

CONFIDENTIAL MANAGEMENT SUMMARY OF: JOHN DOE  
CANDIDATE FOR PRODUCTION MANAGER  
RECOMMENDATION: NO AS A PRODUCTION MANAGER  
YES AS A PRODUCTION SUPERVISOR

***\*\* This is a sample report – not a real person \*\****

Summary: There is a major pivotal point in the comparison of John Doe to this job and that centers around the question as to whether this is really a production managerial job or a production supervisor job. In the truest sense a production manager should be capable of analysis, planning and execution of the production plan. If that is predominantly what is expected in this job, then John Doe is too light mentally to handle the job. However, if in reality he is going to report to a manager who performs these functions and John's responsibility is to work on the production floor executing the plan that has been devised for him, then he can handle the job.

However, even if the job is more of a supervisory level production job, John is still overly gullible and naïve and unnecessarily talkative. He is in reality more sales or customer service oriented than production.

John has scored in the bottom 23% of the population mentally thus indicating supervisory but not managerial capability. He is also lower than average in knowledge and use of business terminology and English vocabulary, but excellent in keeping up with current events and in mechanical interest. He is average in numerical capability.

John is a calm individual with an exceptionally high ego. He will need someone motivating him with goals and deadlines. His character strength is good and he is adequately organized, but not outstanding in this area.

He is overly talkative and you would like him in an interview. He wants to be liked and is reasonably assertive. He wants and needs to be a team player and is not individualistically oriented to be a high achiever. His psychological stamina is good, but look out for his trusting nature and naiveté. He really wants to be recognized for doing a good job, but in reality wants and needs security first. The bottom line is that he is acceptable supervisory material, but not management material.

We believe these results to be 90 to 92.6% accurate.

This report is confidential. It is based on test results and other available data. When used in the hiring process, it should count for no more than 1/3 of the overall hiring decision as it is taken into consideration along with the interview, reference check, drug screen, background check, evaluation of the education, skills, and experience of the applicant.