want to gain a thorough understanding of her duties, and she will keep a focus on the details. She is motivated to get things done efficiently. An average need for stability indicates she can adjust to changes without undue delay. She does like to maintain harmony and stability in her relationships. She will be seen as a good team-player who is patient and supportive in working with others. She enjoys providing a service to others through the work she performs.

Ms. Henry has a pattern of achievement traits that indicates she is a versatile achiever who is positive and persistent in pursuit of her goals. Above-average scores in the categories of initiative and reliability show she has a good work ethic. She is willing to take the lead in working with other people, and she can handle familiar problems on her own. She keeps a focus on making progress, and she has the conscientious nature found in dependable performers. She will work hard to display good follow-through in completing her responsibilities and in keeping her commitments to others. Her well-above-average level of optimism indicates she will be known for her positive attitude. She makes a positive first impression and works hard to build positive working relationships. A well-above-average level of energy gives her the versatility needed to handle a multifaceted position. She can use her energy to adjust her approach, when necessary, in order to work with a variety of people and complete a variety of assignments. Her cognitive traits indicate she can find creative solutions, when needed, and she also possesses the analytic skills that help her solve practical problems.

Michelle Henry has a style of behavior that makes her an active communicator who enjoys building rapport and being persuasive. Her achievement traits show she will work hard to gain needed knowledge and develop her skills. She does have the traits which give her well-above-average potential in a Distributor/Operator Sales position with American Sales and Marketing.

PERFORMANCE QUOTIENT - 8.0

SUCCESS STRATEGIES

