

# Axiometrics™

## Personal Value Analysis

Prepared for  
Demo Sample



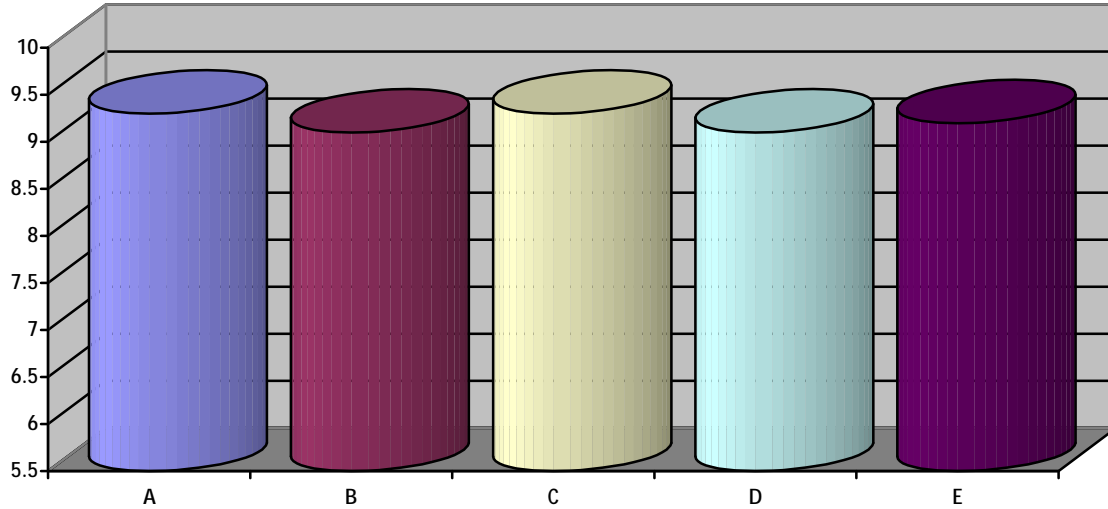
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- *Please do not read this report unless authorized to do so.*
- *The content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination.*

## Personal Value Analysis

### GLOBAL GRAPH



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

**A) Knows What To Do (Low Risk)** — This section measures the ability to clearly and correctly see what is important and needs attention.

**B) Knows How To Do It (Low Risk)** — This section measures the ability to develop ideas, techniques, and solutions for getting things done.

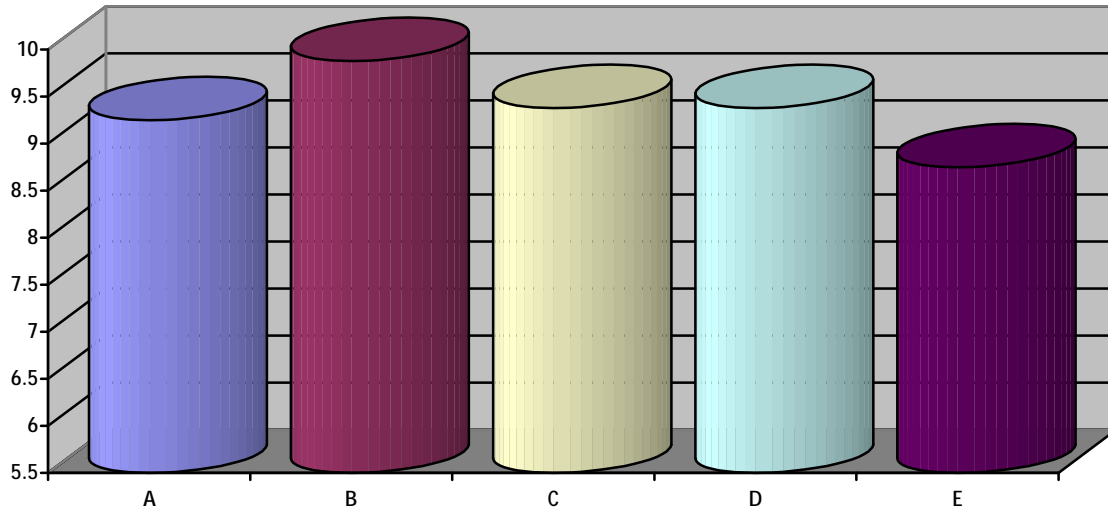
**C) Planning And Organizing (Low Risk)** — This section measures the ability to develop plans and strategies for focusing and measuring the success of actions.

**D) Gets Things Done (Low Risk)** — This section measures the capacity to focus energy, stay on track, and get things done effectively and efficiently.

**E) Works Through Others (Low Risk)** — This section measures the ability to develop, motivate, focus, and monitor others.

## Personal Value Analysis

### KNOWS WHAT TO DO



**KNOWS WHAT TO DO:** These capacities measure the ability to decide which issues are relevant and need attention from an intuitive, practical, conceptual, and analytical perspective.

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

**A) Intuitive Insight (Low Risk)** — The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.

**B) Seeing The Big Picture (Low Risk)** — This capacity measures the ability to not only see all of the pieces and angles of the picture, but also the ability to see how the pieces fit together to make a whole.

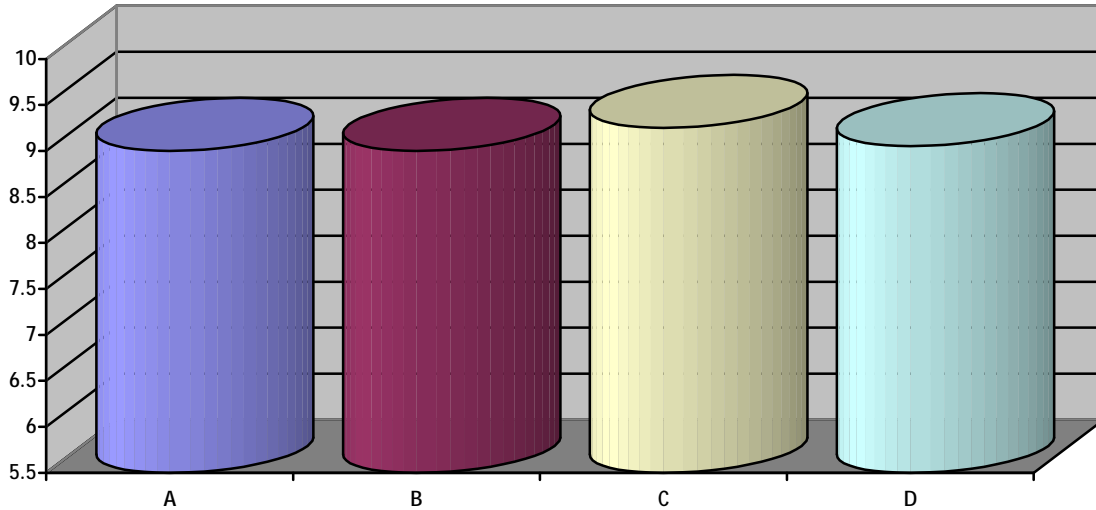
**C) Common Sense Thinking (Low Risk)** — The ability to use one's practical thinking ability to see and understand what is happening.

**D) Long Term Goal Assessment (Low Risk)** — The ability to project a goal into the future and understand not only future consequences but also see how to plan to attain their goals.

**E) Proactive Thinking Ability (Situational Risk)** — The ability to plan for consequences of actions and decisions rather than reacting to crises.

## Personal Value Analysis

### KNOWS HOW TO DO IT



**KNOWS HOW TO DO IT: These capacities measure a person's ability to see what needs to be done, who needs to do the work, and how things need to be done.**

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

**A) Evaluating What Needs To Be Done (Low Risk)** — The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.

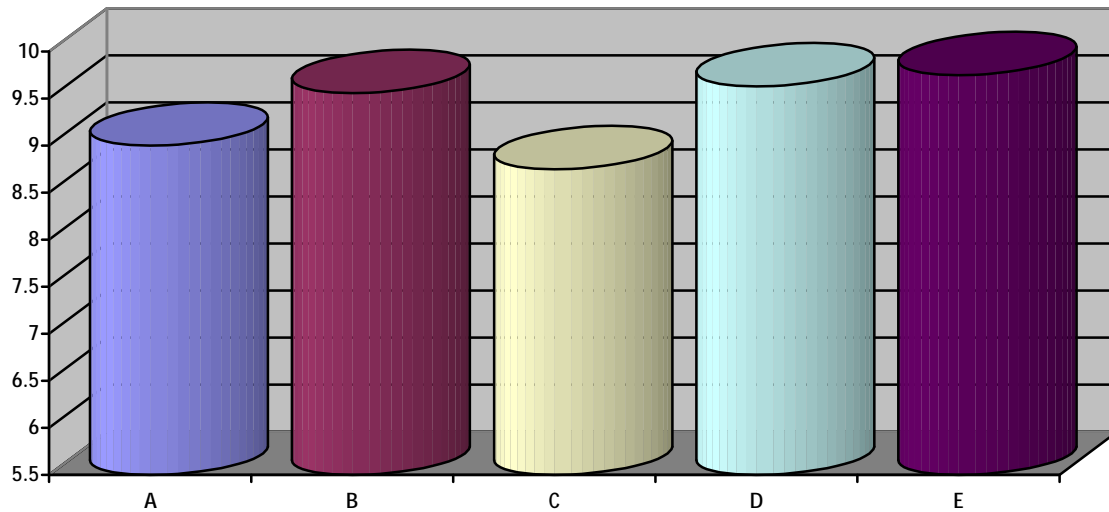
**B) Attention To Concrete Detail (Low Risk)** — The ability to clearly see and pay attention to flaws in things, people and situations.

**C) Doing Things Right (Low Risk)** — This component measures one's insistence on doing things right.

**D) Meeting Schedules/Deadlines (Low Risk)** — The ability to pay attention to and insist on doing things right.

## Personal Value Analysis

### PLANNING AND ORGANIZING



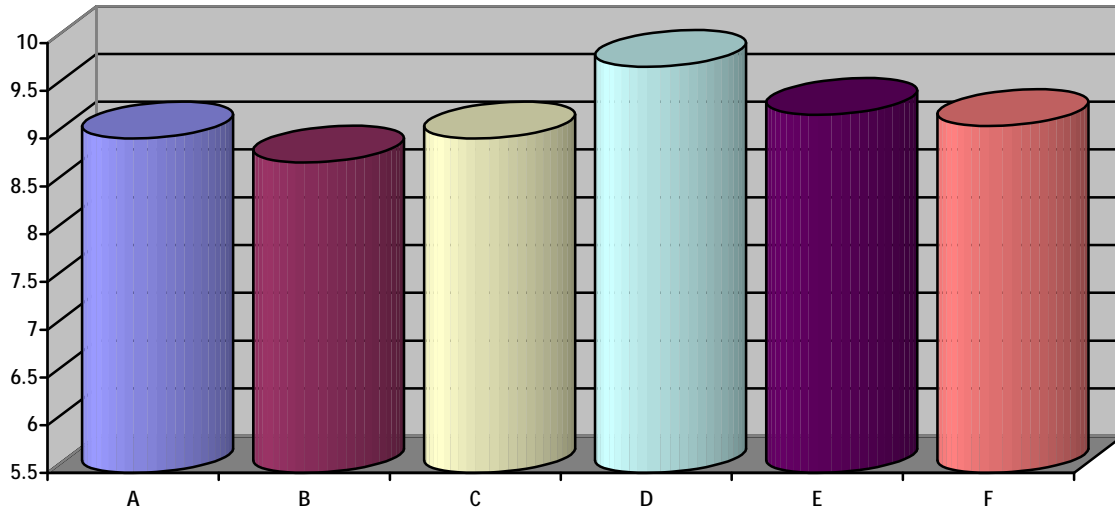
**PLANNING AND ORGANIZING:** These capacities identify the short range and long range needs and implications of a situation, to set goals which are realistic and to develop plans of action which attain these goals in an effective and efficient manner.

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Attention To Planning (Low Risk)</b> — The ability to keep one's focus and attention on planning details and activities.
<b>B) Short Range Planning (Low Risk)</b> — The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.
<b>C) Long Range Planning (Situational Risk)</b> — The ability to see long range goals and to design plans and strategies for attaining these goals.
<b>D) Concrete Organization (Low Risk)</b> — The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.
<b>E) Conceptual Organization (Low Risk)</b> — The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

## Personal Value Analysis

### GETS THINGS DONE



**GETS THINGS DONE:** These capacities measure the ability to marshal energy to attain self goals as well as the ability to be persistent and consistent.

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

**A) Goal Directedness (Low Risk)** — The ability to be excited about and committed to goals, to marshal energy to push toward attainment of goals.

**B) Results Oriented (Situational Risk)** — The ability to pay attention to the achievement of results and to decide to what extent attaining results is a major factor pushing one to action.

**C) Self Confidence (Low Risk)** — The ability to develop and maintain inner strength based on the belief that one will succeed.

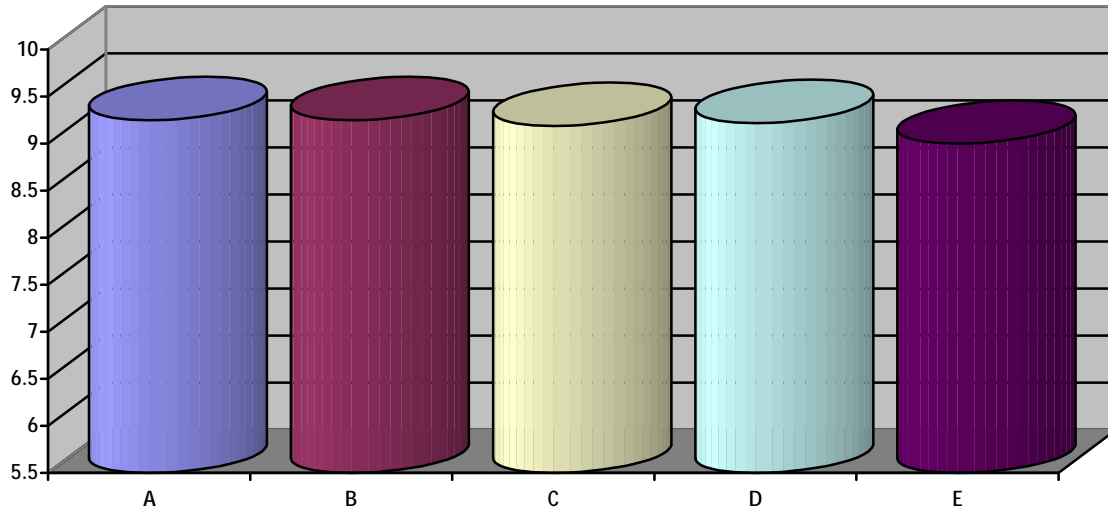
**D) Self Attitude (Low Risk)** — The ability to utilize a positive self attitude as a source for drive, motivation and as a major means of pushing one to action.

**E) Persistence (Low Risk)** — The ability of an individual to maintain direction in spite of obstacles and to stay on target regardless of circumstances.

**F) Consistency (Low Risk)** — The ability to maintain a sense of constancy and continuity in one's actions, to be reliable in the transfer of thinking to action.

## Personal Value Analysis

### WORKS THROUGH OTHERS



**WORKS THROUGH OTHERS: These capacities measure the ability to see and appreciate the needs and interests of others and to deal with others in a concerned but objective manner.**

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Insight Into Others (Low Risk)</b> — The ability to see and understand the needs and interests of others, to identify and relate with the concerns of others.
<b>B) Attitude Toward Others (Low Risk)</b> — The ability to maintain tolerance, be positive and remain objective in interactions with others.
<b>C) Relating With Others (Low Risk)</b> — The ability to coordinate knowledge of others into action, to get along with others, and to develop and maintain open, positive relationships.
<b>D) Listening To Others (Low Risk)</b> — The ability to listen to another point of view without imposing personal biases, standards and expectations.
<b>E) Talking At The Right Time (Low Risk)</b> — The ability to know what to say, how to say it, and when to speak.

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***Personal Value Analysis***  
**STRENGTH & DEVELOPMENT COMMENTS**  
**KNOWS WHAT TO DO**

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**Intuitive Insight: (Knows What To Do)**

**Strength**

You have a well developed ability for intuitive thinking giving you the capacity for identifying a fruitful direction or a potential problem area by the strength of your inner, gut feelings and instincts about what is right or wrong.

**Seeing The Big Picture: (Knows What To Do)**

**Strength**

You have the ability to see all of the pieces and angles of a picture, and at the same time, understand how all of these pieces fit together to form a total picture. You have the ability to understand how the parts of a puzzle can be fit together to form the puzzle itself.

**Common Sense Thinking: (Knows What To Do)**

**Strength**

You have a well developed ability to see and understand how to get things done in a practical, common sense way and to understand what is important and needs your immediate attention You may not, however, always rely on or utilize this capacity making this ability a source of potentially untapped strength.

**Long Term Goal Assessment: (Knows What To Do)**

**Strength**

You have the ability to see and understand how to set goals which will accomplish your long range strategies and you have the ability to see the consequences of goals and plans; however, you may not always rely on this capacity or spend the time and energy needed to utilize this ability to pay attention to long range thinking and issues.

**Proactive, Conceptual Thinking: (Knows What To Do)**

**Development Area**

You tend to become so involved with what you are doing at the present moment that you do not see or pay attention to the consequences of decisions and actions. Build a reminder system to act as a check to help you examine the consequences of your thinking. Seek advice and help from others to pay attention to the direction of your thinking and planning.



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***Personal Value Analysis***  
**STRENGTH & DEVELOPMENT COMMENTS**  
**KNOWS HOW TO DO IT**

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**Evaluating What Needs To Be Done: (Knows How To Do It)**

**Strength**

You have an excellent ability for sizing up situations, for identifying problems especially in difficult or confusing situations and for generating constructive alternatives for resolving problems. This ability is a combination of practical, common sense thinking and conceptual, analytical thinking ability.

**Attention To Concrete Detail: (Knows How To Do it)**

**Strength**

You have the ability to see and understand what is happening in a practical, pragmatic way which builds the ability to focus on things in such a way that you are able to identify both the flaws in things as well as the positive, functional worth of things.

**Doing Things Right: (Knows How To Do It)**

**Strength**

You have the ability to understand the need for doing things right but this capacity is combined with a strong sense of individualism which can lead you to covertly or overtly challenge existing ways of doing things and spend your time and energy looking for novel, unique ways of getting things done.

**Meeting Schedules And Deadlines: (Knows How To Do It)**

**Strength**

You have the ability to understand the importance of schedules and deadlines and the ability to build timetables which reflect your personal expectations as well as expectations and standards set in the world around you; however, you are uncertain about which direction or set of standards is best and this may build an indecisiveness about when to act.

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***Personal Value Analysis***  
**STRENGTH & DEVELOPMENT COMMENTS**  
**PLANNING AND ORGANIZING**

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**Attention To Planning: (Planning and Organizing)**

**Strength**

You have a well developed ability to see and understand the need for planning and organizing; however, this conceptual, analytical ability is couched within a naturally cautious, skeptical approach to conceptual thinking and to planning activities especially if these activities interfere with getting things done.

**Short Range Planning: (Planning and Organizing)**

**Strength**

You have the ability to understand why setting short term, tactical goals is important and the capacity to focus your energies to carry out that task. You are an individualist and an unconventional thinker and may not always spend all of the time necessary to plan results because you will stay busy making things happen according to your expectations.

**Long Range Planning: (Planning and Organizing)**

**Development Area**

You tend to be naturally skeptical about the value of spending time and energy on long range planning. You should attend a course which teaches you the value of long range planning and provides techniques for developing realistic and workable plans.

**Concrete Organization: (Planning and Organizing)**

**Strength**

Your highly individualistic and unconventional thinking gives you the capacity to see how to organize things in ways which others, who think in a more structured and habitual manner may overlook. Your individualism may, however, lead you to be cautious and skeptical in your thinking to the point that you delay organizational activities.

**Conceptual Organization: (Planning and Organizing)**

**Strength**

Your individualism can generate a strong need to do things in your own way and this individualism combined with your ability to see and understand how to organize can lead to innovative and novel ways to build and carry out organizational plans.

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***Personal Value Analysis***  
**STRENGTH & DEVELOPMENT COMMENTS**  
**GETS THINGS DONE**

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**Goal Directedness: (Gets Things Done)**

**Strength**

You are in transition with respect to inner goals and ideals which guide your actions and have a sense of skeptical disregard for outer goals and structure. Seek help from others to evaluate what you want to accomplish and what you are willing to commit your energies to accomplish.

**Results Oriented: (Gets Things Done)**

**Development Area**

You have a cautious, skeptical attitude toward practical thinking which can cause you to be hesitant about deciding or acting. As a result of this skepticism, you may not feel an urgency to act based on a need for creating a practical result. Develop a strategy for making decisions which will help you identify when immediate action is needed.

**Self Confidence: (Gets Things Done)**

**Strength**

You have the ability to develop and maintain realistic confidence in your capacity to perform and to live up to social and role images and expectations. Rely on the strength and realistic nature of your confidence to get things done and promote optimism around you.

**Self Attitude: (Gets Things Done)**

**Strength**

You have a very dynamic, positive overall attitude which can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

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***Personal Value Analysis***  
**STRENGTH & DEVELOPMENT COMMENTS**  
**GETS THINGS DONE**

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**Persistence: (Gets Things Done)**

**Strength**

You have the ability to identify your personal goals and ideals which can act not only as a source of strength during difficult times but also as a source of energy and direction for pushing ahead; however, you are currently somewhat uncertain about which direction is best and this uncertainty may lead you to delay action.

**Consistency: (Gets Things Done)**

**Strength**

You have the ability to see and understand what course of action is best for you; however, you are uncertain about which course of action is best for you. This combination of clarity about goals and uncertainty about when to act can lead you to shift from being inner directed, energetic and filled with an urgency to act to delaying your decisions and actions.

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***Personal Value Analysis***  
**STRENGTH & DEVELOPMENT COMMENTS**  
**WORKS THROUGH OTHERS**

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**Insight Into Others: (Works Through Others)**

**Strength**

You have very keen insight into others which gives you the ability to evaluate their potential for both good and bad, to functionally evaluate the ability of others to perform, to see opportunities for development with others which are good for you and for them, and to be aware of the needs and concerns of others.

**Attitude Toward Others: (Works Through Others)**

**Strength**

You have a very dynamic, optimistic attitude toward others which gives you the ability to see and understand the positive potential of others, to be concerned about and attentive to the needs and interests of others, to be open and available to others.

**Relating With Others: (Works Through Others)**

**Strength**

You have the ability to develop discriminating, discrete relationships treating each person consistently and fairly. You are in touch with the needs and interests of others and respect their rights and individuality. You are cautious about opening up to others and will likely test their motives and intentions and how they will affect you.

**Listening To Others: (Works Through Others)**

**Strength**

You have the ability and willingness to listen to what others are saying paying attention to their own unique viewpoints, to hear needs and concerns. You are likely to spend time and energy allowing others to express their viewpoints even when those viewpoints and perspectives are contrary to your own.

**Talking At The Right Time: (Works Through Others)**

**Strength**

You have the ability to correctly and immediately identify both what is the correct or appropriate response and when the time is right to make your point. As a result, you are likely to readily see what the crucial issues are and direct your attention to responding to those issues.