

Axiometrics™

Success Factors General w/Leadership Style

Prepared for

Demo Sample

(Job Title: General Work Model)



AXIOMETRICS™

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Thinking Process Inventory
 Leadership Style = Believer
 Learning Style = Thinker Feeler (Concept, Affiliative)
 Communication Style = Structured Personal

	Talent	Access	Attitude	Skill
Low Risk	9.14			
Situational Risk			9.05	
Conditional Risk		8.72		8.60
Real Risk				

Low Risk ()	Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes.
Situational Risk (8.88)	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.
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.
Real Risk ()	Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment.

Overall Tendencies

- Have strong intuitive feelings that something is right or wrong but you may have difficulty knowing specifically what your feelings are telling you.
- Have a strong desire to do things right and a need to know and understand why an action is best.
- Will be a proactive, strategy, and plan oriented person so focused on controlling efficiency and consequences that you overlook immediate needs, becoming overconfident about the success of your strategies and plans.
- Tend to delay decisions until you are convinced that you have examined all possible outcomes.
- Tend to be frustrated when intuition builds an urgency to act yet logic demands more evidence, analysis, and understanding.
- Have strong respect for the individuality and rights of others, but you tend to qualify who deserves your respect and you will be cautious about the right time to show respect.
- Will be open and available to those who meet your expectations, but will be demanding and critical when they do not measure up.
- In conversations, you rely too much on logic and on your need to control outcomes. As a result, you will listen ‘at’ rather than listen ‘to’ and will be too quick to criticize and judge what others say.
- An inner directed person, you have greater clarity and understanding of self values than values in the world.
- Have the ability to be in touch with your self esteem and inner self worth which can anchor and sustain you in difficult situations.
- Have the ability to know what you can do, to appreciate your social/role function and understand the value of status and social image.
- Have a strong sense of personal competence which generates comfort and confidence about what you are doing.
- Can see and understand which goals will challenge you, but you are uncertain about which direction is best and, as a result, may delay decisions and actions until you are convinced that the time is right.

Team Synergy

CORE TEAM STRENGTHS

BEING FAIR AND CONSISTENT:

- Sets priorities in relationships
- 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:

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

BEING FAIR AND CONSISTENT:

- Concern about being fair can lead to issues being overlooked
- Does not always see problems from all perspectives

Prioritized Strength & Development

Prioritized Core Strengths

1) Proactive/Conceptual Thinking: (Knowing What To Do)-Low Risk

A combination of focus and attention on conceptual, long range thinking creates awareness of consequences relating to actions.

2) Willingness To Follow Directions: (Job Related Attitudes)-Low Risk

An appreciation for system and organization builds respect for and attention to following directions and policies.

3) Self Confidence: (Getting Things Done)-Low Risk

Keen sense of competence and confidence along with a cautious concern about the future.

4) Attitude Toward Authority: (Job Related Attitudes)-Low Risk

Strong sense of doing things right builds a willingness to accept existing authority and accepted ways of doing things.

5) Attitude Toward Others: (Working With Others)-Low Risk

Positive, open attitude toward others generates genuine concern about the needs and interests of others

6) Prejudice/Bias Index: (Working With Others)-Low Risk

An optimistic attitude combined with good awareness builds tolerance for different ideas and ways of doing things.

7) Intuitive Insight: (Knowing What To Do)-Low Risk

Very Good ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.

Prioritized Development Areas

1) Responsibility/Accountability: (Job Related Attitudes)-Real Risk/GEN-16B

A self in transition can lead to confusion and an inadequate code of conduct, to disregard for consequence of decisions.

2) Results Oriented: (Getting Things Done)-Conditional Risk/GEN-9B

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

3) Attention To Concrete Detail: (Knowing What To Do)-Conditional Risk/GEN-6A

A constant need to see and do things based on personal goals and timetables can overlook concrete detail.

4) Persistence: (Getting Things Done)-Conditional Risk/GEN-10B

Holding pattern concerning the future can generate difficulty setting and following through with goals.

5) Doing Things Right: (Job Related Attitudes)-Situational Risk/GEN-13B

Stubborn insistence that things have to be done right can lead to unrealistic standards and, to being out of touch.

Prioritized Interview Notes

1) Responsibility/Accountability: (Job Related Attitudes)-Real Risk/GEN-16B

Their uncertainties about themselves makes them susceptible to other people manipulating them and their feelings. Make certain that they are strong enough to think for themselves and take responsibility for their actions.

2) Results Oriented: (Getting Things Done)-Conditional Risk/GEN-9B

Place these individuals in a real time situation from your work environment to test their ability to see what needs to be done, to respond under pressure and get things done regardless of what is happening around them.

3) Attention To Concrete Detail: (Knowing What To Do)-Conditional Risk/GEN-6A

These individuals make their decisions based on their own priorities. The interview must identify what they see as important and the issues and problem solving techniques which they believe are worth their time and attention.

4) Persistence: (Getting Things Done)-Conditional Risk/GEN-10B

Their doubts about which direction is best can leave them indecisive and inconsistent in their commitments. Find out what they expect from your job and what they are willing to do to work in your organization.

5) Doing Things Right: (Job Related Attitudes)-Situational Risk/GEN-13B

Their insistence on doing things according to standards can create a constant emphasis on rules and conformity. Test their ability to see all perspectives in your work environment and their ability to think on their feet.

Prioritized Development (Top 10 Areas)

1) Responsibility/Accountability: (Job Related Attitudes)-Real Risk/GEN-16B

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5) Doing Things Right: (Job Related Attitudes)-Situational Risk/GEN-13B

Stubborn insistence that things have to be done right can lead to unrealistic standards and, to being out of touch.

6) Insight Into Others: (Working With Others)-Situational Risk/GEN-1A

Tends to be too optimistic about and sensitive to others; may try too hard to satisfy needs of customers.

7) Sensitivity To Others: (Working With Others)-Situational Risk/GEN-4A

Excessive sensitivity to what others think or say potentially making it hard to address difficult issues.

8) Common Sense Thinking: (Knowing What To Do)-Situational Risk/GEN-5B

Inattentiveness to practical thinking can cause one to see things as they ought to be rather than as they are.

9) Intuitive Insight: (Knowing What To Do)-Low Risk

Hesitant about relying on intuitive, 'gut' instincts to make decisions.

10) Consistency: (Getting Things Done)-Low Risk

Indecisiveness about the future can lead to delays in decisions and actions.

General Applicant Competencies Chart

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.
Works With Others				
- Insight Into Others		ü		
- Attitude Toward Others	ü			
- Prejudice/Bias Index	ü			
- Sensitivity To Others		ü		
Getting Things Done				
- Results Oriented			ü	
- Persistence			ü	
- Consistency/Reliability	ü			
- Self Confidence	ü			
Knows What To Do				
- Common Sense Thinking		ü		
- Attention To What Needs To Be Done			ü	
- Intuitive Insight	ü			
- Ability To Be Proactive	ü			
Job Related Attitudes				
- Doing Things Right		ü		
- Willingness To Follow Directions	ü			
- Attitude Toward Authority	ü			
- Sense Of Responsibility & Accountability				ü