

Sample Company

TotalView Report

Selection
Coaching
> **Individual**
Succession Planning
Working Characteristics

on

Alicia Sample

03/17/2003

Distributed By:

Success Performance Solutions 800.803.4303

NOTICE: If the candidate has completed the assessment without supervision, please note the qualifications regarding unsupervised testing under "Validity" on the last page of this TotalView Report.



TotalView Benchmark

Alicia Sample

Abilities

1 2 3 4 5 6 7 8 9 10

General Abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	High
Working with Numbers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	High
Working with words	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	High
Working with Shapes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	High

Motivation/Interests

1 2 3 4 5 6 7 8 9 10

Working with People	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	High
Working with Data	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	High
Working with Things	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	High

Personality

1 2 3 4 5 6 7 8 9 10

Diplomatic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Independent
Cooperative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Competitive
Submissive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Assertive
Spontaneous	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Conscientious
Innovative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Conventional
Reactive	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Organized
Introvert	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Extrovert
Self-Sufficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Group-Oriented
Reserved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Outgoing
Emotional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stable
Restless	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Poised
Excitable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Relaxed
Frank	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Social Desirability

Total Person

Alicia Sample

Note:

The Total Person is a combination of all the elements Ms. Sample completed in her TotalView Assessment.

You have superior skills when working with words and shapes, and lower-than-average skills when dealing with numbers. Assignments that involve reading and writing text will be easy for you. You should have no difficulty with most paperwork or written language, and you should excel with written material. You are also well equipped for assignments that involve mental manipulation of shapes or objects, and work requiring visual imagery will come easily to you. You will be quick to interpret multi-use graphs, to follow complex diagrams, to read blueprints, and to estimate space requirements. These tasks will allow you to make the most of your excellent spatial ability. Your combination of superior spatial and verbal reasoning will also enable you to do well in assignments that combine visual imagery and text. These could include desktop publishing and graphic arts. Compared to other workers, however, you will be slower to learn new tasks requiring numerical skills. To achieve competence in these tasks, you will need additional instruction.

You are powerfully motivated to work with people, but not at all interested in data or things. You are, therefore, happiest doing tasks that call for social interaction. You are not easily engaged by either manual or highly academic tasks that have nothing to do with people. Any equipment you operate should be relatively simple and reliable, as you are not mechanically inclined.

You are a good team player, assertive yet still considerate of others. Relationships are important to you, and you see mutually cooperative efforts as being the most effective. You will assert yourself in some situations, but not so far as to compromise team spirit. With appropriate encouragement, you can assume the role of group leader. You can deal with confrontation, except in the most extreme cases. You will often be outspoken, but in very competitive situations with new acquaintances, you are more likely to defer to others.

You are consistent in your approach to problem-solving, tending to stay with proven practices and procedures unless there is a compelling reason to change. You recognize the value of planning, and generally display adequate time-management skills. At the same time, you can react to unexpected changes easily. This is a very strong combination for most businesses: reliable performance, as well as the flexibility to meet sudden changes in the marketplace.

You prefer to work in the company of others. You believe that the more people involved, the better the outcome. Extended periods of solitude will be frustrating for you. Often wanting to be in the spotlight, you will usually lead any discussion. You enjoy meeting new people and exploring new ideas. You often act impulsively; long-term assignments must include variety, or else you will lose interest. You will not tolerate a great deal of monotony; in fact, you thrive on challenging assignments, particularly if these contain an element of risk.

You accept people as they present themselves and you easily give them your trust, but you are not naive. Your objectivity also helps you to take criticism well. Even when the criticism is personal or unjustified, you will be able to control any irritation and embarrassment. You tend to think that few worthwhile goals can be achieved without challenges or setbacks. Consequently, you are able to remain positive and rational, even in dire circumstances. Your response will generally be in proportion to the situation, and you will react as quickly as necessary. If your plans are disrupted or your proposals are turned down, you can shrug off rejection and continue with your work.

Individual Traits

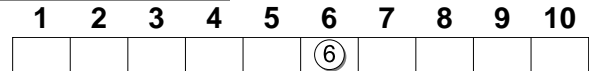
Alicia Sample

NOTE:

The individual traits on the following pages are descriptions of Ms. Sample's characteristics as determined by the TotalView Assessment. The 1 - 10 scoring scale used throughout the TotalView Assessment is called a "sten scale". Sten simply means the standard tenth of a normal bell curve. Approximately 16% of the population will have sten scores in the 1 - 3 range and 16% will score in the 8 - 10 range. The other 68% of the population will score in the middle range of 4 - 7.

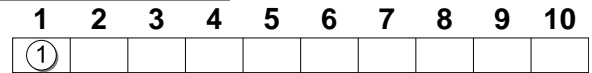
General Abilities

You have a level of speed and accuracy in reasoning and problem-solving that indicates that you are as able as most other adult workers. You can learn and absorb new information without much difficulty. You are efficient when working in an environment that makes reasonable demands.



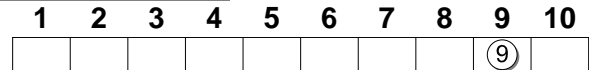
Working with Numbers

You are in the lower range for Numerical Reasoning. For that reason, you are likely to avoid work where information derived from numbers is a major responsibility.



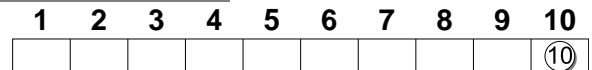
Working with words

This indicates a well-above-average level of ability to use language as a vehicle for reasoning and problem-solving. You are extremely quick and accurate in your language skills.



Working with Shapes

This score indicates superior skills in spatial ability. You are in the top percentile in speed and accuracy when reasoning with information that involves mentally manipulating shapes and objects.



Individual Traits

Alicia Sample

Working with People

You are likely to be very interested in work that involves considerable contact with people. This may be at a complex level, rather than just making contact. Scores in this range indicate that you are unlikely to feel satisfied in jobs in which interaction with people does not play a significant role.

1	2	3	4	5	6	7	8	9	10
							8		

Working with Data

You indicate that you are a person who has a lower-than-average level of interest in working with data. Such people usually avoid jobs where they spend time analyzing or compiling and computing figures, symbols, statistics, and accounts.

1	2	3	4	5	6	7	8	9	10
		3							

Working with Things

You express a low level of interest in work that involves inanimate objects, such as machinery, tools, and equipment.

1	2	3	4	5	6	7	8	9	10
		3							

Diplomatic / Independent

People like you show a balance between a desire to compete and win and a wish to coordinate team goals. You may occasionally be controversial when advancing your own point of view, but in other circumstances you will be more concerned with maintaining the team spirit and team effort. Such people are good at getting things done, while still respecting the needs of those around them.

1	2	3	4	5	6	7	8	9	10
					6				

Cooperative / Competitive

You describe yourself as a person who is both competitive and team-minded. You can motivate yourself while building team spirit and cooperation. You combine your need to achieve with the need to maintain relationships.

1	2	3	4	5	6	7	8	9	10
				5					

Individual Traits

Alicia Sample

Submissive / Assertive

Depending on the situation, individuals with this score can be assertive and outspoken. In groups, they are likely to promote themselves as the leader or spokesperson. In disputes, they will tend to affirm their position.

1	2	3	4	5	6	7	8	9	10
						7			

Spontaneous / Conscientious

You are both flexible and spontaneous, and can work well with change and innovation. Occasionally somewhat disorganized, you will need to be reminded of the framework in which you are operating.

1	2	3	4	5	6	7	8	9	10
			4						

Innovative / Conventional

You see yourself as someone who is reasonably conventional and who takes a balanced approach to change and innovation. You will prefer not to change for change's sake. However, when necessary, you can cope with adjustments that have to be made.

1	2	3	4	5	6	7	8	9	10
					6				

Reactive / Organized

This is the score of a person who prefers to focus on the overall picture, rather than deal with the fine details. You do some degree of planning, yet you remain capable of responding to spontaneous events.

1	2	3	4	5	6	7	8	9	10
			4						

Introvert / Extrovert

You are an extrovert who seeks stimulation from the company of others. Generally energetic, you seek to be the center of attention. Your associates will see you as high-spirited and at times impulsive.

1	2	3	4	5	6	7	8	9	10
							8		

Individual Traits

Alicia Sample

Self-Sufficient / Group-Oriented

You are a sociable person who prefers to be with others in a lively environment. A quiet time alone to reflect and recover is the exception rather than the rule. You are also happiest in work situations where you have considerable contact with others.

1	2	3	4	5	6	7	8	9	10
							8		

Reserved / Outgoing

Although you like to be the center of attention, there will be times when you may avoid the spotlight. You prefer variety in your work. You are happy with a moderately exciting life, and can be a risk-taker at times.

1	2	3	4	5	6	7	8	9	10
						7			

Emotional / Stable

A person with this result will be relaxed, easygoing, and able to face most setbacks with calmness and ease. You rarely get irritable or upset, as you are fairly secure in yourself, and self-assured even under normal stress.

1	2	3	4	5	6	7	8	9	10
						7			

Restless / Poised

You are calm and unruffled, able to cope with life in a fairly detached and rational way. You tend to be capable of dealing with criticism and rejection.

1	2	3	4	5	6	7	8	9	10
							8		

Excitable / Relaxed

You are usually calm and relaxed in response to most situations. Such people are able to manage their problems without anxiety. It should not be difficult for you to cope with very demanding, high-pressure jobs.

1	2	3	4	5	6	7	8	9	10
						7			

Individual Traits

Alicia Sample

Social Desirability

You are aware of social rules and expectations. You have presented a fairly frank picture of yourself on the other scales.

1	2	3	4	5	6	7	8	9	10
				5					

Validity

Alicia Sample

VALIDITY:

The rules for identifying patterns of responses in the Personality section of the TotalView Assessment that might be "invalid" include systematic but non-meaningful response patterns, omissions, and excessive use of the "B" answer option. Systematic but non-meaningful response patterns occur when the distribution of the responses differ from the norm and are considered unusual. Any omitted item in a scale is coded as a "B" answer. The omission rule occurs if more than three responses are omitted in a given scale, making the results appear more average than they are. The "B" answer rule is affected by the total number of "B" responses selected. The candidate had the choice of an "A", "B", or "C" for every question in the Personality section of the TotalView Assessment. The second option, the "B" choice, is always an unsure or in-between answer.

The total number of "B" responses chosen for this report was: 7

This number of "B" choices is within acceptable levels, and the results of the Personality section of this Report had meaningful response patterns. Therefore, the data presented in this TotalView Assessment can be considered accurate and reliable.

NOTICE:

ICES Assessment Systems Inc. advises users that the TotalView Assessment should provide up to one-third of the total selection process. The remainder of the selection process, including the candidate's work history, interview, and background checks, should be used in association with the results of this report.

The benchmark used for this Report was designed by a method other than a Concurrent or a Job Description Survey. Except when designed by a professional, ICES Assessment Systems Inc. recommends that all benchmarks be designed by the Concurrent or the Job Description Survey, or a combination of both methods.

When properly implemented and used in conjunction with customary selection procedures, this assessment will help to ensure that applicants are treated fairly without regard to race, color, religion, sex, or national origin.