



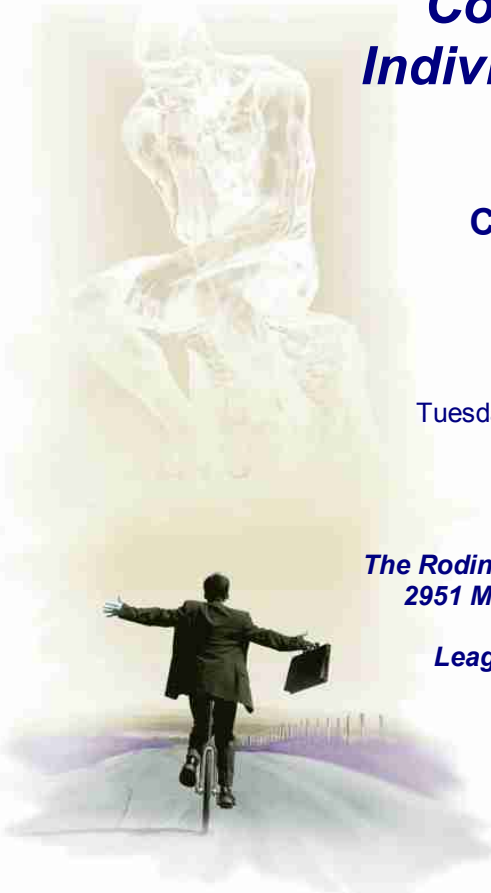
***Confidential  
Individual Report***

*for*

**Cindy Client**

Tuesday, January 17, 2006

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## A Message to Cindy Client

Behavioral science has proven that the most successful people are those who know themselves, both their strengths and weaknesses. This knowledge is important to them as they develop the strategies necessary to meet the demands and challenges of achieving success.

The purpose of this report is to help you to identify and make full use of your strengths, and to help you develop an awareness of any areas that could be limiting your effectiveness. The goal of this report is to help you to achieve greater success for yourself.

### The report gives you a Profile of the Total Person

- **Thinking Style** – Learning index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Interests** – Enterprising, Financial/Administrative, People Service, Creative, Technical, and Mechanical .

The information in your report can be useful in planning a self improvement program for your professional development and personal growth.

## A Profile of the Total Person

### Thinking Style

**Learning Index** (An index of expected learning, reasoning and problem solving potential.)

- Overall, you can be expected to complete a new training program with at least adequate success.
- Your overall learning capacity is good; you should demonstrate an adequate understanding of the requirements of a new job.
- You are generally adaptive in the intellectual sense.
- Upon completing a new training program, you appear capable of picking up new concepts without direct support.

**Verbal Skill** (A measure of verbal skill through vocabulary.)

- You are comfortable analyzing basic written and verbal information.
- You should be capable of learning to apply basic communication principles to new, more complex problems as necessary.
- You should be able to grasp everyday communication principles that apply to the job.
- You demonstrate a level of verbal skill equivalent to most people in the general population.

**Verbal Reasoning** (Using words as a basis in reasoning and problem solving.)

- You should communicate thoughts and ideas to others effectively.
- You are proficient in information gathering and expression of thoughts and ideas.
- You assimilate verbal information fairly rapidly when compared to the general population.
- You probably prefer to work with verbal information.

**Numerical Ability** (A measure of numeric calculation ability.)

- You should be competent in making mental estimations involving numerical data.
- You show strong potential for developing existing skills with numbers.
- You can build on your basic foundation as the particular calculations required in performing the job become familiar.
- You have a sound understanding of basic mathematical processes and are able to mentally figure some numeric combinations.

**Numeric Reasoning** (Using numbers as a basis in reasoning and problem solving.)

- You grasp numerical concepts readily.
- You work well with numbers and numerical concepts.
- You complete numerical problems with comparable success to the general population.
- You demonstrate a relatively strong ability to solve problems of a numerical nature.

**Behavioral Traits**

**Energy Level** (Tendency to display endurance and capacity for a fast pace.)

- You are a self-starter, an energetic personal producer; you show a high sense of urgency.
- You would very likely enjoy positions that call for a high energy level, fast work pace and critical deadlines.
- You enjoy a quick pace and a fast track. You demonstrate a strong focus on critical deadlines and timely results.
- You have an unusually high energy level and probably do not enjoy sedentary work.

**Assertiveness** (Tendency to take charge of people and situations. Leads more than follows.)

- You are careful in asserting yourself, tending to be more of a follower than a leader.
- You tend to prefer solutions that are not risky and that have been proven to be effective in the past.
- You sometimes need to be in charge and to be the leader, but not in all situations.
- You tend to be a good listener, to be more comfortable as a participant in a group rather than the leader.

**Sociability** (Tendency to be outgoing, people-oriented and participate with others.)

- You prefer democratic supervision, in which two-way dialogue is encouraged.
- You are moderately inclined to be sociable. You tend to be aware of the necessity for keeping lines of communication open.
- You prefer to foster good relations across departments, maintain friendly contact and keep up with the issues of common concern.
- You are generally inclined to promote the benefits of teamwork and to involve the team in the discussion of how things will be done.

**Manageability** (Tendency to follow policies, accept external controls and supervision and work within the rules.)

- You relate to most directives in a generally cooperative and accommodating manner, but may resent high-pressure leadership.
- You relate to authority in a cooperative manner in most routine situations; however, occasionally you may express a need for more personal freedom.
- You have a generally accommodating interpersonal style. You can usually work cooperatively with others.
- Your attitude is typical of most people regarding authority and rules, with a generally cooperative interpersonal style.

**Attitude** (Tendency to have a positive attitude regarding people and outcomes.)

- Your assessment of others may occasionally be more critical than optimistic.
- Your attitude is moderately compatible with confronting interpersonal problems and frustrations.
- You can potentially become impatient or faultfinding with others who do not conform to your expectations.
- You may express guarded optimism and trust. When under stress, your attitude toward some people can be more tense than open.

**Decisiveness** (Uses available information to make decisions quickly.)

- You are typically decisive and effective in positions that require timely results.
- You stand firm on some decisions and may not be inclined to back down once a decision is made, unless under pressure.
- You are not inclined to delay important decisions.
- You are capable of responding to an emergency and of solving problems in a timely manner.

**Accommodating** (Tendency to be friendly, cooperative, agreeable. To be a team person.)

- You do not back away from important arguments, disagreements and/or conflict.
- Potentially, you can become defensive whenever someone tries to take advantage of you.
- For the most part, you tend to be agreeable, cooperative, good -natured, and fairly easy to please.
- You tend to use a positive, informal approach and generally demonstrate a willingness to listen.

**Independence** (Tendency to be self -reliant, self -directed, to take independent action and make own decisions.)

- You could appreciate some opportunity to challenge tradition and the status quo, in order to cause a change in something.
- You are typically comfortable handling new problems independently.
- You have a moderate need for freedom from controls, close supervision and organization constraints.
- You prefer to carry out important tasks with minimal supervision.

**Objective Judgment** (The ability to think clearly and be objective in decision -making.)

- You demonstrate a consistent tendency to take an objective view and to adjust judgment as needed to reach accurate conclusions.
- Judgment and decisions on your part should indicate highly consistent usage of your thinking capabilities.
- You are likely to show sound judgment under pressure.
- You are highly inclined to make considered judgments, applying experience to current problems and situations.

### **Occupational Interests**

You scored highest in the Creative, Enterprising and People Service themes on the inventory. You are attracted to positions in which you can use your creative side in a business environment that allows for a high degree of contact with people. You appear to be drawn toward opportunities to solve problems in an innovative way. The chance to serve the needs of customers and the public in general also relates to this interest pattern.

### Thinking Style

Learning Index	1	2	3	4	5	6	7	8	9	10
Verbal Skill	1	2	3	4	5	6	7	8	9	10
Verbal Reasoning	1	2	3	4	5	6	7	8	9	10
Numerical Ability	1	2	3	4	5	6	7	8	9	10
Numeric Reasoning	1	2	3	4	5	6	7	8	9	10

### Behavioral Traits

Energy Level	1	2	3	4	5	6	7	8	9	10
Assertiveness	1	2	3	4	5	6	7	8	9	10
Sociability	1	2	3	4	5	6	7	8	9	10
Manageability	1	2	3	4	5	6	7	8	9	10
Attitude	1	2	3	4	5	6	7	8	9	10
Decisiveness	1	2	3	4	5	6	7	8	9	10
Accommodating	1	2	3	4	5	6	7	8	9	10
Independence	1	2	3	4	5	6	7	8	9	10
Objective Judgment	1	2	3	4	5	6	7	8	9	10

### Occupational Interests

Creative	1	2	3	4	5	6	7	8	9	10
Enterprising	1	2	3	4	5	6	7	8	9	10
People Service	1	2	3	4	5	6	7	8	9	10
Financial/Admin	1	2	3	4	5	6	7	8	9	10
Mechanical	1	2	3	4	5	6	7	8	9	10
Technical	1	2	3	4	5	6	7	8	9	10

A brief explanation of each scale is provided on the following page. For a more complete understanding, please consult the User's Guide.