

Axiometrics™

Success Factors Management

Prepared for
Demo Sample
(Job Title: Management)



AXIOMETRICS™
Partners

Tel: 0845 024 0440
Email: value@axiometricspartners.com
www.axiometricspartners.com

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

	Talent	Access	Attitude	Skill
Low Risk				
Situational Risk	8.95		8.95	
Conditional Risk		8.65		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 ()	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 (8.79)	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.

Prioritized Strength & Development

Prioritized Core Strengths

1) Role Satisfaction: (Managing Self)-Low Risk

Combination of confidence about their ability to perform and an urgency to push ahead and get things done.

2) Proactive/Conceptual Thinking: (Managing Problems)-Low Risk

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

3) Conceptual Organization: (Planning And Organizing)-Low Risk

The ability and willingness to build strategies and plans for organizing and structuring your decisions.

4) Attitude Toward Others: (Managing Others)-Low Risk

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

5) Ambition: (Getting Things Done)-Low Risk

The ability to see and understand the power of personal goals combined with indecisiveness about which goals are best.

6) Self Assessment: (Managing Self)-Low Risk

The ability to realistically see and understand how to utilize personal strengths in situations.

7) Realistic Goal Setting: (Planning And Organizing)-Low Risk

A strong drive to set goals and plans which reflect what you believe is right and must be done.

Prioritized Development Areas

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

Inner directed, self-directed thinking can generate anxiety frustration and despair.

2) Self Esteem: (Managing Self)-Conditional Risk/MGT-30A

Inattentive to inner self worth, may be too hard on themselves and too critical of themselves when they do not measure up.

3) Doing Things Right: (Managing Activities)-Conditional Risk/MGT-8B

Tend to set unrealistic expectations, to be out of touch and impatient with a world that will not or cannot live up.

4) Meeting Schedules & Deadlines: (Managing Activities)-Conditional Risk/MGT-10B

Perfectionistic thinking can lead them to be stubborn dogmatic, and insistent about schedules and timetables.

5) Attitude Toward Authority: (Managing Activities)-Conditional Risk/MGT-11B

Dogmatic, stubborn thinking can lead them to insist on conformity to rules, standards, and authority.

Prioritized Interview Notes

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

They tend to be easily distracted and to be susceptible to physical or emotional effects from stresses and strains. Test their ability to see and accept things as they are and to suppress negative and reinforce positive feelings.

2) Self Esteem: (Managing Self)-Conditional Risk

Their inner self doubts can lead them to feel a need to do more than is necessary to satisfy others. Test their ability to be realistic about what they promise and to know when to solve the immediate problem and move on.

3) Doing Things Right: (Managing Activities)-Conditional Risk

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.

4) Meeting Schedules & Deadlines: (Managing Activities)-Conditional Risk

Their perfectionistic, idealistic expectations can lead them to set unrealistic timetables and lack the focus or patience to finish their tasks. Test their ability to identify what needs to be done and get detail work done on time.

5) Attitude Toward Authority: (Managing Activities)-Conditional Risk

Their dogmatic, black and white thinking can lead them to insist on conformity to rules and norms to the letter of the law. Test their ability to handle unexpected issues where normal rules and procedures do not apply.

Prioritized Development (Top 10 Areas)

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

Inner directed, self-directed thinking can generate anxiety frustration and despair.

2) Self Esteem: (Managing Self)-Conditional Risk

Inattentive to inner self worth, may be too hard on themselves and too critical of themselves when they do not measure up.

3) Doing Things Right: (Managing Activities)-Conditional Risk

Tend to set unrealistic expectations, to be out of touch and impatient with a world that will not or cannot live up.

4) Meeting Schedules & Deadlines: (Managing Activities)-Conditional Risk

Perfectionistic thinking can lead them to be stubborn dogmatic, and insistent about schedules and timetables.

5) Attitude Toward Authority: (Managing Activities)-Conditional Risk

Dogmatic, stubborn thinking can lead them to insist on conformity to rules, standards, and authority.

6) Long Range Planning: (Planning And Organizing)-Conditional Risk

Perfectionistic, idealistic thinking can lead you to set and become committed to unrealistic long-term goals.

7) Attention To Planning: (Planning And Organizing)-Conditional Risk

Tend spend too much time planning plans and insisting that plans be carried out regardless of consequences.

8) Results Oriented: (Getting Things Done)-Conditional Risk

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

9) Persistence: (Getting Things Done)-Conditional Risk

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

10) Evaluating What To Do: (Managing Problems)-Situational Risk

Uncertainty and lack of clarity in their thinking can restrict their ability to see what needs to be done.

Management Competencies Chart - Part 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 Competencies Chart - Part 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