

# The Personality Plus Behavioral Assessment

**Hiring Suite® (Web) Version 1.5**  
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**EXTENDED REPORT**

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**PERSONALITY PLUS®**

The distortion scale deals with how candid and frank the respondent was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candor. The letter I indicates that the test is invalid due to too many unanswered questions in Section II.

The distortion score on this assessment is 7.

Organization:	10	Tension:	5
Sensitivity:	7	Probing Level:	6
Imagination:	6	Social Need:	8
Flexibility:	3	Assertive:	8
Recognition:	5	Competitive:	4

**Custom profiles** can be created for each position in your company by analyzing top performers. There is no additional charge for this service.

These numeric scores represent how Polly compared to **national success patterns** for each job. The closer to 100 the score, the better she fits the demands of that job.

Sr. Prog =85

**Custom Profiles**

**National Generic Patterns**


<b>Sales</b>		<b>Management</b>		<b>Office</b>		<b>Service</b>		<b>Misc</b>	
retail	=97	warehse	=91	bookkepr	=94	hotelclk	=91	hrmgr	=94
outsales	=73	acctcomp	=97	secrтары	=100	engineer	=97	trkdrivr	=88
insales	=82	execmgmt	=82	recpntst	=97	autoserv	=91	banktell	=100
countsls	=97	salesmgr	=82	officemgr	=97	custserv	=94	apartmgr	=94
automtve	=88	financial	=97	fileclrk	=91	delivery	=91	leaseagt	=79
tellmkt	=85	technical	=85	dataentr	=91	technical	=85	warehous	=91


## RETAIL SALESPERSON

Area	1	2	3	4	5	6	7	8	9	10	11	12	Prof Score
A/ Organization	•	•	•	•	•	•				•	•	•	=10
B/ Sensitivity	•	•	•	•			•	•	•		•	•	=10
C/ Imagination	•					•	•	•	•	•	•	•	=7
D/ Flexibility	•					•	•	•	•	•	•	•	=10
E/ Recognition	•					•	•	•	•	•	•	•	=10
F/ Tension	•	•	•			•	•	•		•	•	•	=10
G/ Probing Level	•	•	•			•	•	•		•	•	•	=10
H/ Social Need	•	•	•	•	•			•	•		•	•	=10
J/ Assertive	•	•	•	•	•			•	•		•	•	=10
K/ Competitive	•				•	•	•	•	•	•	•	•	=10

97

90-100 Excellent    80-89 Good    70-79 Fair    0-69 Poor

 The red dots represent Polly on a scale from 1 to 12 for each trait.

 The green zones represent the ideal range for each trait in each specific job position.

Regarding the "Prof Score," every time Polly fell within the green zone, she earned 10 points. Each time Polly fell outside the green zone, she earned fewer points. The farther from the green zone, the fewer points she earned.

**Polly earned a total score of 97 out of 100 for RETAIL SALESPERSON.**

## OUTSIDE SALESPERSON

Area	1	2	3	4	5	6	7	8	9	10	11	12	Prof Score	
A/ Organization	•	■					•	•	•	•	●	•	•	=4
B/ Sensitivity	•	■					●	•	•	•	•	•	•	=7
C/ Imagination	•	•	•	■			●	•	•	•	•	•	=10	
D/ Flexibility	•	•	●	■					•	•	•	•	=7	
E/ Recognition	•	•	•	•	●	•	•	■					=4	
F/ Tension	•	•	•	•	●	■					•	•	=7	
G/ Probing Level	•	•	■			●	•	•	•	•	•	•	=10	
H/ Social Need	•	•	•	•	•	•	•	●	■					=10
J/ Assertive	•	•	•	•	•	•	•	●	■					=10
K/ Competitive	•	•	•	●	•	•	•	■					=4	

73

90-100 Excellent    80-89 Good    70-79 Fair    0-69 Poor

Polly scored a 73 when compared to the success pattern of an OUTSIDE SALESPERSON.

Notice that Polly received fewer points for organization, recognition, and competitiveness because she fell farther from the green zones than she did on the other traits that fell outside the green zones (sensitivity, flexibility, and tension.)

**You don't have to hire and hope. You now have an alternative to trial and error when it comes to matching people and jobs.**

Each trait description page comes with a brief paragraph interpreting results in a way that is easy to understand.

## Personality Plus®

**Organization 10**

PP feels life should be structured and planning is the key to a successful career. Being very careful to cover all the details of a project, PP requires an organized environment for complete satisfaction. His superior needs to assure him on a regular basis that he is doing a good job of following the guidelines set by the company. PP will expect no less from members of his team, requiring them to complete their work in a highly structured manner. He will delegate responsibilities only to those whom he feels have the same respect for order as himself.

1) How do you plan your day and your work week?

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SECTION I : 4, 6  
SECTION II : 5, 103, 107, 115  
SECTION III : 27

2) This position will require filling out reports and other detail type work. Give me an example of how you've handled details in the past.

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SECTION II : 23, 78, 109

TRAINING: Help PP re-group when changes occur to avoid lengthy delays.  
MANAGEMENT: Don't let PP get bogged down in 'getting ready' through organization instead of 'doing'.

Each trait measured also comes with additional interview questions that can be asked as part of a follow-up interview, minimizing your probability of making a hiring mistake.

<b>Flexibility      3</b>
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PP's personal outlook on life is based on his pre- conceived opinions and lessons learned sometime in the past. When encountering new concepts, PP considers carefully, compares them to previous experiences and judgements, then makes a decision as to their value. If later faced with information contradicting this new found knowledge it is extremely difficult, if not impossible, to change the original decision. This dislike of change or anything that upsets the status quo increases the strain levels on PP. When faced with life's inevitable 'ups and downs' he is most likely to carry on with familiar, routine habits as a way of dealing with them. When pressured to take a new path he will respond by digging in his heels even further and/or denying that a problem actually exists. This behavior causes others to look on PP as 'rigid' and 'hardheaded'. PP doesn't see himself that way at all. In fact, he considers this attitude toward change as a virtue to be guarded and defended. His 'word is his bond' making him extremely loyal to those who agree with him on what is 'right' and what is 'wrong'.

- 1) How do you feel about people who break company rules? Give me an example.

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SECTION II : 20, 24, 55, 117  
SECTION III : 18, 28


- 2) Could you work in an area in which there is constant change and restructuring? Give me an example.

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SECTION II : 19, 68, 87, 113  
SECTION III : 6, 7, 27

TRAINING: The tendency to see only 'black and white' makes PP judgmental. Coach to pause and 'see between the lines' before making decisions. Point out occasions when he does not do so.  
MANAGEMENT: Explain needed changes clearly and concisely and get agreement as to their value and worth.



Each trait description page also comes with training and management tips to help you turn good performers into superstars.