



PERSONAL ORIENTATION PROFILE - POP™

VERSION 6.0

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#00000000 for Sample Report on June 10, 2004

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P.O.P. Snapshot of Sales Potential

Results Reliable?	Some Questions	Seems O.K.	O.K.
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A Self Manager	Not Likely	With Coaching	A Natural
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
An Effort Person	Needs Coaxing	Works to a Plan	Yes-Use Coaching
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A "Team" Person	Too Much	A Team Member	A Team Leader
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A "People" Person	Uninterested	People are O.K.	Definitely
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
\$/Challenge Motivated	Very Little	Yes	Very Much
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Service Motivated	Very Little	Yes	Very Much
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Security Motivated	Very Cautious	Takes Some Risks	Will Take Risks
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Independent	Becomes Dependent	Sometimes	Very Strong
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Controls Self (SD)	Not in Control	Yes	Totally in Control
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Handles Stress (SC)	Poorly	O.K.	Totally in Control
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A Good "Prospector"	Not Likely	With Training	COACH to Excellence
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A Good "Closer"	Weak Closer	Soft/Persistent	Tough/Persistent
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Likes Learning	Uninterested	O.K. When Needed	Loves It
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chances for Survival	Risky	With+++Effort??	With Effort-Good
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2nd Year Performance	Below Average	+++Effort=Average	++Effort=Superior
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Total Recommendation	Doubtful	With+++Effort-Maybe	With Effort-Yes
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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Executive Summary of P.O.P. Results

PS = 68	EP = 53	AP = 29	IP = 9	SD = 31	UC = 2	LM = 48	CR = 48
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PROSPECTING ABILITY?	Very good - with training can become self-manager
CLOSING STYLE/ABILITY?	Hard closer style with strong persistence likely
HOW CONFIDENT?	Average - usually able to plan and follow through
A PEOPLE PERSON?	Definitely yes! People are a turn-on
LIKES LEARNING?	Not usually - unless topic is specifically useful
WHAT ABOUT STRESS?	Good score - handles own life stresses O.K.
TRAINING NEEDS?	Train intensely and quickly and get this person out doing the job as soon as possible. All usual training needs apply to all candidates.
PERFORMANCE LEVEL?	Very high performance is very possible
START FAST OR SLOW?	Probably a fast starter with fast growth
SUPERVISION NEEDED?	After training only occasional supervision needed
STRONGEST NEEDS?	Provide the opportunity to be successful with variety and challenge.
WHAT ARE THE RISKS?	There are no other apparent high risks.
HOW DO WE RETAIN?	No other specific considerations are apparent
CHANCES FOR SURVIVAL?	A really good chance for survival
WHAT ELSE?	Biggest problem is to keep him challenged - he gets bored doing easy or same things repeatedly.

Summary and Recommendations Concerning the Predictor Score

Predictor Score (PS) = 68

This Predictor Score falls into the superior performance prediction category. At this level, people do have an excellent potential for survival and success with only a modest investment of time and effort by the organization. If you can confirm a good EFFORT PROFILE and get good REFERENCES, prospects are good.

Notes/Additional Questions/Answers

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Enterprising Potential (E.P.) Selection Questions & Coaching Needs

EP = 53		
EP < 10 is WEAK	EP 10 - 20 is MARGINAL	EP > 40 is STRONG

Selection Considerations In competitive business environments, his strength on the E.P. Scale would indicate a strong potential for basic survival. He should have a very strong natural inclination towards being a self-manager. Given formal training in planning and time management skills, he should be able to make a routine of the daily effort required to maintain the basic contact activities essential for survival in demanding business opportunities.

QU What kind of natural orientation does he have towards being a self-manager, i.e., how quickly and effectively can he learn to plan and organize himself and manage his time to get the daily, weekly etc. objectives met?

QU How willing is he to take any learning opportunities to develop his self-management potential for use within the career, either from within the company or through outside sources?

QU Ask about any specific tasks or requirements he may have had in the past which will show how he can take the requirement, convert it into a plan for action and how he manages his time and focuses his effort each day to get the job done. Ask him for references to verify the examples.

Coaching Suggestions Maximize existing strengths through training in basic personal time management and activity planning skills. Develop specific job related task planning and self management skills. Train him in these areas and monitor his planning and his activities until he demonstrates consistency. He can and will work best if you focus on the management of his EFFORT.

Notes/Additional Questions/Answers

Achievement Potential (A.P.) Selection Questions & Coaching Needs

AP = 29	
AP < -15 is STRONG CAUTION	AP 0 to -15 or > 40 is MILD CAUTION

Selection Considerations The A.P. Scale result is of great importance, second only to the results obtained by the candidate on the E.P. Scale. This is a very strong result and shows that he needs and thrives on challenge and he will be so anxious to get into the work situation that he may not pay enough attention to learning how to do things the right way. He will probably respond best if his training is as intensive and of as reasonably short duration as possible.

QU Ask him to tell you how he really feels about things like challenge, earning lots of money, doing what is best for other people and/or for himself and whatever else he feels motivates him the most. Ask him to tell you which things motivate him the most - and which are the least important motivators.

QU Can he give you any examples of outstanding productivity of any kind, in any job or outside activity over the past two years? Check his examples with his business and personal references.

QU Has he had any especially challenging experiences in school, sports, politics, part-time or full-time jobs etc.? Has he ever had to really push himself to overcome a difficult problem? Did he hold one or even more part-time or full-time jobs while attending school?

Coaching Recommendations The key training issues will be how to conduct his business in an ethical, legal and efficient way and especially learning effective closing techniques to maximize the outcome of this tremendous commitment to striving for success.

Notes/Additional Questions/Answers

Independence Potential (I.P.) Selection Questions & Coaching Needs

IP = 9	
IP < -25 IS VERY DEPENDENT	IP > 25 is VERY INDEPENDENT

Selection Considerations This is a moderately high and positive result on the I.P. Scale. Since this is a third level factor in the prediction of survival and eventual performance, this moderately positive result has importance only if the individual is already both a demonstrably good self- manager and a solidly achievement motivated person. If he is, then he could be seen as easily assuming a self-managing role once his initial training and supervision is completed. He should be virtually 'maintenance free' from a supervision point of view once he is in the mainstream of work.

QU Ask him to tell you about work or personal situations within the last two years in which he has had to operate essentially on an independent basis. Did he succeed at whatever he was trying to do? Did he find it gratifying to do it pretty much on his own? Is that the way he prefers to accomplish objectives in his work situation? In his personal commitments too?

QU Ask him for examples of situations in which he has had to work or wanted to work in a 'team'. How did these situations work out? Were they successful and satisfying? Check with references.

QU Has he done anything in the line of self initiated study, practical work or personal experiences or company sponsored learning opportunities to develop new skills aimed at enhancing either his independence and self reliance or at making him better able to understand and work in a team with others?

QU Has he ever had difficulty in dealing with an immediate superior? When and under what circumstances? Were the issues those of productivity or personality clash or what? How did he resolve the issues?

Coaching Suggestions His training can be concentrated in areas other than that of training for independence. Keep the course as short and to the point as possible because he will want to get into the working situation as soon as possible to try out his new skills and to ease away from supervision. However, don't be misled by this level of strength in independence, he must still earn his way out of close supervision by demonstrated performance.

Notes/Additional Questions/Answers

People Orientation (P.O.) Selection Questions & Coaching Needs

PO = 41		
PO = 0 is OK	PO -15 is MARGINAL	PO -25 is CAUTION

Selection Considerations This is a very strong result on the P.O. Score. This person will find a position with lots of interaction with new people to be a real plus. Keep in mind as well, that people who are extremely people- oriented can also be sensitive to rejection if the interaction feels wrong.

QU Ask him how he feels about meeting and putting people at ease. Examples?

QU How well does he adjust to different personalities? Examples?

QU How does he feel and what has he done about the importance of team work and good public relations in achieving company goals? Examples?

Coaching Recommendations Training in the field will probably be most effective if he is paired with another highly 'people oriented' type 'coach'.

Notes/Additional Questions/Answers

Investigative Orientation (Inv.) Selection Questions & Coaching Needs

INV = -19		
INV = 0 is OK	INV -10 is MARGINAL	INV -25 is a CAUTION

Selection Considerations The Inv. Score is very low. If yours is a business which demands a lot of initial or ongoing technical learning, he will have difficulty finding satisfaction or perhaps even coping acceptably with this aspect of the job. Indeed, for some people, learning requirements and a requirement for attention to detail are extremely negative in a job.

QU How does he feel about the learning experiences that he may have to take to qualify for inclusion in a career in your business? How does he feel about investing his own time, EFFORT and maybe even money in developing personal and technical competencies to make him successful in your business?

QU What does he do really well now? Is this a 'technical' competency or a 'people' related skill? Are there things that he does outside of work which contain some strong technical components which he has mastered? Has he mastered any significant technical learning task within the last two years? Has he tried any such task and been unsuccessful at it? Why?

Definite Training Requirements You will have to monitor him most carefully to ensure that he both learns and correctly employs the new technical knowledge.

Notes/Additional Questions/Answers

What Will We Have To Do To Keep This Person With Us?**Based on the Enterprising Potential (E.P.) Results**

Retention Considerations He may balk at working within an overly structured work situation as he needs continuing opportunities to customize the job structure to make it his own. He will likely need little managing in the long run from the standpoint of structuring and organizing the work.

Based on the Achievement Potential (A.P.) Results

Retention Considerations The strength in evidence with this score indicates a constant need for this person to be challenged by the job. It would be very easy for him to become bored with a level of challenge that more ordinary people would find overly stimulating.

Based on the Independence Potential (I.P.) Results

Retention Considerations He will be a lot more satisfied in the long run if he has a good degree of freedom of action in how he does business. If he is in a group or team situation, he will occasionally feel the need to lead the group and if he can do so it could make the job sufficiently varied and interesting to capture and retain his interest.

Based on the People Orientation (P.O.) Results

Retention Considerations Since he gets a lot of his satisfaction out of people contact, recognition from the boss and his peers will be very important.

Based on the Investigative Orientation (Inv.) Results

Retention Considerations If there is an ongoing requirement for him to take courses and upgrading in a technical sense, he may not stay with you.

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Self Confidence & Lifestyle Management

Self Confidence



Overview

Sample demonstrates confidence consistent with the majority of the population, believing that he is capable of handling most situations that he is likely to encounter. Like most people, he may feel that he needs help occasionally with difficult problems or situations.

Coaching Suggestions

- Assign him to projects that will take advantage of his strengths.
- Help build and maintain confidence by focusing on his strengths and reinforcing his good work.
- Acknowledge other positive aspects of his performance on a semi-regular basis.
- Help him be a more effective planner.

Notes/Additional Questions/Answers

Lifestyle Management



Overview

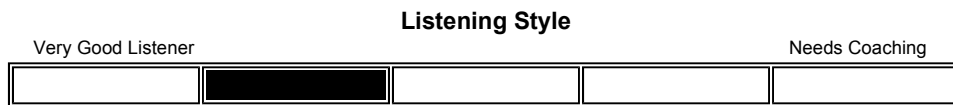
Sample handles most stressful situations quite well. Urgent projects, deadlines and criticisms should be dealt with effectively. His ability to cope with a stressful work environment may even enhance his performance in challenging situations.

Coaching Suggestions

- Sample seems able to deal with stress well and may need continual challenge from his work environment to avoid boredom.
- He may be effective as a mentor for those who could benefit from learning how he copes with stress.
- Sample may be able to assume additional responsibilities when there are additional challenges.

Notes/Additional Questions/Answers

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Overview

Sample demonstrates an above average approach to listening effectively while in conversation with others. Sample is likely to listen to others attentively which will enable him to better understand and relate to others. Sample's approach to listening should help him in developing good interpersonal relationships with a variety of individuals that he will encounter in various consulting or selling roles. Sample's approach to listening would be well-suited for positions that involved interaction with clients, peers or others.

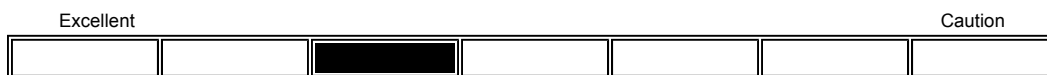
Coaching Suggestions

- Help Sample take advantage of his strengths as a listener by using him to gather information where others have had difficulty.
- Make Sample aware of his strengths as a listener so that he is consciously competent. may be an effective coach for those who need development in their listening style.

Notes/Additional Questions/Answers

Attitudes Related to Sales

Approach to Call Reluctance

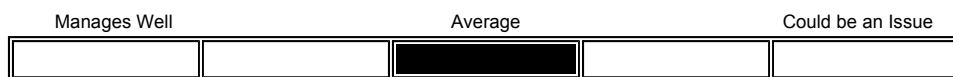


Overview

Sample will be comfortable prospecting within specific areas of his natural market. To prospect and network from a business perspective, he would require commitment to product and a practised method of approaching people. There may be some requirement for joint field work from time to time.

Notes/Additional Questions/Answers

Sensitivity to Rejection



Overview

His average score on the managing rejection scale indicates that he could be quite sensitive during the sales process and would require additional coaching and training strategies to be an effective performer. He would require reasonably structured sales tracks that allow for individual input and ongoing development.

Question Analysis

Item analysis reveals that his responses to the following items give rise to some concern with respect to this scale.

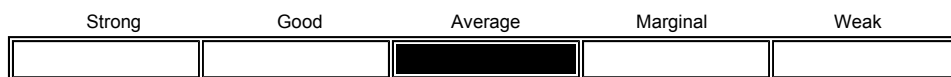
- 36. My first sales should be to my family and friends.
- 52. I often refer people to my family and friends.

Candidate Interview Questions

- Do you make friends quickly or does it usually take a long period of time for others to get to know you?
- In the ideal sales situation or interpersonal relationship, what percentage of time do you spend listening and talking?
- Is it more important to be respected or to be liked by others? Why?
- What aspects of your image would you change to be successful in sales? Why are these changes important for success?
- What are the major qualities you would like to develop that would help you become successful with us?

Notes/Additional Questions/Answers

Prospecting Orientation



Overview

Sample would tend to favor prospecting in specific areas of his natural market. To prospect and network from a business perspective he would require a strong commitment to product and a well developed sales track. The requirement for consistent prospecting could provide an overwhelming challenge which would create a need for ongoing training support and joint field work.

Question Analysis

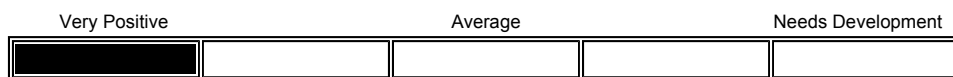
Item analysis reveals that none of his responses to the questions on this scale raises any concerns.

Candidate Interview Questions

- How do you plan on developing a client base?
- What products or services would you feel uncomfortable selling to your family and friends? Why?
- Who would be the first individuals or organizations that you would approach with our products and services? Why?
- Do you have friends or family that sell a product or service that you would not like to sell? Who and why?
- What problems would you anticipate in selling to your family and friends?

Notes/Additional Questions/Answers

Commitment to Sales



Overview

He has a very positive image about salespeople and a sales career. From a motivational perspective, a manager can facilitate very high performance levels by reinforcing this concept during early training and throughout the developmental process. His self esteem levels, which will dictate his expectation levels, will be based to a great extent on his career and will not easily be impacted by rejection.

Question Analysis

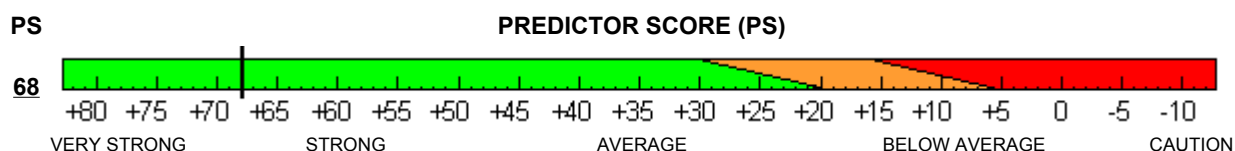
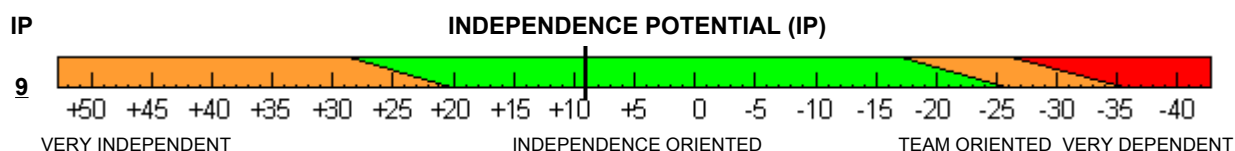
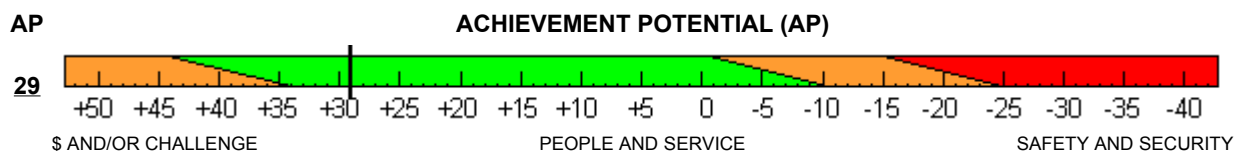
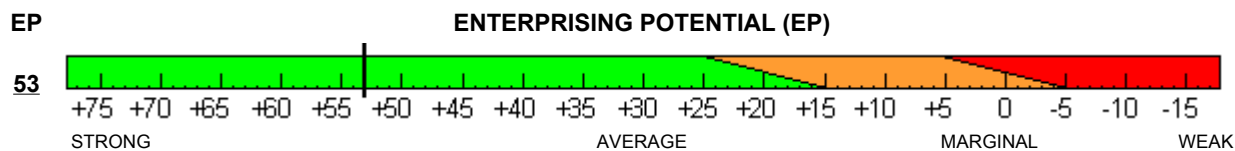
Item analysis reveals that none of his responses to the questions on this scale raises any concerns.

Candidate Interview Questions

- What do you like about a sales career?
- How much does a salesperson influence the buying decision?
- How would you get others interested in a sales career?

Notes/Additional Questions/Answers

Summary of Scores & Cautions



	SCORES				OPINIONS				
	Enterprising	People Oriented	Achievement Oriented	Independent	SD	LM	CR	UC	LS
Power Scores	119	41	111	87	31	48	48	2	30
Neutr Scores	66	-19	68	78					
	Acquiescent	Investigative	Relaxed	Team Oriented					
53	88	29	9	68					
EP	BL	AP	IP	PS					

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Responses from Opinions Section

1=Don't Agree At All	2=Agree A Little	3=Somewhat Agree	4=Moderately Agree	5=Definitely Agree
1.Effort gets results. (5)				49.A good plan can avoid mistakes. (4)
2.I thrive under pressure. (5)				50.Stress improves my performance. (4)
3.I rarely interrupt others while they are speaking. (5)				51.After listening to someone talk, I repeat the important points back to them to insure my understanding. (4)
4.It is easier to sell to friends than to strangers. (4)				52.I often refer people to my family and friends. (1)
5.I am often influenced by others. (4)				53.Hard work does not always get results. (4)
6.I would have difficulty integrating a demanding career into my lifestyle. (1)				54.To be effective on the job, I need more energy. (3)
7.I have never told lies. (1)				55.I make sure others have finished speaking before I respond. (4)
8.Aggressive sales people usually make a good income but have less repeat business. (4)				56.Informal social events are a good source of sales contacts. (5)
9.Most mistakes can be avoided. (3)				57.I find it easy to talk about myself. (4)
10.I am comfortable with changes in technology. (5)				58.Regular habits are an important part of my success. (4)
11.I like to hear people fully explain their point of view. (4)				59.I have never said anything unkind about anyone else. (1)
12.I avoid actions that might make people dislike me. (4)				60.I have met very few people whom I did not like. (4)
13.People's good qualities are seldom recognized. (2)				61.I am distracted easily. (3)
14.I sometimes lack the energy to perform important tasks. (1)				62.Professional demands often interfere with my lifestyle. (4)
15.Most conversations take too long. (3)				63.People take too long to get to the point. (2)
16.It is important that people approve of me. (4)				64.I get upset when sales people call me at home. (2)
17.I am good at most things that I try to do. (4)				65.I am a confident person. (4)
18.I stay focused on my priorities. (4)				66.I can concentrate on my work for long periods of time. (4)
19.After listening to an interesting anecdote, I like to describe a similar situation involving me. (4)				67.I will interrupt other people to provide an answer to their question. (3)
20.Sales people have a positive public image. (3)				68.To be successful at sales, I must change my image. (3)
21.Success is mostly luck. (4)				69.My performance depends on the situation. (2)
22.I often allow my attitude to affect my performance negatively. (3)				70.To be effective, I need to make several lifestyle changes. (2)
23.All my habits are good and desirable ones. (1)				71.No one is ever rude to me. (1)
24.It is very important to push people to buy a product or service after you have established that they need it. (4)				72.I would rather approach a potential new client by telephone than in person. (3)
25.People get the respect that they deserve. (4)				73.I am successful in most aspects of my life. (4)
26.I generally have a positive attitude towards work. (5)				74.Work does not get me down. (4)
27.I never envy others their good luck. (2)				75.I enjoy listening to other people. (5)
28.Sales people make more money than they deserve. (2)				76.Most people would prefer not to deal with salespeople any more than necessary. (2)
29.It is impossible to change company procedures. (2)				77.I am reluctant to make decisions. (4)
30.I find it difficult to manage my professional demands. (4)				78.Lifestyle demands have interfered with my career success. (2)
31.I prefer to listen in conversations. (3)				79.I always admit my own mistakes. (1)
32.I find it easy to make new acquaintances. (5)				80.I would not like to be known as a sales person. (2)
33.Hard work brings success. (5)				81.I take time to reflect on my accomplishments. (3)
34.I excel in a dynamic environment. (5)				82.I enjoy pressure on the job. (4)
35.I consciously pause before responding to others. (3)				83.I give others my undivided attention when they are speaking to me. (2)
36.My first sales should be to my family and friends. (1)				84.I have bought a product or service mainly because of the sales person. (5)
37.Plans never work out. (1)				85.I let the organization define my training needs. (2)
38.I often avoid difficult tasks. (1)				86.People do not understand the pressures of my job. (2)
39.I have never been late for work or for an appointment. (1)				87.I prefer to ask very specific questions that require only a 'yes/no' answer. (2)
40.In a group, I feel uncomfortable if a person does not like me. (4)				88.My family and friends are a good source of sales. (4)
41.I create opportunities. (4)				89.Effort is entirely my responsibility. (4)
42.I take care of myself with good daily habits. (4)				90.I manage stress effectively. (4)
43.I try to do most of the talking when presenting materials to others. (1)				91.I have a tendency to finish other people's sentences. (3)
44.I have been successful in developing a large network of people. (4)				92.Rejection is the most difficult aspect of sales. (4)
45.Compliments make me uncomfortable. (2)				93.Others have interfered with my success. (2)
46.I have difficulty coping with daily job challenges. (1)				94.It is difficult to establish job priorities. (2)
47.I have never boasted or bragged. (1)				95.I am not a good listener. (4)
48.I adapt to what others expect of me. (2)				96.I feel comfortable promoting myself and my company at social gatherings. (5)

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**CANDIDATE FEEDBACK ON THE RESULTS OF THE
PERSONAL ORIENTATION PROFILE
POP™ VERSION 6.0**

An Overview of Your Personal Characteristics & Career Strengths

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Personal Strengths/Career Needs

In Terms of Enterprising vs Support Role Possibilities

You would be described as extremely competitive, enterprising, assertive, aggressive, tough minded, determined and goal oriented. You may display new and creative ways to reach your personal and work objectives and you will be self-evaluative and sometimes critical of your own performance. Given an aim, objective or requirement, you would be able to develop your own plan, manage your time and focus your effort on a daily basis to reach your goals. Being a self-manager should come very naturally to you and these skills should be refined through formal training and/or on-the-job experience.

In Terms of Your Style & Strength of Various Motivations

Compared to others, you would be described as extremely achievement oriented, hard driving, eager, active and impatient. You will find challenge a reason in itself for striving to achieve because when you do accomplish something of value you will feel good about yourself. In a job, both the challenge of the work itself and the rewards for doing the job well and being productive will be strong motivators. High income as well as your sense of personal satisfaction would be your way of keeping score on how well you are reaching your goals.

In Terms of Your Independence vs Your Need to Be in the 'Team'

You would be described as somewhat strong-minded, stubborn, demanding, firm, independent and resolute. You can accept moderate levels of supervision, and in these circumstances, you would develop some practical alternatives for achieving objectives. A great deal of detailed work or work with little inherent responsibility would not be the kind of work to which you would give your greatest commitment and best all-round performance.

In Terms of Your Orientation Towards the 'People' Side of Business

You would be described as extremely sociable, entertaining, cheerful, genial and outgoing. In addition to being a fluent talker, you would be comfortable with new people, value social interaction and make new friends easily. Generally, you would be a good company representative and have the ability to communicate with a wide variety of people in a number of different functions. Being extremely sociable could make you somewhat sensitive to rejection.

In Terms of Your Orientation Towards Technical & Practical Concerns

Jobs with a heavy technical orientation will be less satisfying for you as compared to jobs which better match your characteristics to the job opportunity. Intellectual, conceptual and detailed work is not particularly appealing. You could experience some difficulty in coping with certain demanding, technically-oriented jobs, and you might want to ask for assistance in support of you efforts on projects that are detailed, complex or highly technical.

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What To Seek/What To Avoid In Jobs

What Should You Look for In a Job/Career that Matches You Best?

- + Look for opportunities to create your own work structure and to develop your self-management skills by training in time management and activity planning. The opportunity to put solid effort into the job each day is a real plus for you as you know that effort invested consistently will produce the results you seek in both productivity and recognition.
- + Seek positions with an exceptional requirement and opportunity for challenge and for the financial rewards which go with succeeding under very high pressure. You will find that some things that you do just for the challenge are rewarding in themselves so a job which has no real limits to it in terms of challenge, as well as the more common financial reward and recognition for outstanding performance, would be ideal.
- + Look for opportunities to work under only moderate supervision so that you may continue to develop your relatively independent approach to your work. In a team situation, expect to be in an occasional leadership role.
- + Look for employment that provides you with lots of people contact on a daily basis. A job with a great deal of person to person interaction and public relations opportunities would be ideal for you.
- + You should focus on jobs which employ other than highly advanced technical competencies. There are lots of things you can do and lots of challenges that you can take on in other areas which will provide you with personal and work satisfactions.

What Should You Avoid in Jobs/Careers that Don't Match You?

- Avoid tightly and rigidly structured work situations. If there is no room to put your personal touch to work in organizing and managing yourself, the job may become too constricting for you. Try to avoid jobs that may limit your self-management skills development which is a very strong need in you for your personal productivity and your sense of satisfaction with any job.
- Avoid mundane, unchallenging and repetitious jobs, especially those which essentially reward everyone for attendance rather than performance. Jobs with limits on performance/income or jobs which intentionally or unintentionally penalize the highest performers by placing limits on them are not for you.
- Avoid jobs in which you must do it your supervisor's way indefinitely and which totally lack the opportunity to approach your work in a creative fashion. You need room to exercise some independence and leadership.
- You should avoid employment that would isolate you from people. A job that lacks social interaction would not be adequately stimulating and rewarding to you.
- Avoid jobs that have as a major basic feature very strong technical, factual and analytical requirements. While you may well be able to do the job, employment of this nature probably would not be a source of satisfaction for you.

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