Profiles WorkForce Compatibility™
Quick Reference Guide

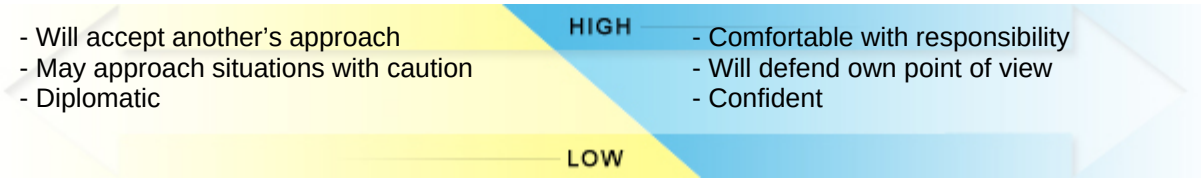
This Quick Reference Guide is provided to the trained strategic partner as an abbreviated review of the Profiles Workplace Compatibility assessment. It is not intended as a sole source of information about how to understand or use the assessment. Both the Technical document and User's Guide for each assessment contain more detailed information about their use. It is important those who use these assessments are familiar with these documents.

Self-Assurance

One's level of influence/assertiveness toward another person or group. It may be associated with the level of self-confidence.

High Score: Those who tend to focus on influencing others and a have a need to be in control of situations.

Low Score: Those with a minimal need for control and a preference to follow. Such an individual may be comfortable as a team member who accepts the leadership of another.

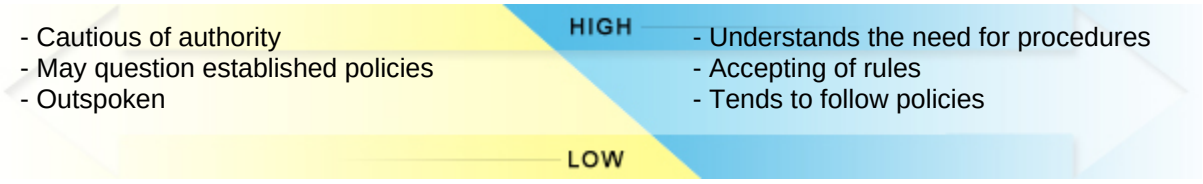


Conformity

Relates to one's willingness to follow established protocols without question. It is associated with accepting and following rules and policies.

High Score: Often associated with willingly following rules and policies. Common characteristic is the reluctance to question authority.

Low Score: Those who are willing to question the way thing are done. This kind of person is likely to follow personal ideas of propriety in the workplace regardless of established procedures.



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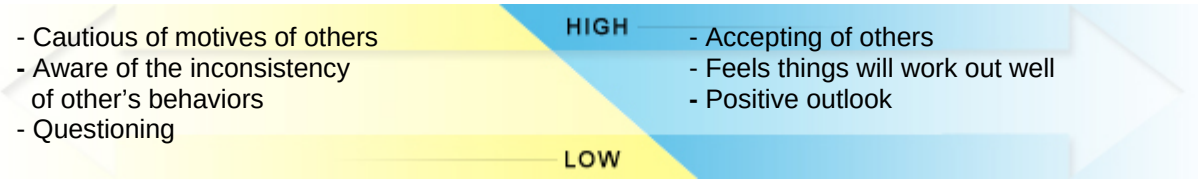
Optimism

The acceptance of the motives of another person or group. It relates to the tendency to believe things will have a positive outcome.

High Score: Those who maintain a positive outlook regarding people as well as groups, and generally believe that things will work out for the best.

Low Score: Those who are willing to question the intentions of others and have a guarded view of future outcomes.

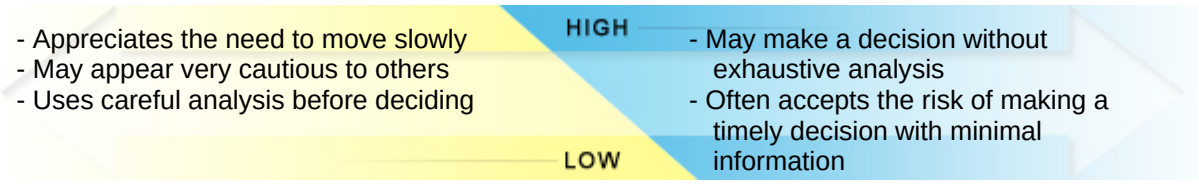


Decisiveness

Relates to the capacity a person has for accepting the risk associated with making a timely decision based on only available information. It may be seen as the willingness to act with limited information.

High Score: Those who tend to make decisions based on information currently available without becoming too mired in the process. These individuals have a willingness to risk failure for the sake of timeliness.

Low Score: Those who tend to require as much information as they can find before making a decision. Good in certain environments where timeliness is not as critical as accuracy.



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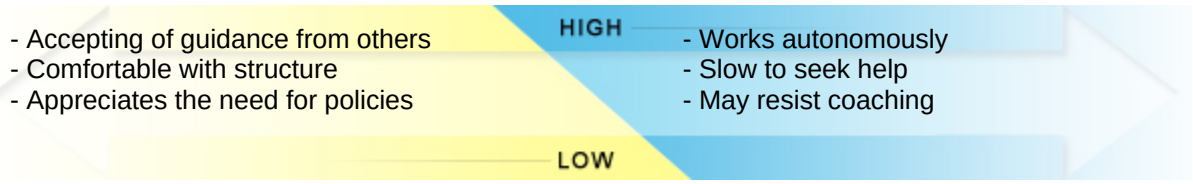
Self-Reliance

The desire to work free from the constraints of other; to rely on one's own resources. It may be seen as a person's need to work autonomously without input from others.

High Score: Those who prefer to take responsibility for accomplishing goals without close supervision.

Low Score: Those who prefer close supervision to guide their performance. They may be uncomfortable with a casual approach to being supervised.

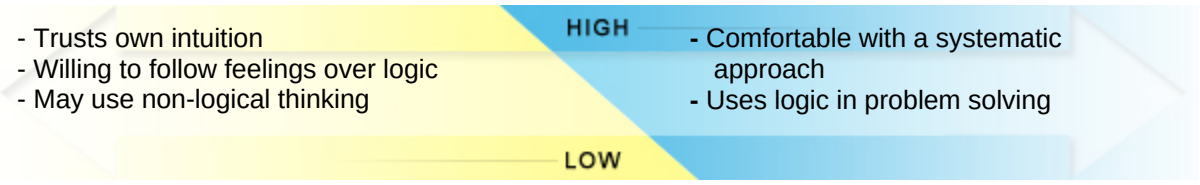


Objectivity

The level at which one uses logic and reason more than intuition to solve problems. It is seen as a person's need to have objective facts before taking action.

High Score: Those who tend to trust observable facts in their problem-solving processes over a more intuitive approach.

Low Scores: Those who are willing to follow a hunch, or feeling, or listen to their intuition before acting.

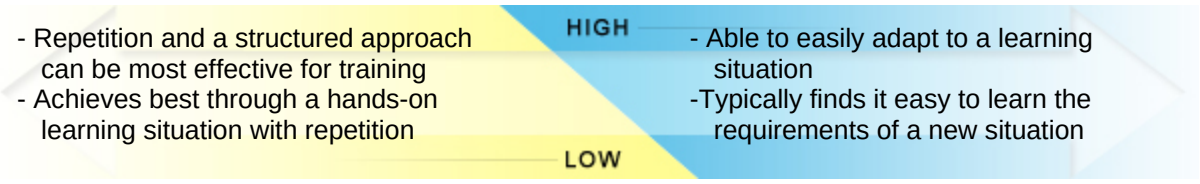


Approach to Learning

An indication of the preferred approach to learning new information. While some prefer a structured approach, others prefer a more flexible approach.

High Score: Those who are most comfortable with training situations that are flexible and open in their approach.

Low Score: Those with the ability to respond efficiently in traditional training situations. These individuals will appreciate concrete thinking and a steady, structured pace.



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