

Thinking Pattern Reports

Personal Value Analysis

Prepared for

SampleB SampleB



Orchestrating Results

Center For Applied Axiometrics

ktconnor@thinkingpattern.com
http://www.thinkingpattern.com
912-638-5082

- *This material is confidential and personal.*
- *Please do not read this report unless authorized to do so.*
- *The content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination.*

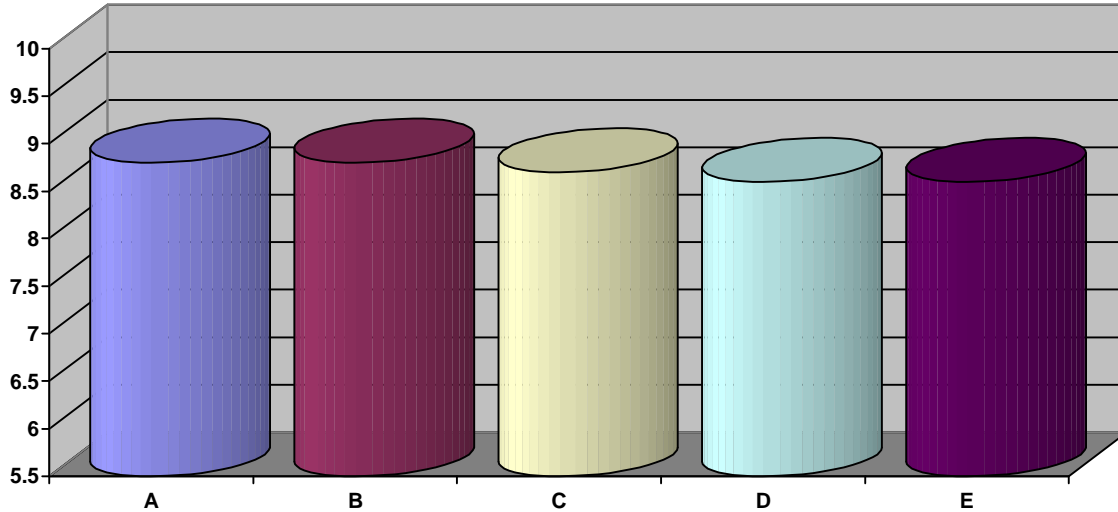
9753_8766 1/22/2006 1:31:00 PM

This entire document is subject to the following statement:

Copyright © 2002- 2006 – Axiometrics International, Inc. All rights reserved.

Personal Value Analysis

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) Knows What To Do (Low Risk) — This section measures the ability to clearly and correctly see what is important and needs attention.

B) Knows How To Do It (Low Risk) — This section measures the ability to develop ideas, techniques, and solutions for getting things done.

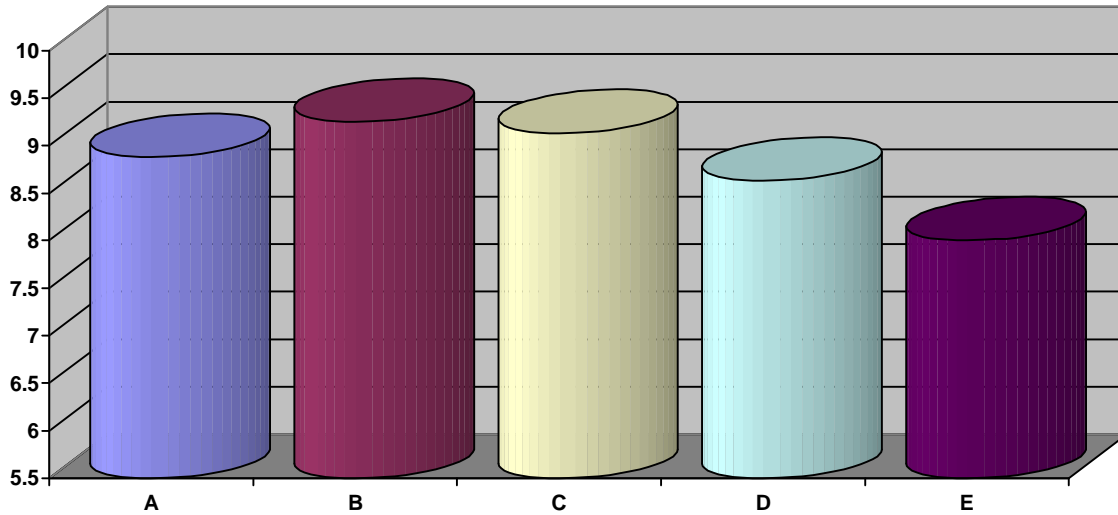
C) Planning And Organizing (Situational Risk) — This section measures the ability to develop plans and strategies for focusing and measuring the success of actions.

D) Gets Things Done (Situational Risk) — This section measures the capacity to focus energy, stay on track, and get things done effectively and efficiently.

E) Works Through Others (Situational Risk) — This section measures the ability to develop, motivate, focus, and monitor others.

Personal Value Analysis

KNOWS WHAT TO DO



KNOWS WHAT TO DO: These capacities measure the ability to decide which issues are relevant and need attention from an intuitive, practical, conceptual, and analytical perspective.

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) Intuitive Insight (Low Risk) — The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.

B) Seeing The Big Picture (Low Risk) — This capacity measures the ability to not only see all of the pieces and angles of the picture, but also the ability to see how the pieces fit together to make a whole.

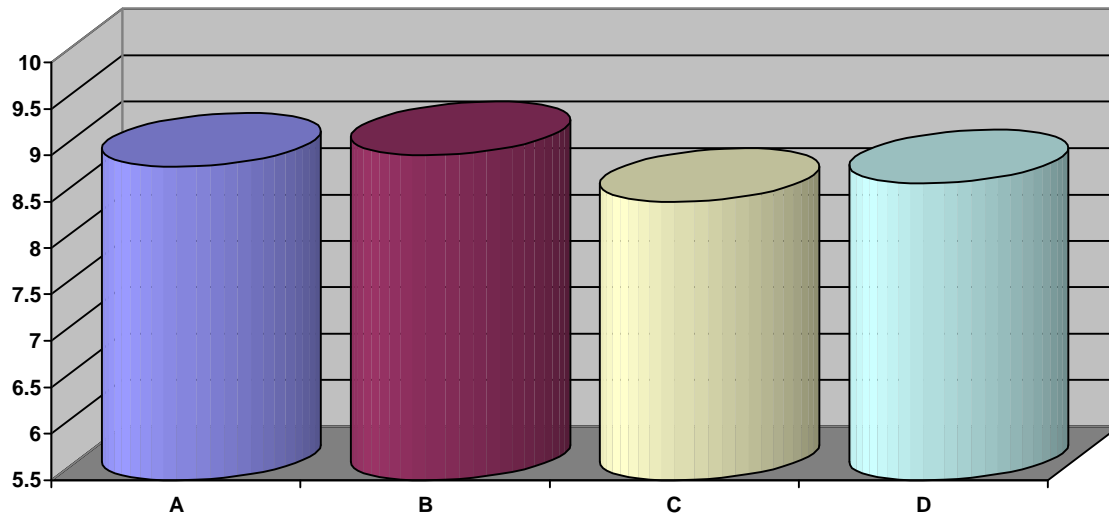
C) Common Sense Thinking (Low Risk) — The ability to use one's practical thinking ability to see and understand what is happening.

D) Long Term Goal Assessment (Situational Risk) — The ability to project a goal into the future and understand not only future consequences but also see how to plan to attain their goals.

E) Proactive Thinking Ability (Real Risk) — The ability to plan for consequences of actions and decisions rather than reacting to crises.

Personal Value Analysis

KNOWS HOW TO DO IT



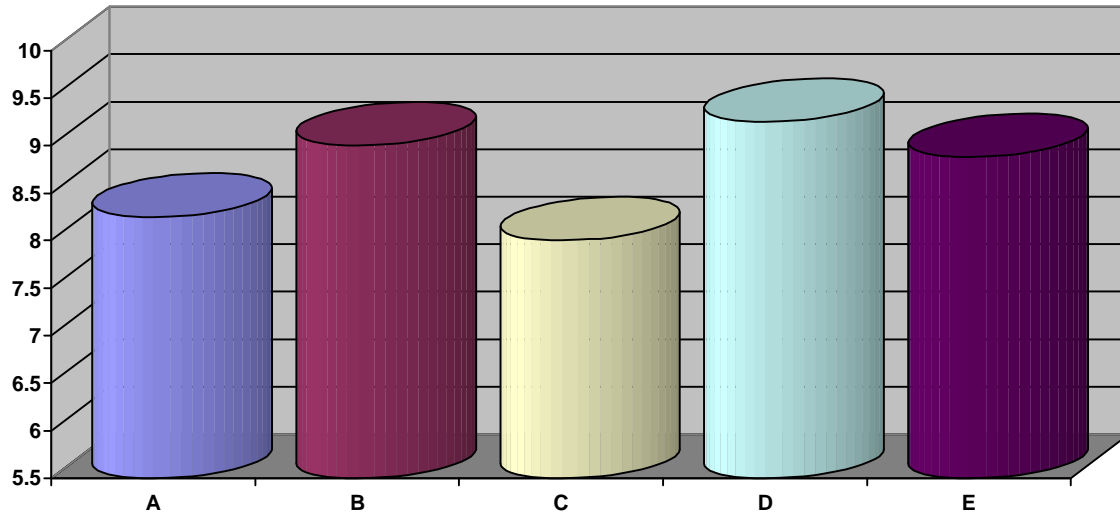
KNOWS HOW TO DO IT: These capacities measure a person's ability to see what needs to be done, who needs to do the work, and how things need to be done.

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) Evaluating What Needs To Be Done (Low Risk) — The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.
B) Attention To Concrete Detail (Low Risk) — The ability to clearly see and pay attention to flaws in things, people and situations.
C) Doing Things Right (Situational Risk) — This component measures one's insistence on doing things right.
D) Meeting Schedules/Deadlines (Situational Risk) — The ability to pay attention to and insist on doing things right.

Personal Value Analysis

PLANNING AND ORGANIZING



PLANNING AND ORGANIZING: These capacities identify the short range and long range needs and implications of a situation, to set goals which are realistic and to develop plans of action which attain these goals in an effective and efficient manner.

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 Planning (Conditional Risk) — The ability to keep one's focus and attention on planning details and activities.

B) Short Range Planning (Low Risk) — The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.

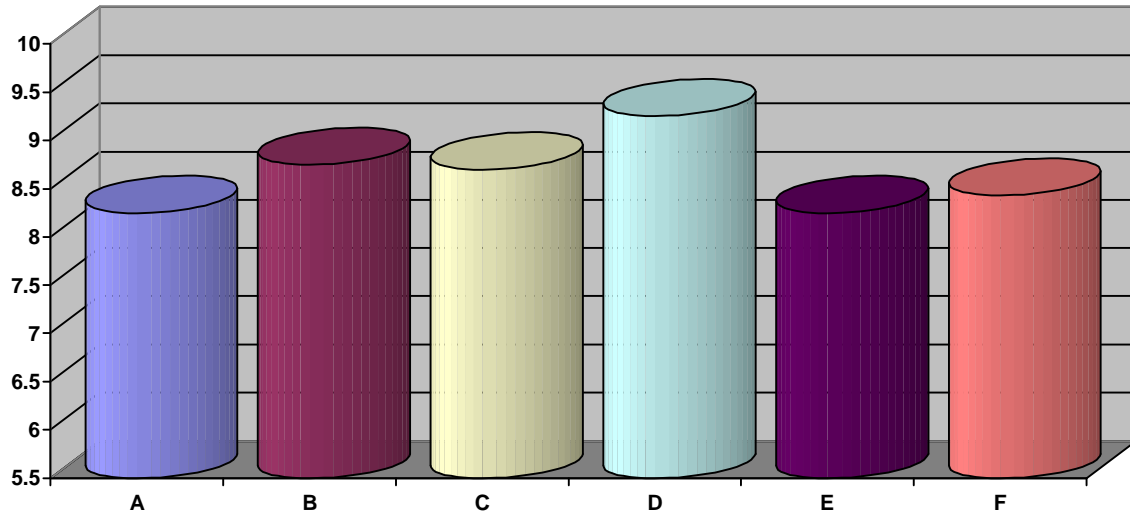
C) Long Range Planning (Real Risk) — The ability to see long range goals and to design plans and strategies for attaining these goals.

D) Concrete Organization (Low Risk) — The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.

E) Conceptual Organization (Low Risk) — The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

Personal Value Analysis

GETS THINGS DONE



GETS THINGS DONE: 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) Goal Directedness (Conditional Risk) — The ability to be excited about and committed to goals, to marshal energy to push toward attainment of goals.

B) Results Oriented (Situational Risk) — 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.

C) Self Confidence (Situational Risk) — The ability to develop and maintain inner strength based on the belief that one will succeed.

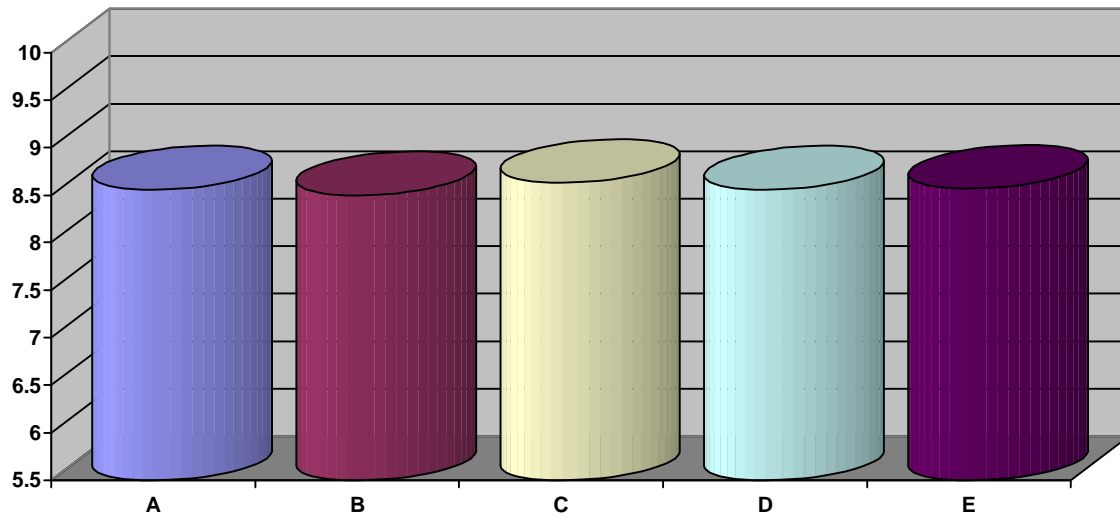
D) Self Attitude (Low Risk) — The ability to utilize a positive self attitude as a source for drive, motivation and as a major means of pushing one to action.

E) Persistence (Conditional Risk) — The ability of an individual to maintain direction in spite of obstacles and to stay on target regardless of circumstances.

F) Consistency (Conditional Risk) — The ability to maintain a sense of constancy and continuity in one's actions, to be reliable in the transfer of thinking to action.

Personal Value Analysis

WORKS THROUGH OTHERS



WORKS THROUGH OTHERS: These capacities measure the ability to see and appreciate the needs and interests of others and to deal with others in a concerned but objective manner.

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) Insight Into Others (Situational Risk) — The ability to see and understand the needs and interests of others, to identify and relate with the concerns of others.
B) Attitude Toward Others (Situational Risk) — The ability to maintain tolerance, be positive and remain objective in interactions with others.
C) Relating With Others (Situational Risk) — The ability to coordinate knowledge of others into action, to get along with others, and to develop and maintain open, positive relationships.
D) Listening To Others (Situational Risk) — The ability to listen to another point of view without imposing personal biases, standards and expectations.
E) Talking At The Right Time (Situational Risk) — The ability to know what to say, how to say it, and when to speak.

Personal Value Analysis **DEVELOPMENT COMMENTS** **KNOWS WHAT TO DO**

Intuitive Insight: (Knows What To Do)

Strength

You have a well developed ability for intuitive thinking giving you the capacity for identifying a fruitful direction or a potential problem area by the strength of your inner, gut feelings and instincts about what is right or wrong.

Seeing The Big Picture: (Knows What To Do)

Strength

You have the ability to see all of the pieces and angles of a picture, and at the same time, understand how all of these pieces fit together to form a total picture. You have the ability to understand how the parts of a puzzle can be fit together to form the puzzle itself.

Common Sense Thinking: (Knows What To Do)

Strength

You have the ability to see and pay attention to things in a practical, common sense way giving you the ability to see and understand what needs to be done and to understand how to get things done in a practical way. You tend to be 'now' oriented and to stay focused on the need for results and immediate action.

Long Term Goal Assessment: (Knows What To Do)

Development Area

You tend to not pay attention to the need for setting clear long range goals or to strategic thinking. Attend a workshop for developing techniques to evaluate the long term consequences of your actions and plans and practice these techniques until they become a habit.

Proactive, Conceptual Thinking: (Knows What To Do)

Development Area

You tend to become so involved with what you are doing at the present moment that you do not see or pay attention to the consequences of decisions and actions. Build a reminder system to act as a check to help you examine the consequences of your thinking. Seek advice and help from others to pay attention to the direction of your thinking and planning.

Personal Value Analysis
DEVELOPMENT COMMENTS
KNOWS HOW TO DO IT

Evaluating What Needs To Be Done: (Knows How To Do It)

Strength

You have an excellent ability for sizing up situations, for identifying problems especially in difficult or confusing situations and for generating constructive alternatives for resolving problems. This ability is a combination of practical, common sense thinking and conceptual, analytical thinking ability.

Attention To Concrete Detail: (Knows How To Do It)

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.

Doing Things Right: (Knows How To Do It)

Development Area

Your strong sense of individualism can lead you to covertly or overtly challenge existing ways of doing things and can lead you to disregard even the need for order, structure and doing things according to a standard. Examine the consequences of your resistance to order, authority and structure.

Meeting Schedules And Deadlines: (Knows How To Do It)

Development Area

You are currently in transition about which direction is best for you and tend to see the world in a sense of disorder and confusion. During this transition period you are likely to have difficulty meeting schedules and deadlines. Take time to decide what you really want and what you are willing to do to obtain what you want.

Personal Value Analysis
DEVELOPMENT COMMENTS
PLANNING AND ORGANIZING

Attention To Planning: (Planning and Organizing)

Development Area

You tend to become so now focused and involved with the solution of immediate problems that you put off or discount the need for planning activities. Attend a course on planning which teaches you the value of planning as well as techniques for practical, effective planning.

Short Range Planning: (Planning and Organizing)

Strength

You are a practical, pragmatic planner and have both the ability and the commitment to translate the immediate needs of your situation into a concrete, action oriented plan designed to accomplish immediate results.

Long Range Planning: (Planning and Organizing)

Development Area

You tend to be naturally skeptical about the value of spending time and energy on long range planning. You should attend a course which teaches you the value of long range planning and provides techniques for developing realistic and workable plans.

Concrete Organization: (Planning and Organizing)

Strength

You have the ability to understand the value of organizing and planning your environment and this ability combined with your practical, results oriented thinking and problem solving will build a very good capacity for organizing things in an effective, functional manner.

Conceptual Organization: (Planning and Organizing)

Strength

Your individualism can generate a strong need to do things in your own way and this individualism combined with your ability to see and understand how to organize can lead to innovative and novel ways to build and carry out organizational plans.

Personal Value Analysis
DEVELOPMENT COMMENTS
GETS THINGS DONE

Goal Directedness: (Gets Things Done)

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 help from others to evaluate what you want to accomplish and what you are willing to commit your energies to accomplish.

Results Oriented: (Gets Things Done)

Development Area

You can become consumed by the need to create a practical result such that your thinking is locked on a tangent and out of balance. As a result of this extreme focus on results, you may have difficulty acting until the conditions fulfill all of your expectations. Seek help maintaining a sense of balance in your thinking.

Self Confidence: (Gets Things Done)

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.

Self Attitude: (Gets Things Done)

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 Value Analysis
DEVELOPMENT COMMENTS
GETS THINGS DONE

Persistence: (Gets Things Done)

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 help from others privately or in a course on self development to identify what you want to do and what you are willing to commit your time and energy to accomplish.

Consistency: (Gets Things Done)

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.

Personal Value Analysis
DEVELOPMENT COMMENTS
WORKS THROUGH OTHERS

Insight Into Others: (Works Through Others)

Development Area

You can be both dogmatic and skeptical leading you to impose preset solutions in an impatient manner. You are likely to be overly critical of others, especially when they do not agree or respond as expected. You may overlook the needs and interests of others. Develop techniques which will help you more effectively identify the concerns of others.

Attitude Toward Others: (Works Through Others)

Development Area

You tend to have an overly cautious, skeptical attitude toward others which can cause you be too critical of others and impatient when they do not measure up. Attend a course on developing personal relationships which will provide techniques for helping you pay more attention to the needs and interests of others.

Relating With Others: (Works Through Others)

Development Area

You tend to be cautious and sometimes skeptical about others potentially leading you to overlook prospects, miss buying signals, become too critical and competitive and be indifferent to and impatient with the needs and interests of others.

Listening To Others: (Works Through others)

Development Area

You have the ability to see and understand viewpoints which are either uninteresting to you or are contrary to your own and you are likely to set as a priority developing a willingness to allow others to make their point; however, you are likely to readily critique viewpoints especially if they do not match your expectations and standards.

Talking At The Right Time: (Works Through Others)

Development Area

You have the ability to correctly and immediately identify both what is the correct or appropriate response and when the time is right to make your point. Moreover, you are a very results oriented, pragmatic person who is likely to readily size up what needs to be said and respond immediately to those issues which you see as important.