

Axiometrics™

Basic Management Employability Screen

Prepared for
Demo Sample



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Introduction

This report is the reflection of years of development and research based upon the groundbreaking work of Nobel nominee, Dr. Robert S. Hartman. The information in the report was codified and tested by one of Hartman's students, Wayne Carpenter, and uses a process based in mathematics for capturing clearly and precisely, one's thinking and decision-making processes. This assessment is set apart from self-report instruments that rely on the respondent to tell you about themselves and that almost assuredly will contain many biases. The science behind this report has been used by individuals and organizations around the world and the Standard Hartman Profile provides data that is objective, quantitative, universally applicable, and virtually impossible to bias. Selecting the right person for a job is one of the single most important factors that determine an Organization's success. The Basic Management Employability Screen is designed as a critical aid in support of this process.

The report is divided into five sections with the first being the Personal Management Inventory. This section gives a verbal description of the candidate being looked at, what type of attitudes they have, how they will solve problems, their self-image, personal motivators, and stress points. The second section provides a verbal description of how the individual will contribute to Team Synergy.

The third section of the Basic Management Employability Screen represents the risk of the individual being able to access the talent to perform specific capacities consistently in all situations at work. There are two components, a Core Skills Graph and a two page Capacities Risk Chart. Each is organized by categories, such as Planning and Organizing, Getting Things Done, and Managing Self. The higher the risk the less chance the candidate will be able to access the talent needed to perform the specific competency. To make the best use of this section, review the graph and look over the capacities listed in the charts to determine which five capacities are the most critical to job performance. Over time you will also come to easily recognize the capacities that are consistently found in your top performers and the positions they hold within your organization.

The fourth section provides a list of Prioritized Strengths and Prioritized Development comments. This section is designed to let you know the strengths and limitations of the candidate, not only in the direct comments made, but also by the number of comments made. The strongest candidates will have 9 Prioritized Strengths and 3 Prioritized Development comments. The next strongest candidates will have 8 and 4, the next 7 and 5 and the weakest 6 and 6. The comments are also designed to let you know what capacities the candidate will be able to access readily on the job and which competencies they will have the most difficulty accessing.

The fifth and final section contains Prioritized Interview Notes which are intended to provide suggestions and guidance for the interview process while giving you a deeper understanding of the individual's capabilities and developmental needs.

Personal Synopsis

ATTITUDES:

- Individualist, covertly does things their own way
- Optimistic about self and world
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

PROBLEM SOLVING:

- Practical Problem Solver
- Good intuitive insights, 'gut instincts'
- Excellent, analytical, conceptual thinking and organizing

SELF IMAGE:

- Doubts and questions about the future
- No fear of failure or success
- May not see their mistakes

MOTIVATORS:

- Status, recognition

STRESSORS:

- Anxiety about how others see and value them

Team Synergy

CORE TEAM STRENGTHS

BEING FAIR AND CONSISTENT:

- Sets priorities in relationships
- Evaluates problems from all perspectives
- Deals with conflicting issues in a positive manner

LISTENING, DELEGATING AND DEVELOPING:

- Assigns tasks clearly and specifically
- Keeps communications clear and to the point
- Makes certain that each person knows what is expected
- Gives feedback in a positive manner

COOPERATING AND SHARING:

- Reinforces the value of cooperation and sharing

KEY TEAM DEVELOPMENT ISSUES

COOPERATING AND SHARING:

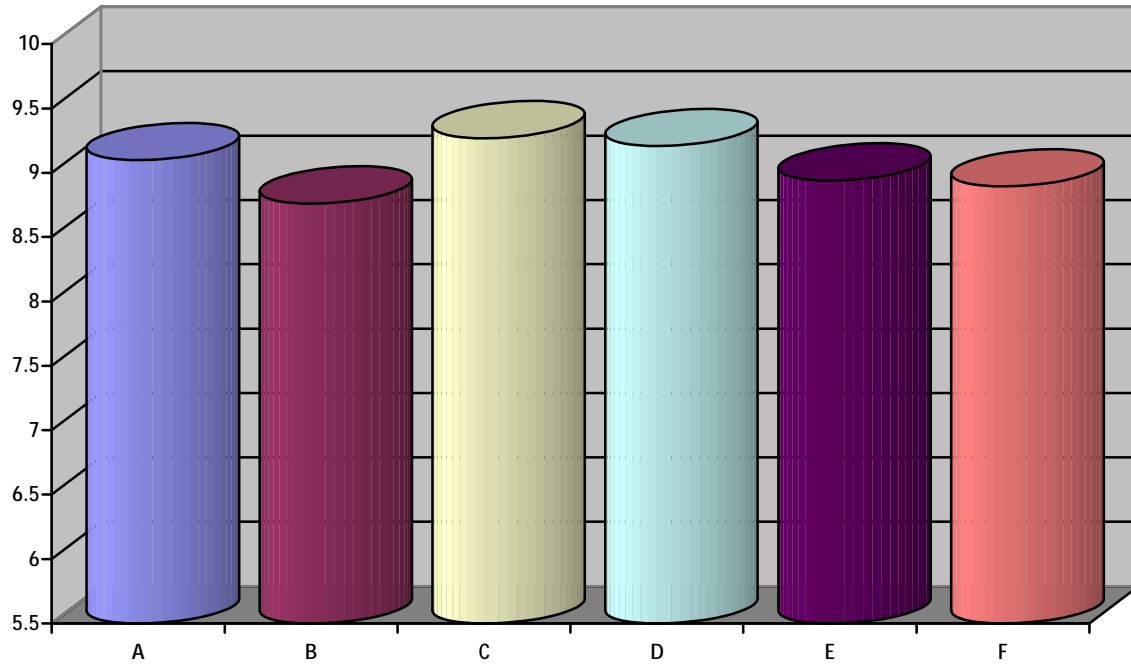
- Likely to try too hard to be positive and supportive
- Likely to be too open to ideas and input from others
- Too willing to listen to opposing viewpoints

BEING FAIR AND CONSISTENT:

- Concern about being fair can lead to issues being overlooked

Management Dimensions

Global Graph



Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.79 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.49 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.19 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Managing Others (Low Risk) — Measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.
B) Managing Activities (Conditional Risk) — Measures the ability to see what is needed to get things done.
C) Managing Problems (Low Risk) — Measures the ability to identify potential problems and generate effective solutions.
D) Planning & Organizing (Low Risk) — Measures the ability to set goals, build plans, and translate them into action.
E) Getting Things Done (Situational Risk) — Measures the ability of an individual to focus energy on tasks and follow them to completion, dealing with the stresses and strains without losing freedom of action.
F) Managing Self (Situational Risk) — Measures the ability to see, understand, and be sensitive to personal uniqueness, confidence, competency, goals, and self organization.

Management Capacities

Chart - 1

Skills And Talents	Primary Strength	Secondary Strength	Secondary Development	Primary Development
	Excellent ability to utilize the competency and translate the talent into decisions. Limited potential for making errors in the decision making process.	Very good ability to utilize the competency in well defined situations. In less defined situations there is more potential for making errors in the decision making process.	Limited ability to utilize the competency indicating a condition in which there is increased potential for errors in the decision making process.	Restricted ability to utilize the competency indicating that there is significant potential risk of making errors in the decision making process.
Managing Others				
- Insight Into Others	ü			
- Attitude Toward Others	ü			
- Prejudice/Bias Index		ü		
- Sensitivity To Others	ü			
- Listening To Others		ü		
- Talking At The Right Time		ü		
Managing Activities				
- Meeting Established Standards		ü		
- Doing Things Right			ü	
- Attention To Policies And Procedures			ü	
- Meeting Schedules And Deadlines		ü		
- Attitude Toward Authority			ü	
- Attention To Concrete Detail		ü		
Managing Problems				
- Evaluating What To Do		ü		
- Using Common Sense	ü			
- Intuitive Insight	ü			
- Seeing Potential Problems	ü			
- Proactive/Conceptual Thinking			ü	

Management Capacities

Chart - 2

Skills And Talents	Primary Strength	Secondary Strength	Secondary Development	Primary Development
	Excellent ability to utilize the competency and translate the talent into decisions. Limited potential for making errors in the decision making process.	Very good ability to utilize the competency in well defined situations. In less defined situations there is more potential for making errors in the decision making process.	Limited ability to utilize the competency indicating a condition in which there is increased potential for errors in the decision making process.	Restricted ability to utilize the competency indicating that there is significant potential risk of making errors in the decision making process.
Planning And Organizing				
- Realistic Goal Setting	ü			
- Short Range Planning	ü			
- Long Range Planning			ü	
- Concrete Organization	ü			
- Conceptual Organization	ü			
- Attention To Planning			ü	
Getting Things Done				
- Self Confidence		ü		
- Goal Directedness			ü	
- Results Oriented			ü	
- Ambition	ü			
- Persistence		ü		
- Consistency	ü			
Managing Self				
- Self Esteem			ü	
- Self Assessment	ü			
- Self Control		ü		
- Role Satisfaction	ü			
- Flexibility/Adaptability			ü	
- Health/Tension Index				ü

Personal Management Inventory

Prioritized Core Strengths

- 1) Seeing Potential Problems: (Managing Problems)-Excellent Potential**
Excellent capacity for identifying crucial issues in complex and confusing situations.
- 2) Conceptual Organization: (Planning And Organizing)-Excellent Potential**
Individualistic, potentially innovative approach to thinking can lead you to novel ways to organize and plan.
- 3) Using Common Sense: (Managing Problems)-Excellent Potential**
Excellent ability to see and understand how to get things done in a practical, common sense way.
- 4) Concrete Organization: (Planning And Organizing)-Excellent Potential**
Individualistic, unconventional thinking gives you the ability to organize things in novel, innovative ways.
- 5) Short Range Planning: (Planning And Organizing)-Excellent Potential**
The ability to see and understand planning in novel, unconventional, and individualistic ways.
- 6) Role Satisfaction: (Managing Self)-Excellent Potential**
Combination of confidence about their ability to perform and an urgency to push ahead and get things done.
- 7) Insight Into Others: (Managing Others)-Very Good Potential**
Keen insight into others combined with a positive attitude builds a realistically optimistic evaluation of others.
- 8) Intuitive Insight: (Managing Problems)-Very Good Potential**
Very Good ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.

Prioritized Development Areas

- 1) Health/Tension Index: (Managing Self)-Real Risk**
Imbalance in their thinking can generate anxiety, frustration, and despair as they seek to match expectations to actions.
- 2) Attitude Toward Authority: (Managing Activities)-Conditional Risk**
Strong individualism will lead them to covertly or overtly challenge or disregard existing rules and authority.
- 3) Proactive/Conceptual Thinking: (Managing Problems)-Conditional Risk**
Attention to being individualistic and inventive creates a lack of attention to consequence of decisions and actions.
- 4) Long Range Planning: (Planning And Organizing)-Conditional Risk**
A tendency to be naturally skeptical about the value of spending time and energy on long range planning.

Interview Guide

Prioritized Interview Notes

1) Health/Tension Index: (Managing Self)-Real Risk/MGT-35B

They tend to have difficulty adapting when decisions and priorities do not match their expectations and to look for ways to get out of the stress even if they must make a mistake or refuse to take action.

2) Attitude Toward Authority: (Managing Activities)-Conditional Risk/MGT-11C

They tend to disregard rules, norms, and conventions about how things should be done and do things their own way regardless of consequences. Test their ability to accept ideas and ways of doing things other than their own.

3) Proactive/Conceptual Thinking: (Managing Problems)-Conditional Risk/MGT-17C

Disregard for consequences of decisions can lead to a lack of accountability shifting blame to anyone other than themselves. Test their willingness to admit the negative consequences of their decisions and take corrective action.

4) Long Range Planning: (Planning And Organizing)-Conditional Risk/MGT-20B

Skeptical, individualistic thinking can lead them to disregard the need for planning and make reactive, impulsive decisions. Test their ability and willingness to take time to examine consequences and translate them into plans.