



## BEHAVIORAL IMPACT GRAPH

Barry John Date Entered: 09/15/05

For AusIndo Ventures Ltd

Compared to: Project Manager

### ASSESSMENTS

The Behavioral Impact Graph compares Barry to the position of Project Manager. It includes the traits relevant to good performance in this position. The traits required for this position are listed in three categories and in each category the traits are listed in order of importance (most important at the top). The categories are: Essential Traits, Desirable Traits, and Traits to Avoid. The Essential Traits are the traits that are core to this position. The greater your score on the essential traits the more likely you will perform well in this position. The Desirable traits require only a moderate score. Although it is not important to have a high score on the Desirable traits, an absence of that trait (a low score) could interfere with performance. The Traits to Avoid are the traits that are likely to interfere with performance (if the score is high). The score after the trait name is your score on that trait. The box to the right of each trait indicates the POTENTIAL impact of that trait on performance. The colored area within the box indicates the PROBABLE impact on performance of your tendencies (your score) for that trait.

- - Scroll down for more information - -

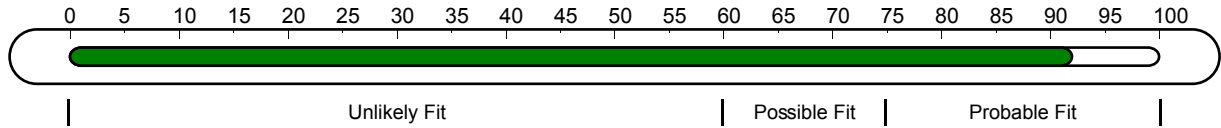


# BEHAVIORAL IMPACT GRAPH

Barry John Date Entered: 09/15/05  
 For AusIndo Ventures Ltd  
 Compared to: Project Manager

ASSESSMENTS

## Overall Percentage of Requirements Met = 92%



Please note: Some relevant factors have not been entered - see below for an explanation.

### Method Weighting

### Overall Results:

Suitability Assessment 100%



Eligibility Assessment 0%

Although a weighting of 50.0% was set for the Eligibility Assessment in this Position Template, there was no Eligibility Assessment score entered. Therefore, the weighting was adjusted to zero and the other weightings were increased proportionally. (See 'View Profilee Data' to enter a score)

Interview Assessment 0%

Although a weighting of 20.0% was set for the Interview Assessment in this Position Template, there was no Interview Assessment score entered. Therefore, the weighting was adjusted to zero and the other weightings were increased proportionally. (See 'View Profilee Data' to enter a score)



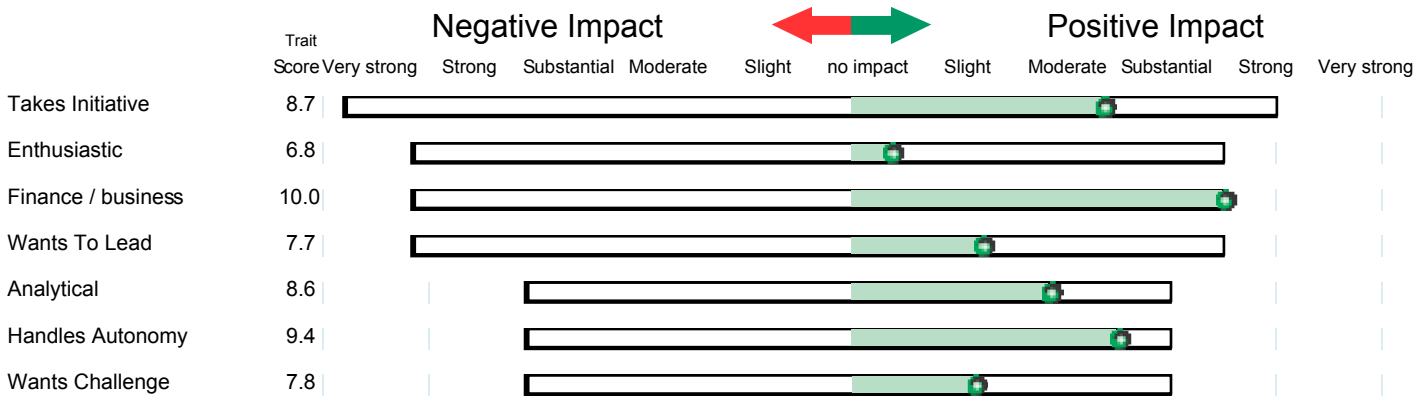
# BEHAVIORAL IMPACT GRAPH

Barry John Date Entered: 09/15/05  
 For AusIndo Ventures Ltd  
 Compared to: Project Manager

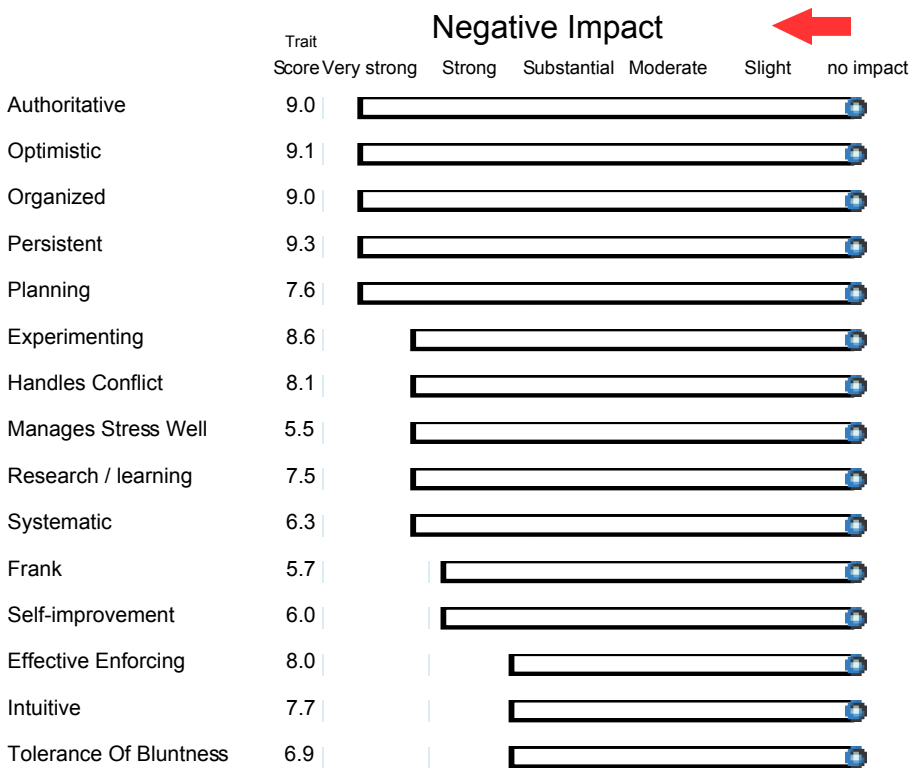
ASSESSMENTS

**Barry's Behavioral Assessment Score = 92%**  
 (percentage of behavioral suitability requirements met)  
Barry's suitability is Excellent

### Essential traits for this position (in order of importance)



### Desirable traits for this position (in order of importance)





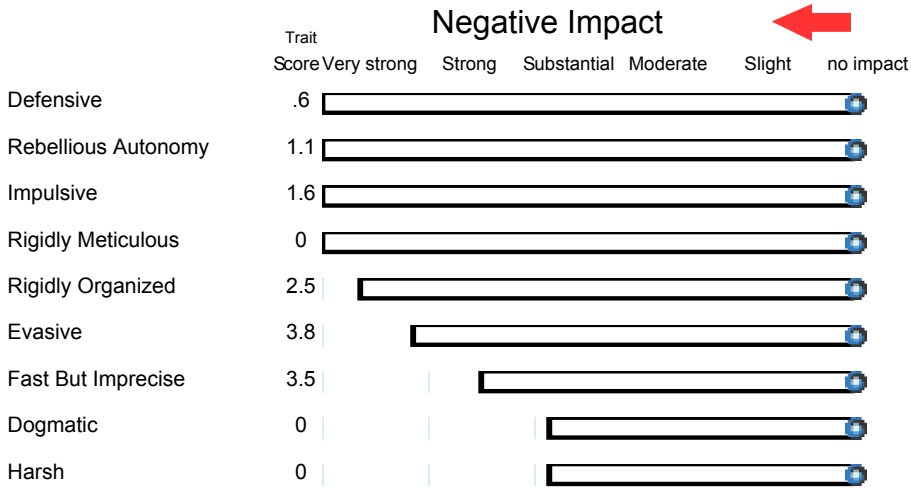
# BEHAVIORAL IMPACT GRAPH

Barry John Date Entered: 09/15/05  
 For AusIndo Ventures Ltd  
 Compared to: Project Manager

## ASSESSMENTS



### Traits to avoid for this position (in order of importance)





## BEHAVIORAL NARRATIVE

Barry John Date Entered: 09/15/05

For AusIndo Ventures Ltd

Compared to: Project Manager

## ASSESSMENTS

Considering the suitability assessment, Barry's percentage of requirements met for this position is 92%. Barry's probability of success in this position is very high.

The weighting given to the different assessments for this position is:

Eligibility = 0%

Behavioral Assessment = 100%

Interview = 0%

Although a weighting of 50% was set for the Eligibility Assessment in this Position Template, there was no Eligibility Assessment score entered. Therefore, the weighting was adjusted to zero and the other weightings were increased proportionally. (See 'View Profilee Data' to enter a score)

Although a weighting of 20% was set for the Interview Assessment in this Position Template, there was no Interview Assessment score entered. Therefore, the weighting was adjusted to zero and the other weightings were increased proportionally. (See 'View Profilee Data' to enter a score)

The behavioral assessment results indicate Barry is probably very suitable for this position and will probably exhibit most of the traits related to success.

The behavioral assessment includes a technological 'consistency detector' that indicates the reliability of results by analyzing the consistency of the answers on the questionnaire. Barry's consistency score is 93%. This indicates a high likelihood that Barry was truthful, accurately self-aware, and able to concentrate on the questionnaire.

## ESSENTIAL TRAITS FOR THIS POSITION (in order of importance)

**Takes Initiative** - The tendency to perceive what is necessary to be accomplished and to proceed on one's own

Barry has a score of 8.7 on Takes Initiative.

Barry very often tends to take initiative. This initiative will help him/her to achieve objectives. It is very important that the employer provide opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations.

Barry's initiative will probably have a somewhat positive impact on job satisfaction and/or performance.



## BEHAVIORAL NARRATIVE

Barry John Date Entered: 09/15/05  
For AusIndo Ventures Ltd  
Compared to: Project Manager

## ASSESSMENTS

**Enthusiastic** - The tendency to be eager and excited toward one's own goals

Barry has a score of 6.8 on Enthusiastic.

Barry tends to be reasonably enthusiastic about his/her goals. If Barry's goals are in alignment with the organization's objectives, he/she will generally have a reasonable drive to achieve those objectives.

Barry's degree of enthusiasm for his/her goals is sufficient.

**Finance / business** - The interest in commerce or fiscal management

Barry has a score of 10.0 on Finance / business.

Barry is extremely interested in business or finance.

Barry's interest in business or finance will probably have a very positive impact on job satisfaction and/or performance.

**Wants To Lead** - The desire to be in a position to direct or guide others

Barry has a score of 7.7 on Wants To Lead.

Barry has a desire to be in a leadership position. He/She likes to take charge.

Barry's willingness to be in a leadership position will probably have a slightly positive impact on job satisfaction and/or performance.

**Analytical** - The tendency to logically examine facts and situations (not necessarily analytical ability)

Barry has a score of 8.6 on Analytical.

Barry tends to very often logically analyze difficulties, facts, and situations and enjoys it.

Barry's tendency to analyze will probably have a somewhat positive impact on job satisfaction and/or performance.

**BEHAVIORAL NARRATIVE**

Barry John Date Entered: 09/15/05  
For AusIndo Ventures Ltd  
Compared to: Project Manager

**ASSESSMENTS**

**Handles Autonomy** - The tendency to have the motivation and self-reliance necessary for a significant amount of independence from immediate supervision (does not indicate the necessary job related knowledge)

Barry has a score of 9.4 on Handles Autonomy.

Assuming he/she has sufficient job-related knowledge, Barry is very likely to take appropriate actions when given a significant amount of independence from supervision.

Barry's ability to handle autonomy will probably have a somewhat positive impact on job satisfaction and/or performance.

**Wants Challenge** - The willingness to attempt difficult tasks or goals

Barry has a score of 7.8 on Wants Challenge.

Barry is motivated by challenging tasks or projects. Barry will prefer an employer who is able to offer challenging work. His/Her strong drive for achievement will probably be a good example for others.

Barry's drive to achieve challenging objectives will probably have a slightly positive impact on job satisfaction and/or performance.

**DESIRABLE TRAITS FOR THIS POSITION (in order of importance)**

**Authoritative** - The desire for decision-making authority and the willingness to accept decision-making responsibility

Barry has a score of 9.0 on Authoritative.

Barry has a strong desire to have decision-making authority and is very willing to accept responsibility.

Barry's degree of comfort with decision-making authority is sufficient.

**Optimistic** - The tendency to believe the future will be positive

Barry has a score of 9.1 on Optimistic.

Barry tends to be very optimistic and cheerful. Barry's positive attitude will be very beneficial when dealing with staff and co-workers. His/Her positive attitude will also support the sales process.

Barry's degree of optimism is sufficient.



## BEHAVIORAL NARRATIVE

Barry John Date Entered: 09/15/05  
For AusIndo Ventures Ltd  
Compared to: Project Manager

## ASSESSMENTS

**Organized** - The tendency to place and maintain order in an environment or situation

Barry has a score of 9.0 on Organized.

Barry tends to be very well organized.

Barry's tendency to be organized is sufficient.

**Persistent** - The tendency to be tenacious despite encountering significant obstacles

Barry has a score of 9.3 on Persistent.

Barry is very determined and perseveres with a task despite many obstacles. This will probably be beneficial for overcoming the obstacles that he/she will encounter in his/her position. Barry's persistence can also pay off when influencing others as he/she will tend to be quite tenacious.

Barry's degree of persistence is sufficient.

**Planning** - The tendency to formulate ideas related to the steps and process of accomplishing an objective

Barry has a score of 7.6 on Planning.

Barry enjoys planning and probably tends to do it often.

Barry's degree of planning is sufficient.

**Experimenting** - The tendency to try new things and new ways of doing things

Barry has a score of 8.6 on Experimenting.

Barry very much enjoys trying new things and frequently experiments with new ways of doing things. Barry wants to be at the cutting edge of his/her expertise.

Barry's degree of enjoyment of experimentation is sufficient.

**Handles Conflict** - The tendency to skillfully face discord or strife, and the interpersonal skills necessary to deal with it effectively

Barry has a score of 8.1 on Handles Conflict.

Barry's preferences indicate that he/she is probably effective at handling conflict.

Barry's level of ability to deal with conflict is sufficient.





## BEHAVIORAL NARRATIVE

Barry John Date Entered: 09/15/05  
For AusIndo Ventures Ltd  
Compared to: Project Manager

## ASSESSMENTS

**Manages Stress Well** - The tendency to deal effectively with strain and difficulty when it occurs

Barry has a score of 5.5 on Manages Stress Well.

Barry is generally able to manage stress.

Barry's level of ability to manage stress is sufficient.

**Research / learning** - The enjoyment of gathering and comprehending new information

Barry has a score of 7.5 on Research / learning.

Barry generally enjoys researching and learning new information.

Barry's degree of enjoyment of researching and learning is sufficient.

**Systematic** - The enjoyment of tasks that require carefully or methodically thinking through steps.

Barry has a score of 6.3 on Systematic.

Barry moderately enjoys work that requires being systematic and tends to be moderately systematic.

Barry's degree of being systematic is sufficient.

**Frank** - The tendency to be straightforward, direct, to the point, and forthright

Barry has a score of 5.7 on Frank.

Barry tends to state things in a moderately frank and straightforward manner.

Barry's degree of frankness is sufficient.

**Self-improvement** - The tendency to attempt to develop or better oneself

Barry has a score of 6.0 on Self-improvement.

Barry has some interest in self-improvement.

Barry's degree of interest in self-improvement is sufficient.



## BEHAVIORAL NARRATIVE

Barry John Date Entered: 09/15/05  
For AusIndo Ventures Ltd  
Compared to: Project Manager

## ASSESSMENTS

**Effective Enforcing** - The tendency to skillfully correct others when they are violating rules or performing poorly

Barry has a score of 8.0 on Effective Enforcing.

Given Barry's interpersonal preferences and tendencies indicate he/she is likely to skillfully enforce rules.

Barry's degree of skill when enforcing rules is sufficient.

**Intuitive** - The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)

Barry has a score of 7.7 on Intuitive.

Barry often uses intuition or hunches to help make decisions.

Barry's degree of using intuition is sufficient.

**Tolerance Of Bluntness** - The level of comfort related to receiving abrupt or frank communications from others

Barry has a score of 6.9 on Tolerance Of Bluntness.

Barry is reasonably tolerant of people who are blunt.

Barry's degree of tolerance of bluntness is sufficient.

**Travel** - The interest in work that involves frequently taking a journey

Barry has a score of 8.0 on Travel.

Barry is interested in work that involves travel.

Barry's level of interest in work that involves travel is sufficient.

**Self-acceptance** - The tendency to like oneself ("I'm O.K. the way I am")

Barry has a score of 6.6 on Self-acceptance.

Barry is reasonably self-accepting.

Barry's degree of self-acceptance is sufficient.

**TRAITS THAT COULD HINDER SUCCESS FOR THIS POSITION (in order of**



## BEHAVIORAL NARRATIVE

Barry John Date Entered: 09/15/05  
For AusIndo Ventures Ltd  
Compared to: Project Manager

## ASSESSMENTS

**importance)**

**Defensive** - The tendency to focus on self-acceptance while avoiding self-improvement (The attitude "I'm O.K. and I don't need to improve")

Barry has a score of .6 on Defensive.

Barry probably does not have a significant degree of defensiveness.

Barry's lack of defensiveness will support job satisfaction and will not hinder performance.

**Rebellious Autonomy** - The tendency to attempt to gain freedom from authority without taking sufficient and appropriate initiative

Barry has a score of 1.1 on Rebellious Autonomy.

Barry probably does not have a significant degree of rebellious autonomy.

Barry's lack of rebellious autonomy will support job satisfaction and will not hinder performance.

**Impulsive** - The tendency to take risks without sufficient analysis of the potential difficulties

Barry has a score of 1.6 on Impulsive.

Barry probably has only a very slight tendency to take risks without sufficiently analyzing the potential difficulties of a plan or strategy.

Barry's lack of being impulsive when making decisions will support job satisfaction and will not hinder performance.

**Rigidly Meticulous** - The tendency to focus so strongly on details that one tends to have difficulty adapting to changes

Barry has a score of 0 on Rigidly Meticulous.

Barry probably does not have a significant degree of being rigid related to details and precision.

Barry's lack of being rigidly meticulous will support job satisfaction and will not hinder performance.



## BEHAVIORAL NARRATIVE

Barry John Date Entered: 09/15/05

For AusIndo Ventures Ltd

Compared to: Project Manager

## ASSESSMENTS

**Rigidly Organized** - The tendency to focus so strongly on being orderly that one tends to have difficulty adapting to changes

Barry has a score of 2.5 on Rigidly Organized.

Barry probably has only a very slight tendency to be rigid when organizing.

Barry's lack of being rigidly organized will support job satisfaction and will not hinder performance.

**Evasive** - The tendency to be tactful without being sufficiently direct

Barry has a score of 3.8 on Evasive.

Barry probably has a moderate tendency to be evasive when communicating rather than saying what he/she really thinks. This communication style may prevent Barry from communicating effectively related to important issues.

Barry's lack of being evasive will support job satisfaction and will not hinder performance.

**Fast But Imprecise** - The tendency to be productive but not paying sufficient attention to detail

Barry has a score of 3.5 on Fast But Imprecise.

Barry probably has slight tendency to be fast but imprecise.

Barry's lack of being fast but imprecise will support job satisfaction and will not hinder performance.

**Dogmatic** - The tendency to be certain of one's own opinions while at the same time not open to different ideas

Barry has a score of 0 on Dogmatic.

Barry probably does not have a significant degree of being dogmatic.

Barry's lack of being dogmatic will support job satisfaction and will not hinder performance.

**Harsh** - The tendency to be overly strict or punitive when enforcing rules and procedures

Barry has a score of 0 on Harsh.

Barry probably does not have a significant tendency to be harsh or overly strict.

Barry's lack of harshness will support job satisfaction and will not hinder performance.



## BEHAVIORAL NARRATIVE

Barry John Date Entered: 09/15/05  
For AusIndo Ventures Ltd  
Compared to: Project Manager

### **OTHER TRAITS THAT MAY RELATE TO THIS POSITION**

Barry is moderately motivated by an opportunity to earn higher pay.

Barry has some desire for recognition.