

Thinking Pattern Reports

Personal Performance Assessment

Prepared for

SampleB SampleB



Orchestrating Results

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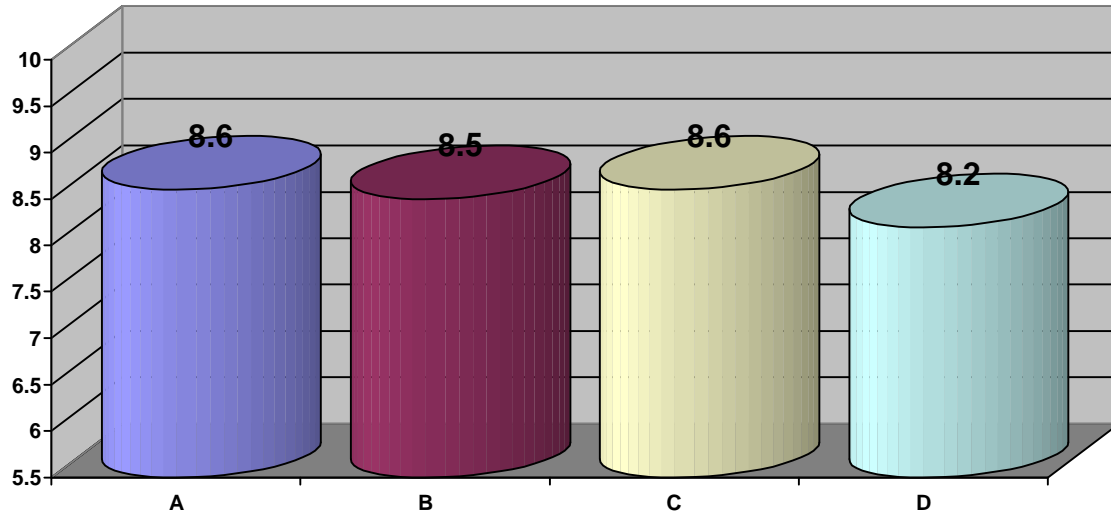
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Personal Performance Assessment PERFORMANCE INDICATOR SCALE

GLOBAL GRAPH

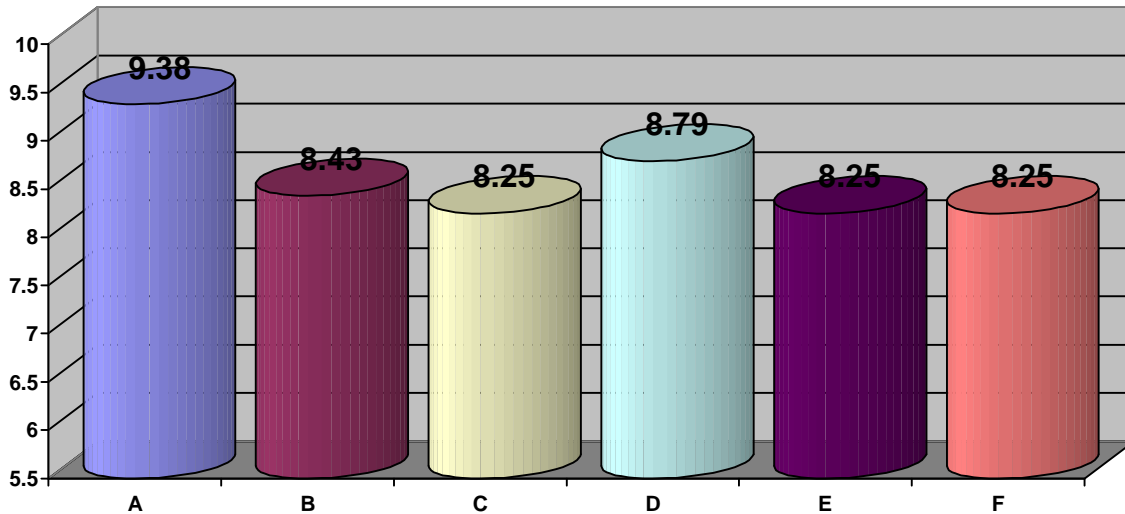


Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) FOCUS (8.6) — Ability to identify and take care of critical issues, tasks, and goals.
B) FIRE (8.5) — Drive and energy for completing tasks and goals.
C) FAITH (8.6) — Belief that the best can and will happen combined with the ability to stay on track regardless of the circumstances.
D) FEAR (8.2) — Sensitivity to exposure and criticism for not measuring up to expectations of self and others, for not completing tasks and goals.

Personal Performance Assessment PERSONAL PERFORMANCE PROFILE

FOCUS



FOCUS: These capacities measure the ability to marshal energy to attain self goals as well as the ability of be persistent and consistent.

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
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)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Attention To What Is Happening (9.38) — The ability to pay attention to the achievement of results and to decide to what extent attaining results is a major factor pushing one to action.

B) Ability To Act Consistently (8.43) — The ability to maintain a sense of constancy and continuity in one's actions.

C) Self Control (8.25) — The ability to maintain self composure in difficult situations, to think and act objectively rather than impulsively and emotionally.

D) Ability To Manage Stress (8.79) — This capacity measures how well one can balance and manage anxiety despair and depressive attitudes.

E) Ability To Set Realistic Goals (8.25) — The ability to set goals which are within the boundary of available resources and which can be achieved within the projected time.

F) Flexibility (8.25) — This capacity measures the effect of rigid, dogmatic views and the effect of these views on the decision making process.

Personal Performance Assessment DEVELOPMENT COMMENTS (FOCUS)

Attention To What Is Happening: (Focus/Strength)

Your perfectionistic drive and analytical thinking ability as well as your strong concentration on doing things right will likely build a compulsion for focusing on concrete, practical situations until you are able to translate your expectations into decisions and actions.

Ability To Act Consistently: (Focus/Development Area)

A combination of a compulsive need to push ahead and a feeling of frustration and dissatisfaction about your current circumstances can lead to inconsistencies in your decisions and actions. Take the time to examine your priorities and expectations to make certain that you can realistically accomplish what you set out to do.

Self Control: (Focus/Development Area)

You do not always maintain a sense of balance in your ability to identify and respond to problems, potentially leading you to react impulsively in stressful situations. You may spend too much time and energy on unnecessary problems or become impatient and feel a need to act before all of the facts and options have been evaluated.

Ability To Manage Stress: (Focus/Development Area)

You currently do not see or value yourself as well as the world around you. As a result are subject to anxiety and stress effects. Seek feedback to identify development steps to reduce this stress and spend time and energy doing things you like to do which can help to relieve the anxiety and stress symptoms.

Ability To Set Realistic Goals: (Focus/Development Area)

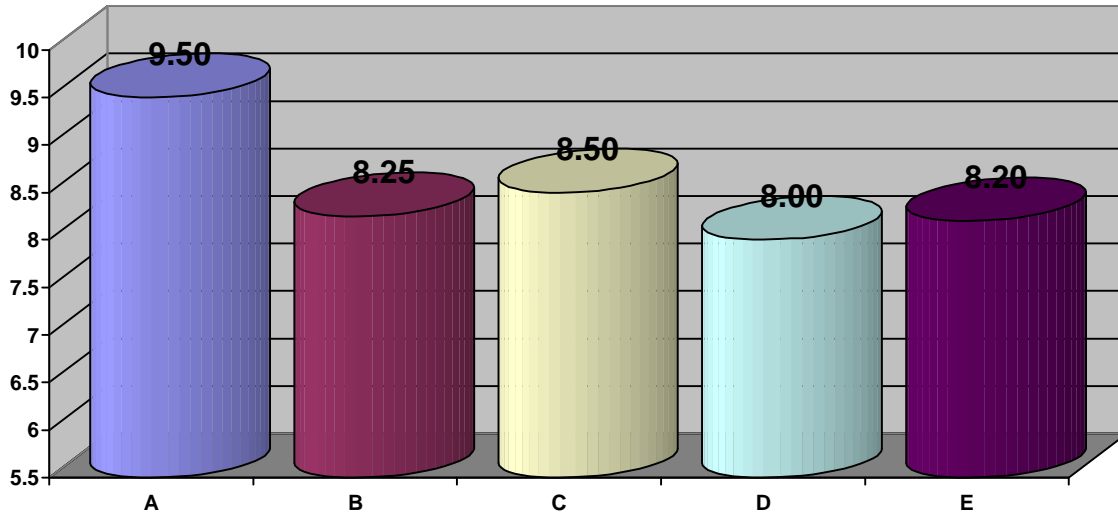
You are currently uncertain about which direction is best for you. As a result, you are in a holding pattern about the future. You tend to be somewhat skeptical about structure and system in general. Seek feedback to realistically determine what you want to do and what you are willing to commit yourself to do.

Flexibility: (Focus/Development Area)

You are currently in transition about which direction is best for you and as a result can feel uncertainty about changing directions. You are likely to feel anxiety, frustration and despair when you must deal with major changes in your life. Seek feedback to identify the source of your uncertainty about the future.

Personal Performance Assessment PERSONAL PERFORMANCE PROFILE

FIRE



FIRE: These capacities measure the ability to marshal drive and energy for completing tasks and goals.

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
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)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Initiative (9.50) — This capacity measures the ability to direct one's energies toward the completion of a task with a sense of urgency and mission.

B) Drive Toward Goals (8.25) — This capacity measures the ability to be excited about and committed to one's goals and to marshal energy to push toward the attainment of these goals.

C) Need To Achieve (8.50) — This capacity measures how strongly one needs to attain success to feel valuable and worthwhile.

D) Ambition (8.00) — This capacity measures the ability to set inner ideals which become the standard for achievement and success, a strong sense of drive toward excellence.

E) Willingness To Take Action (8.20) — This capacity measures the ability to pay attention to the achievement of concrete results. Attaining results is a major factor pushing one to action.

Personal Performance Assessment DEVELOPMENT COMMENTS (FIRE)

Need To Get Things Done: (Fire/Strength)

You have a strong need to create practical, pragmatic results. This need combined with your overall practical problem solving ability and attentiveness to practical, pragmatic values generates a strong drive center which will propel you toward your immediate circumstances.

Drive Toward Goals: (Fire/Development Area)

You are in transition with respect to inner goals and ideals which guide your actions and have a sense of skeptical disregard for outer goals and structure. Seek feedback from others to evaluate what you want to accomplish and what you are willing to commit your energies to accomplish.

Need To Achieve: (Fire/Development Area)

You have a sense of comfort with the present which is based on a sense of over confidence and a tendency to overlook your own potential for error. Seek feedback from others to evaluate your priorities for action and to develop a realistic attitude toward what you need to do to accomplish your goals.

Ambition: (Fire/Development Area)

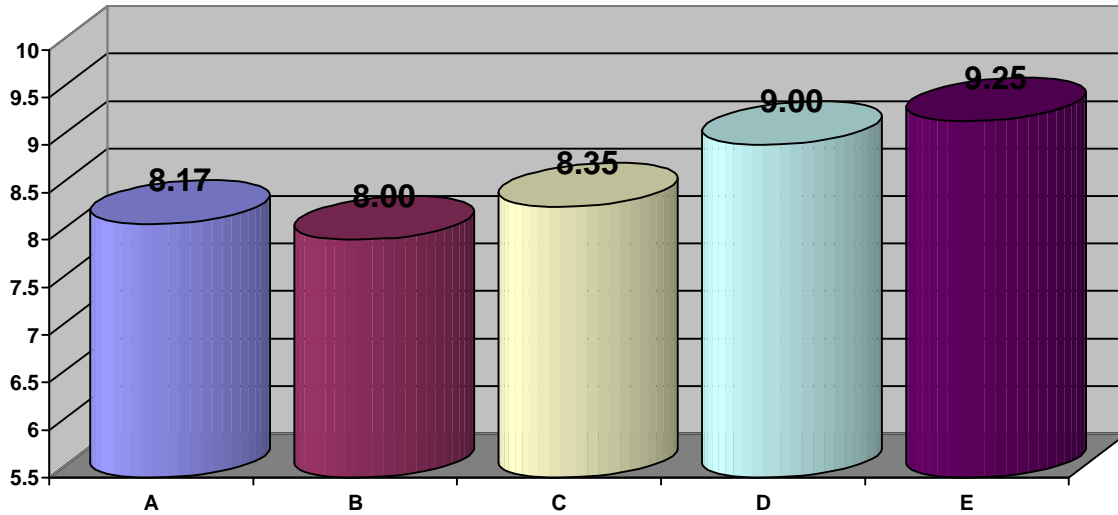
You are in a holding pattern concerning the future asking yourself questions about what you are willing to commit yourself toward for the future. Seek feedback either individually or in a workshop on self development to help identify why you are feeling uncertain and to help identify priorities for future development.

Willingness To Get Things Done: (Fire/Development Area)

You are currently in social/role transition which leaves you feeling frustrated and dissatisfied with current circumstances. As a result of this transition, you may feel a lack of urgency to act or you may direct your actions based on impulse and emotion. Seek help to find out why you are feeling so uncertain and frustrated.

Personal Performance Assessment PERSONAL PERFORMANCE PROFILE

FAITH



FAITH: These capacities measure a person's belief that the best can and will happen combined with the ability to stay on track regardless of circumstances.

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
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)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Belief In Oneself (8.17) — This capacity measures the ability to develop and maintain inner strength based on the belief that one will succeed.

B) Belief In The Future (8.00) — This capacity measures the ability of to maintain one's direction in spite of the obstacles and to stay on target regardless of circumstances.

C) Belief In The Present (8.35) — This capacity measures's one's ability to feel comfortable and competent about what one is doing and how one is being viewed in society.

D) Attitude Toward Oneself (9.00) — This capacity measures the ability to consistently maintain a positive attitude toward oneself.

E) Overall Optimism (9.25) — This capacity measures the ability to maintain consistently positive attitudes which expect that the best can and will happen.

Personal Performance Assessment DEVELOPMENT COMMENTS (FAITH)

Belief In Oneself: (Faith/Development Area)

You are currently in an overall self transition uncertain about your inner self worth, your current social/role image and your future direction. You are likely to feel a sense of inadequacy that you have difficulty marshalling your energies to get things done or to stay on track.

Belief In The Future: (Faith/Development Area)

You are feeling indecisive and uncertain about which course of action is best for you and as a result will not likely feel an urgency to push ahead. Seek feedback privately or in a workshop on self development to identify what you want to do and what you are willing to commit your time and energy to accomplish.

Belief In The Present: (Faith/Development Area)

You are in social/role transition feeling frustrated and uncertain about what you want to do. As a result of this transition, your decisions and actions can be inconsistent. Seek feedback either individually or in a workshop on self development to help you decide what you want to do and to help you see the opportunities for action.

Self Attitude: (Faith/Strength)

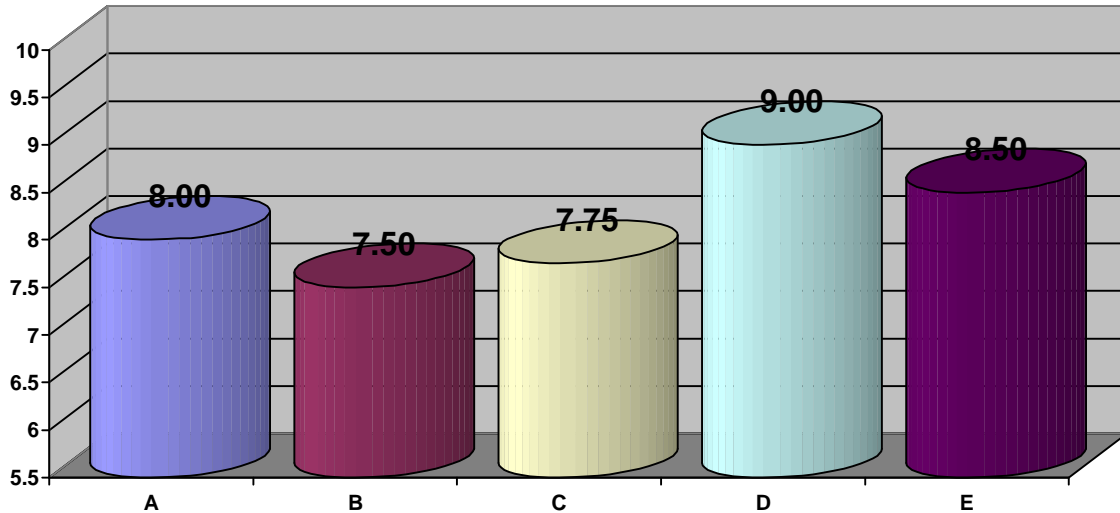
You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

Overall Optimism: (Faith/Strength)

You have a very dynamic, positive overall attitude which can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

Personal Performance Assessment PERSONAL PERFORMANCE PROFILE

FEAR



FEAR: These capacities measure a person's sensitivity to exposure and criticism when they do not measure up to expectations or complete tasks and goals.

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
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)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Fear Of Disappointing Others (8.00) — This capacity indicates the degree to which one can be objective about others without allowing personal feelings, positive or negative, to get in the way of making decisions.

B) Fear About Performing To One's Best (7.50) — This capacity measures the effect of social/role frustration and dissatisfaction on one's ability to consistently feel competent and functional.

C) Fear About Realizing Goals (7.75) — This capacity measures the effect of setting personal goals which are either unrealistic or do not demand the best.

D) Fear About Fitting In (9.00) — This capacity measures the importance of being a member of a team and working in a comfortable place where one is liked and accepted.

E) Fear About Being Worthy (8.50) — This capacity measures the ability to see and appreciate one's unique worth and individuality, to see and understand 'Who One Is' apart from social/role or ideal self images and expectations.

Personal Performance Assessment DEVELOPMENT COMMENTS (FEAR)

Fear Of Disappointing Others: (Fear/Development Area)

You tend to have an overly cautious, skeptical attitude toward others which can lead you to not be attentive to the needs and interests of others. Attend a course on building personal relationships to help you learn to see and appreciate the positive worth of others.

Fear About Performing To One's Best: (Fear/Development Area)

You are currently in social/role transition uncertain about what you want to do and feeling frustrated and dissatisfied about your current circumstances. Seek feedback either individually or in a workshop on self development to evaluate what you want to do, what you feel you should do and what opportunities for action exist around you.

Fear About Realizing Goals: (Fear/Development Area)

You are currently feeling uncertainty and apprehension about the future. This uncertainty, combined with your skepticism about structure and order in the world, will generate a reactivity and retroactivity which will create anxiety, frustration and despair. Seek feedback to identify priorities that you are willing to accept and commit to carry out.

Freedom From Fear About Fitting In: (Fear/Strength)

You have a strong need to spend time and energy in situations which make you feel comfortable and which will give you a sense of worth and value. As a result, you are motivated by actions, activities and situations which will provide the personal feedback and comfort which you need.

Fear About Being Worthwhile: (Fear/Development Area)

You do not give yourself enough credit, depreciating your worth and contribution, measuring yourself against ideals and expectations and blowing up your imperfections. As a result, you are likely to be oversensitive to what others think or say about you.

Personal Performance Assessment
PERSONAL PERFORMANCE ANALYSIS
KEY SOURCES OF FLOW ORGANIZED BY PRIORITY

Need To Get Things Done: (Fire/Strength)

You have a strong need to create practical, pragmatic results. This need combined with your overall practical problem solving ability and attentiveness to practical, pragmatic values generates a strong drive center which will propel you toward your immediate circumstances.

Attention To What Is Happening: (Focus/Strength)

Your perfectionistic drive and analytical thinking ability as well as your strong concentration on doing things right will likely build a compulsion for focusing on concrete, practical situations until you are able to translate your expectations into decisions and actions.

Overall Optimism: (Faith/Strength)

You have a very dynamic, positive overall attitude which can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

Freedom From Fear About Fitting In: (Fear/Strength)

You have a strong need to spend time and energy in situations which make you feel comfortable and which will give you a sense of worth and value. As a result, you are motivated by actions, activities and situations which will provide the personal feedback and comfort which you need.

Self Attitude: (Faith/Strength)

You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

Personal Performance Assessment
PERSONAL PERFORMANCE ANALYSIS
KEY SOURCES OF INTERFERENCE ORGANIZED BY PRIORITY

Fear About Performing To One's Best: (Fear/Development Area)

You are currently in social/role transition uncertain about what you want to do and feeling frustrated and dissatisfied about your current circumstances. Seek feedback either individually or in a workshop on self development to evaluate what you want to do, what you feel you should do and what opportunities for action exist around you.

Fear About Realizing Goals: (Fear/Development Area)

You are currently feeling uncertainty and apprehension about the future. This uncertainty, combined with your skepticism about structure and order in the world, will generate a reactiveness and retroactiveness which will create anxiety, frustration and despair. Seek feedback to identify priorities that you are willing to accept and commit to carry out.

Ambition: (Fire/Development Area)

You are in a holding pattern concerning the future asking yourself questions about what you are willing to commit yourself toward for the future. Seek feedback either individually or in a workshop on self development to help identify why you are feeling uncertain and to help identify priorities for future development.

Belief In The Future: (Faith/Development Area)

You are feeling indecisive and uncertain about which course of action is best for you and as a result will not likely feel an urgency to push ahead. Seek feedback privately or in a workshop on self development to identify what you want to do and what you are willing to commit your time and energy to accomplish.