



Career Advisor® Assessment Report

Report prepared on: **John Sample**

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Report Type: General



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CRI



Career Advisor

Name: John Sample
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Mental Aptitudes

Mental Acuity

John, you feel comfortable solving less complex problems quickly, but probably still prefer some time in order to make good decisions on more complex issues. From a training standpoint, you probably prefer hands-on training where you can actually perform the task in front of a more experienced person until you have learned the job, rather than reading and following written instructions.

Business Terms

You have an average understanding of the specialized language of business. You appear to have had some exposure to business, perhaps through your job or in a business class.

Memory Recall

You are very interested in events happening in the world around you and should have a strong knowledge of competitive information and techniques, as well as economic trends which relate to your career choice.

Vocabulary

John, your language skills are good and should enable you to communicate effectively with others.



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Numerical Perception

Your above-average Numerical Perception score indicates you can process data quickly and carefully.

Mechanical Interest

Your level of interest in mechanical devices is average.

Personality Dimensions

Energy

John, you have a balanced energy and drive level. You can energetically tackle an assignment or project without becoming tense or losing your power of concentration.

Flexibility

You are an ethical individual with a good sense of integrity, but are also creative, adaptable to change and able to handle multiple demands and assignments. You will stick to the "tried and true" on certain occasions, but also can generate new ways of doing things. You remain focused on your goals and committed to quality, but are innovative enough to look for new techniques which could advance the company you work for in the marketplace.



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Organization

You understand the importance of organizing your time and activities, and are usually aware of your priorities. Without being overly rigid in planning, you make the best use possible of the time and resources available to you to reach goals and priorities.

Communication

You have an interactive, sharing style of communicating and will be a good collaborator who will share your own thoughts and knowledge with others. Even though you are open and interactive and feel comfortable expressing your thoughts to people, you do not require constant contact with people to be content.

Emotional Development

John, you are a very self-assured person with a strong degree of self-confidence. You believe in yourself, have a very high frustration tolerance level and have a high degree of patience for yourself and others. This score should be checked against the distortion score, as individuals who distort often portray themselves as more patient than they actually are.

Assertiveness

You are an assertive individual who does not hesitate to express your own opinions and stand up for your beliefs. You like control and responsibility, and will attempt to influence others and direct activities. Since you can forcefully express your opinions and viewpoints, you can appear overly aggressive, at times.



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Competitiveness

You enjoy competition and are most successful when you are contributing to a group competitive effort. You have a competitive spirit and desire to win, and will work hard to help the team achieve its goals, but may avoid competition against co-workers, feeling that this type of competition could ruin good relationships with others.

Mental Toughness

You have a mentally tough attitude towards life. You can handle criticism, rejection and other negative aspects of a job without becoming discouraged. Since you are so tough-minded, however, you may appear insensitive towards others.

Question/Probing

You have a very trusting nature and tend to accept most instructions, directives and information at face value. Even though you have a positive, enthusiastic attitude, you may be so trusting that you allow others to take advantage. When problem-solving or troubleshooting complex issues, you may not probe far enough to see the whole picture.

Motivation

John, you are easily motivated when the right rewards are offered. You have good initiative and will take risks when the potential for profit and recognition exists. You are always looking for a chance to obtain recognition for your efforts. You will be willing to put in extra hours and exert greater effort in a job, provided you feel you will be rewarded for your efforts. Status and recognition are more important than a steady job or a stable paycheck, even if it means long hours, frequent travel or uncertain earnings.



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Validity Scales

Distortion

You are a secure person who is not afraid to admit your weaknesses. You are also good at assessing your strengths. You tend to be open and frank.

Equivocation

You have scored within our acceptable equivocation range.

This report is confidential and is an opinion based on assessment results only. Its contents should contribute approximately 1/3 to developmental discussions since it is only one of several evaluatory and feedback resources.



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Career Potential Report Entrepreneur Level III

You exhibit the potential to establish and operate your own full time business. You are motivated to want to grow the business and will thrive on the opportunity to increase production and sales by hiring, training and managing employees. The complexities of running a business, such as billings, collections, inventory control, etc., are challenges you will enjoy meeting. You would not likely be satisfied with operating a Level I OR Level II business where you only sold what you personally produced, OR where you worked alone if providing a service. You have an entrepreneurial spirit and as such, will continually set and try to reach higher business goals.

You might enjoy a business where you manufacture and sell goods to American craft stores OR other stores nationally as a standard line of goods to be marketed through gift shops, novelty stores, specialty stores, etc. These could include producing and selling goods like:

- Braided rugs
- Decorated knit clothing
- Jewelry (costume, silver and precious)
- Wood creations, i.e., toys, plates, etc.
- Beading

Or, you might enjoy operating a service-oriented business such as:

- Building cleaning and maintenance
- Plumbing
- Heating and air conditioning repair
- Electrical repair
- Ground care
- Internal landscaping
- PC and/or printer repair
- Software installation
- Computer data entry
- Web designs
- Computer programming
- Beauty shop OR nail salon
- Recycling of garbage, i.e., newspapers, corrugated, pallets, cans, plastics, fabrics, garments, upholstery, computer parts, silver
- Upholstery

These ideas do not reflect the full spectrum of what you may enjoy and be capable of, but are simply some ideas you might consider. You exhibit the management traits of planning, organizing, directing, staffing and controlling, and will be willing to take some risks in order to see your business grow. You enjoy the opportunity to make decisions on your own and will step out and try new approaches to growing your business.



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Job Family: College

Excellent Potential

Agricultural Journalism
Bio-Environmental Science
Engineering Technology
General Studies
Management
Radiological Health Engin.
Wildlife & Fisheries Sci.

Animal Science
Building Construction
Food Science & Technology
Geology
Political Science PRE-LAW
Real Estate
Zoology

Archaeology
Criminal Justice
Forestry
Journalism
Pre-Dentistry
Recreation and Parks

Very Good Potential

Biochemistry
Botany
Environmental Design
Industrial Distribution
Nuclear Engineering
Political Science (POLICY)
Scientific Nutrition

Biology
Business Administration
Environmental Engineering
Landscape Architecture
Petroleum Engineering
Pre-Medicine
Theatre Arts

Biomedical Science
Entomology
Health
Marketing
Philosophy
Range Science

Good Potential

Accounting
Agronomy
Applied Math. Science
Economics
Finance
Kinesiology
Ocean Engineering
Sociology

Agricultural Economics
Allied Health Sciences
Civil Engineering
Electrical Engineering
History
Mechanized Agriculture
Plant and Soil Science
Surgical Nurse

Agricultural Engineer
Anthropology
Computer Science
Elementary Education
Horticulture
Meteorology
Secondary Education



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Job Family: Trades & Vocational

Excellent Potential

Acting Auto Body Paint and Repair

Very Good Potential

Accounting	Airframe, Powerplant Mech.	Appliance Service & Repair
Business Administration	Business Computer Science	Clerical Typist

Good Potential

Administrative Assistant	Air Conditioning/ Heating	Automotive Service Tech.
Aviation Technology	Barber	Broadcast Engineering
Business Technology	Commercial Art	Computer Repair
Computerized Bus. Admin.	Court Reporting	Desk-Top Publishing
Digital Technician	Drafting	Fashion Merchandising
Interior Design	Landscape Design	Management
Medical Office Management	Microcomputer Application	Office Management



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Job Family: Degreed

Excellent Potential

Advertising Manager
Cartoonist
Actor - Stage
Director - Motion Picture
Choreographer
Graphic Designer
Music Director
Radio/Television Announcer
Technical Director
Electrical Distribution
Lighting Distributor
Sales Engineer
Wholesale & Manufacturing
Criminologist
Animal Scientist
Software Engineer

Art Critic
Actor - TV
Composer
Producer - TV
Commercial & Industrial Designer
Interior Designer
Professional Photographer
Set Designer
Chemical
Industrial Supply
Life Insurance
Securities/Commodities
Bio-Environmental Scientist
Zoologist
Toxicologist

Art Director
Actor - Motion Picture
Director - TV
Producer - Motion Picture
Fashion Designer
Music Arranger
Program Director
Talent Director
Consumer Electronics
Instruments
Medical Insurance
Textile
Biomedical Scientist
Forrester
Research & Development

Very Good Potential

Advertising Agency Manager
Community Relations
Public Relations Director
Screen Writer
Advertising
Cemetery Pre-Needs Sales
Mechanical Equipment & Supplies
Archaeologist
Botanist
Historian
Aquatic Biologist
Pharmacologist
Food Scientist
Materials Scientist
Soil Scientist
Buyer - Retail
Credit Analyst
Materials Manager
Production Manager
Quality Control Manager
Retail Store Manager
Application Developer

Advertising Agent
Director - Consumer Affairs
Public Relations Specialist
Art Appraiser
Agricultural
General Insurance
Medical
Biochemist
Entomologist
Meteorologist
Biophysicist
Physiologist
Forensic Scientist
Medical Scientist
Administrative Service Manager
Buyer - Wholesale
Management Analyst
Meeting & Convention Planner
Purchasing Manager
District Manager - Distribution
Transportation Manager
Computer Security Coordinator

Advertising Sales
Government Affairs
Playwrite
Museum Technician & Conservator
Cemetery At-Needs Sales
Heavy Equipment Sales
Anthropologist
Biologist
Geologist
Range Scientist
Cytologist
Epidemiologist
Life Scientist
Plant Scientist
Budget Analyst
Cost Estimator
Marketing Manager
Plant Manager
Sales Manager
Regional Manager - Distribution
Warehouse Manager
Database Administrator

Good Potential

Museum Curator
Soil Conservationist
Scientist
Hydrologist
Systems Programmer/Analyst
MS Cert. Solutions Developer
Microcomputer App. Specialist

Film & Video Editor
Geographer
Astronomer
Programmer
Systems Specialist
Hardware Analyst
MS Cert. Systems Engineer

Chemist
Geophysicist
Atmospheric & Space Scientist
Systems Operator
Technical Analyst
Communications Specialist
Network Administrator



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Job Family: Management

Excellent Potential

Auto Finance/Insurance Mgr
Convnce Store Dist.Sls mgr
Ed./Tech.Trng-Asst.Reg.Mgr
Fnd Rsing Corp.Reg Sls Mgr
Lawn Mwr Distr. Mgr
Plant Manager
Project Manager
Retail Store Manager
Used Car Sales Manager

Beer Distrib.-Mid Mngt.
Dir. Franchise Operations
Executive/President
Health Service Management
Management
Printing Comp.-Supervisor
Quality Control Manager
Sr. Acct. Manager
Yard Supervisor

Convenience Store Manager
Director, Info. Systems
Finance Company Manager
Insurance-Sales Manager
Nursing Supervisor
Production Manager
Restaurant Manager
Telecommunication Manager

Very Good Potential

Area Supervisor
Bank-Data Proces.Suprvsr.
Collector Supervisor
Dir. Human Resources
Distribution Supervisor
Fasteners Dist.-Brnch Mngr
Food Srv.Dstrb.Wrths Op.Mgr
Middle Management
Office Manager
Personnel Manager
Property Manager
Retail Store Asst. Manager
Supervisor - General
V.P. Of Manufacturing
Wtr Treatmnt Pint-Area Mgr

Auto-Service Manager
Bldng. Materials-Top Mgmnt
Credit Manager
Dir. Of Sales Train./Devlp
Engineering Manager
Fasteners Dist.Region Mngr
Hotel Manager
Mortuary Manager
Operations Manager
Phone Room Supervisor
Public Relations Manager
S&L Data Proces.Supervisor
Trucking-Facility Manager
Vice President/Executive

Bank Manager
Cafe Shift Manager
Data Processor-Supervisor
Distribution Manager
Fast Food Manager
Floor Cvr.Dist.Top Mngmnt
Marketing Manager
Natl/Intl Sls/Mkt Mgr
Paper Co. Distr. Mgr.
Prod.Mgr/Tech. Mrkt.
Repair Service Manager
Shipping Supervisor
Upper Management
Warehouse Management

Good Potential

Administrative Supervisor
Bld.Mtrl.Ind.-Yard Foreman
Computer Systems Manager
Financial-Serv.Center Mngr
Food Mnfcturing-Managers
MIS Director
Moving & Stg General Manager
Pers. Agency Branch Mngr.
Program Supervisor
S&L Branch Manager

Auto-Regional Managers
Cash Recovery Manager
Field Supervisor
First Line Supervisors
Foreman
Medical Office Management
Moving/Storage Sls Manger
Photo Equip.-Rental Mngr
Purchasing Manager
Sales Manager (General)

Beer Dist.-Top Management
Chief Financial Officer
Finance-Brch Oper. Mngr
Floor Cvr.Dist.2nd Lvl Mng
Indust. Suppl.-Wrhse Supvr
Mortgage Closing Manager
Paper Co. Top Region Mgr.
Press Operator Supervisor
Risk Manager
Telemarketing Supervisor



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Excellent Potential

Account Executive
Beer Distrib.-Pre-Sales Sls
Distributn.Co. Outside Sls
Fine Jewelry Sales People
Indust.Supply Sales
Insrnce-Market Pioneer
Lawn Prod. Sls/Field Tech.
Paper Sales
Real Estate Sales
Stockbroker

Art Prod.Distrb.Sales/Srvc
Consulting-Sales Personnel
Elect. Distrib.Outside Sls
Food Serv.Distrb.Outsd Sls
Industrial & Textile Sales
Insurance-Asst.Gnrl Agent
Liquor Distrib.-Field Rep.
Real Estate Sales - Comm.
Realty-Residential Sales
Telemarketing Outbound

Auto Sales Manager
Consumer Elec. Outside Sls
Fabric Distrib.-Sales
Fund Rsing Corp-Sales Rep.
Industrial Sales
Insurance-General Agent
Outside Sales
Real Estate Sales - Resid.
Sales
Used Car Sales

Very Good Potential

Account Specialist
Auto Sales-Middle Priced
Church Consultant
Elec. Distrib.-Inside Sls
Heavy Equipment Sales
Insurance Sales
Mech. Devcs.Dist.Outsd Sls
New Car Sales
Paper Company-Outside Sls
Pro-Active (Inside Sales)
Sales/Manufacturers Rep.
Telemarketing Inbound
V.P. Sales

Advertising Sales
Cemetery At-Need Sales
Distrib.-Rural Sales
Elec./Ind.Supply-Outsd Sls
Inside Sales
Legal Materials Sales Rep.
Moving&Storage/Outsd Sls C
Paper Co. Inside Sls.
Pest Control Sales
Route Sales
Telecomm. Equipment Sales
Telesales Specialist

Auto Sales Controlled
Cemetery Pre-need Sales
Distrib.-Metropolitan Sls
Financial-Sales Rep.
Insurance Agents
Marketing
New Account Rep.
Paper Co. Natl. Acct. Rep.
Printing Co. Sales Rep.
Sales Support
Telecomm.-Sales People
Trucking-Sales Person

Good Potential

Account Representative
Beer Distrib.-Sales
Dictating Equip. Sales
Financial Planner
Pharmaceutical Sales
Sales Associate

Auto-Finance&Ins. Sales
Bldg. Matl. Insd/Outsd Sls
Distribtn. Co. Inside Sls.
Lighting Dist.-Off.Sls/Srv
Product Manager
Sales Specialist II

Beer Distrib-Rte. Sls/Delv.
Consumer Elec. Inside Sls
Fashion Merchandiser
Moving&Storage/Outsd Sls R
Reactive Sales (Service)



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Job Family: Medical

Excellent Potential

Admissions Director
Communications Director
General Maintenance Mechanic
Medical Records Tech
Nurse Educator
Operating Room Technician
Reg. Respiratory Therapist
Staff Dietician2

Building & Grounds Dir
Construction Director
Hardware Specialist
Medical Transcriptionist
Nursing Div. Director
Phlebotomist
Respiratory Therapy Techn
Hospital Administrator

Chief Dietitian
Food Service Director
Laundry Manager
Multi-Skilled Technician
OT Director
Recreation Therapist
Security Director

Very Good Potential

Business Office Manager
Case Manager-Social Worker
Chaplain
Child Care Center Director
DRG Coordinator
Education Director
Guest Relations Director
Human Resource Director
Managed Care Director
Medical Radiographer
Nuclear Medicine Dir
OR Services Director
Pharmacy Director
Reg. Med. Technologist
Social Worker (BS)

Cardiopulmonary Dir
Cath. Lab Director
Chief Lab Technician
Computer Operator
EMT
Employment Interviewer
Home Health Nurse (LVN)
Infection Control Director
Marketing Director
Medical Records Director
Nursing Service Director
Paramedic
Physical Therapy Director
Reg. Occupational Thrpst
Staff Accountant

Case Manager, RN
Central Service Director
Chief Radiology Techn
Contract Negotiations Dir
ER Director
Executive Sect./Adm. Asst
Home Health Nurse (RN)
Licensed Phys. Therapist
Materials Management Dir
Medical Staff Coordinator
OP Service Director
Patient Accts Director
Quality Assurance Coord
Safety Program Mgr
Volunteer Services Director

Good Potential

Accounting Director
Controller2
Diagnostic & Imaging Dir
Family Nurse Practitioner
Home Health Service Dir
Nenatal Nurse (MSN)
Nursing Education Dir
Purchasing Director
Respiratory Therapy Dir
Social Worker (MSW)
Staff Registered Nurse
Voc. Nursing School Dir

Clinic Nurse
Critical Care Nurse2
Dialysis Director
Financial Counselor
Housekeeper Supervisor
Neonatal Nurse (BSN)
Planning & Dev. Director
Quality Assurance Director
Risk Manager
Speech & Hearing Director
Staff Vocational Nurse

Computer Programmer
Data Processing Director
EEg Director
Head Nurse
Med. Record Administrator
Nurse Practitioner (BSN)
Public Relations Director
Recreational Therapy Dir
Social Services Director
Staff Pharmacist
Utilization Director



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Job Family: Scientific

Excellent Potential

Bio-Environmental Scientist
Medical Practitioner

Biomedical Scientist
Zoologist

Criminologist

Very Good Potential

Animal Scientist
Audiologist
Botanist
Environmental Design
Meteorologist
Radiologist

Anthropologist
Biochemist
Dentist
Geologist
Philosopher
Range Scientist

Archaeologist
Biologist
Entomologist
Historian
Physician
Surgeon

Good Potential

Agricultural Economist
Chemist
Geophysicist
Phlebotomist

Agricultural Scientist
Conservationist
Kinesiologist
Plant and Soil Scientist

Agronomist
Geographer
Pharmacist
Scientist



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Job Family: Services

Excellent Potential

Cafe Bartender
Cafe General Manager

Cafe Cook
Cafe Host/Hostess

Cafe Dishwasher
Cafe Waitperson

Very Good Potential

Cafe Assist. Manager
Hotel-Housekeeping

Hospital Orderly
Technical Service

Hotel-Bartender/Waitperson
Travel Agency Rsrvationist

Good Potential

Airline Reservationist
Cafe Busers
Convenience Store Cashier
Upscale Convnce. Store Mgr

Barber
Cashier
Flight Attendant
Waitpersons

Bartender
Chauffeur
Toll Booth Attendant



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Job Family: Automobile Dealerships

Excellent Potential

Used Car Sales Manager
Receptionist/Greeter
Clerical

Auto Sales Manager
Cashier

Used Car Sales
Administrative

Very Good Potential

General Sales Manager
Service Writer

New Car Sales Manager

New Car Sales

Good Potential

Auto-Regional Manager
Parts Manager

Auto Finance and Ins. Sales

Service Manager



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Job Family: Social Services

Excellent Potential

Forest Ranger
Police/Fire Dispatcher

Law Enforcement Officer

Nurse

Very Good Potential

Career Counselor
Office Center Secur.Guards
Psychologist
Social Worker

Clergy
Physical Therapist
R.N.
Sociologist

Educator/Teacher
Police Dispatcher
Security Guard

Good Potential

Allied Health Science Worker
Elementary Ed. Teacher
Military
Recreation Worker
Surgical Nurse

Civil Service Worker
Mediator
Nursing Home/Nurse Attend.
Secondary Ed. Teacher
Technical Teacher

Counselor - General
Medical/Technical Support
Peace Corps Volunteer
Speech Therapist



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Job Family: Technological

Excellent Potential

Manuf. Proc. Engr
Sales engineer

Project Engineer

QA/QC Technician

Very Good Potential

Agricultural Engineer
Oil Field Svc-Field Eng.
Systems Engineer

Environmental Engineer
Petroleum Engineer

Nuclear Engineer
Sr. Manuf. Pro. Engr

Good Potential

Aerospace Engineer
CRT Operator
Consumer Electronics Engr.
Electrical Engineer
Industrial Engineer
Software Specialist
Technician Support

Bioengineer
Civil Engineer
Design Engineer
Electronics Technician
Information Sys. Analyst
Systems Operator

Broadcast Engineer
Computer Engineer
Digital Technician
Engineer
Programmer
Systems Specialist



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Job Family: Building Trades

Excellent Potential

Construction Manager
Roofer

Construction Foreman
Forklift Operator

Painter
Field Supv. / Manager

Very Good Potential

Bidder
Paperhanger
Drywall Installer
Scheduler

Estimator
Make Ready
Concrete Finisher

Millwright
Building Inspector
Building Contractor

Good Potential

General Laborer
Insulation Worker
Electrician

Pipefitter
Air Conditioning/ Heating
Tile Layer

Sheetmetal Installer
Brick Mason
Construction Engineer



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Job Family: Industrial

Excellent Potential

Finisher

Forklift Operator

Oil Field Worker

Very Good Potential

Assembler
Machine Operator

Beer Distrib. Warehse Workr
Machinist

Indust. Suppl. Wrhse Worker
Truck Loader

Good Potential

Bld. Mtrl. Ind.-Yardman
Molding Machine Operator

Furniture Technician
Pest Control Technician

Material Handler



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Job Family: Mechanical

Excellent Potential

Air Traffic Controller

Moving&Storage/Van Driver

Set Up Mechanic

Very Good Potential

Airframe, Powerplant Mech.
Bldg. Manager

Auto Body/Paint Repair
Building Contractor

Beer Distrib.-Drivers
Landscape Architect

Good Potential

Appliance Service Repair
Electrical Wiring Specialist
General Maintenance Worker
Landscape Designer
Printing Operator

Automotive Service Tech.
Electrician
HVAC Repair
Long Haul Driver
Tile Layer

Brick Mason
Food Svc Distrib.-Drivers
Housekeeper
On Site Delivery
Truck Driver



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Job Family: Restaurant

Very Good Potential

Contract Feeder Manager
Multi-Unit Manager

General Manager

Manager

Good Potential

Bar Manager
Kitchen Manager

Dining Room Manager
Management Trainee

Food and Beverage Manager
Assistant Manager



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Job Family: Cosmetology

Excellent Potential

Cosmetology (Basic)
Salon Management/Admin

Hair Coloring
Sculptured Nails

Salon Coordination
Teacher Training

Very Good Potential

Barber
Esthetics and Skin Care
Refresher

Beauty School Mgmt./Admin
Ethnic Hair Studies

Cosmetology (Advanced)
Hair Weaving

Good Potential

Hair Cutting
Permanent Waving

Hair Removal
Platform Artistry

Makeup Specialist
Wig Specialist



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Job Family: Direct to Work

Excellent Potential

Indust. Supply Sales
Moving&Storage/Van Driver
Hotel-Bartender/Waitperson
Electrician Asst
Sales

Outside Sales
Bartender
Forklift Operator
Glazier
Sheet Metal Worker

Sales/Auto
Restaurant Host/Hostess
Oil Field Worker
Order Clerk

Very Good Potential

Advertising Sales
Telemarketing Outbound
Machinist
Loan Clerk
Tool and Dye Maker
Concrete Finisher
Painter
Housing/Dorm Mgr

Inside Sales
Hospital Orderly
Truck Loader
Personnel Assistant
Specialty Product Instllr
Drain Cleaner
Roofer
Lifeguard

Route Sales
Hotel-Housekeeping
Clerical/General Office
Store Assistant
Caulker
Entry Level Physical Labor
Construction Apprentice

Good Potential

Telemarketing Inbound
Cashier
Toll Booth Attendant
Collector
Credit Clerk
Receptionist
Heavy Eqpt. Oper
Paint Stripper

Housekeeper
Chauffeur
Material Handler
Accounting Clerk
Customer Service Rep
Furnace Over Operator
Bus Driver

Tile Layer
Convenience Store Cashier
Molding Machine Operator
Teller
Executive Assistant
Boxer/Packer
Maintenance/HandyPerson



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Job Family: Artistic/Advertising

Excellent Potential

Art Critic
Advertising Agent

Art Director

Actor

Very Good Potential

Environmental Design
Artist

Advertising Sales
Performing Artist

Advertising Sales Asst.

Good Potential

Architect
Fashion Merchandiser
Computer Graphics Artist

Commercial Artist
Interior Design
Design & Visual Artist

Computer Graphics Artist
Landscape Design
Photographer



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Development Suggestions

Introduction

The behavior of each individual is influenced by genetics, biochemistry and environment. The individual's scores related in this assessment depict the individual as of the date and time the individual took the assessment.

Major changes in biochemistry and/or environment can change the scores on the assessment. Effective training and/or development that the individual is exposed to can and should also affect scores.

Consequently, for those individuals who seek to achieve higher levels of productivity and success in their jobs and life, and for those employers who desire such for the people they employ, we have carefully reviewed the training and development materials available in the marketplace and have selected for recommendation those that we deem appropriate to suggest in areas where the person assessed could benefit most from growth and development.

We trust that you will find these suggestions helpful.



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Online Courseware

Emotional Development

When working with others, your ego level may impact your relationships and your success in achieving desired results with them. You may benefit from the following development suggestions:

Seminars / Workshops:

- Models for Management TM by Teleometrics International

Self-paced e-Learning:

- [Effective Personal Productivity](#) - Lesson 5: Empowering the Team
- [Effective Personal Productivity](#) - Lesson 6: Improving Production of the Team

To access recommended online courseware, visit www.lmiuniversity.com.



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Online Courseware

Assertiveness

When interacting with others in your work, your assertiveness level can dramatically impact these relationships. You may benefit from the following development suggestions:

Seminars / Workshops:

- Models for Management™ by Teleometrics International

Self-paced e-Learning:

- [Models For Management](#) - Module 3: Communication and Interpersonal Relationships should be of particular interest for those wanting to explore how assertiveness or lack thereof relates to communication style and effective relationships.
- [Models For Management](#) - Module 6: Empowerment should be of particular interest for those wanting to explore how assertiveness or lack thereof relates to the sharing of power and power dynamics.

To access recommended online courseware, visit www.lmiuniversity.com.



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Online Courseware

Question/Probing

When interacting with others in a work environment, consider how your questioning/probing level may affect these relationships. You may benefit from the following development suggestions:

Seminars / Workshops:

- Models for Management™ by Teleometrics International

Self-paced e-Learning:

- [Models For Management](#) - Module 3: Communication and Interpersonal Relationships should be of particular interest for those wanting to explore how questioning/probing relates to communication style and effective relationships.

To access recommended online courseware, visit www.lmiuniversity.com.