

JUDGMENT

PASSION

BEHAVIOR



INSIGHT

This Report prepared exclusively for:

Sample Report

ACTIONCOACH DEMO

7/22/2014

ActionCOACH
business coaching

JUDGMENT**compass**™ Screening

7/22/2014

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WARNING! You should not use this or any other test or profile as the sole basis for making a hiring decision. Doing so may result in legal liability. For employment consideration you should consider all relevant factors regarding an applicant's qualifications.

This unique report is based on Robert S. Hartman's Value Profile that was derived from the Science of Valuation (known as Axiology).

*"Take away my people,
but leave my factories
and soon grass will grow
on the factory
floors.....Take away
my factories, but leave
my people and soon we
will have a new and
better factory."*

-Andrew Carnegie

How to Use this Report

This report is designed to point out areas of potential performance risk prior to ordering additional assessment tools. It will make it easier to identify people with strong potential that have less risk for accessing the natural abilities and skills you are looking for. It will give you information about an individual's judgment and decision making ability as it influences their performance of specific skills in different situations. People with excellent processing ability are able to perform a wide range of skills better in many diverse situations. People with reduced processing ability may be able to perform some skills well in some situations, but may not in others. People with extremely reduced processing ability will often have difficulty performing a broad range of skills in most situations.

On the page that follows you will find several skill sets ranked according to the degree of risk associated with the individual performing the skill. Risk in this instance is defined as the proneness of an individual to make bad decisions or judgments. It is not an indication of someone being honest or dishonest, good or bad. **Areas of greatest risk should be explored more in an interview to see if and when the individual's ability to perform a needed skill might be an issue in the position.**

There are three causes for risk in this assessment which are important to distinguish:

1. **Risk can be the ability of an individual to make a decision or a judgment.** Can the individual evaluate situations accurately to identify the key problems that will lead him or her to the best courses of action? In other words, can he or she make sound and objective decisions?
2. **Risk can indicate the possibility of occurrence of either a good or bad judgment that leads to taking a particular action.** For example, will an individual be able to consider another person's point of view, will he or she make the right choices to respect company property?
3. **Risk can also indicate a balance in decision making and in making judgments.** Sensitivity toward good only or sensitivity to bad only would affect a person's ability to make clear decisions. A balanced judgment represents low risk while a breakdown or bias in judgment, either positive or negative, would indicate potential problem solving issues that could affect his or her decision making ability.

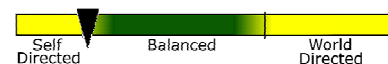
Low Risk: The individual has the ability to make sound judgments and has balance in his or her decision-making abilities, hence the potential for making errors is greatly reduced.

Medium Risk: There are situations where an individual's judgment capacity is reduced and the possibility of making a mistake is increased. You will want to find out what situations tend to be avoided and could lead to greater confusion, emotional arousal, or uncertainty.

High Risk: There are specific situations that will cause a person to have issues making sound judgments in the skill area. This can occur when someone values something too highly or not high at all. You will want to explore this area in an interview. (**Note, this does not mean they are a bad hire, as in some instances the skill in question may not be a requirement of the job in your company and they could still be a good match.)

Judgment Definitions and Legend

Core Risk Chart	<u>Low</u>	<u>Fair</u>	<u>High</u>
Positive Attitude Towards Work	✓		
Commitment to Personal Standards	✓		
Adherence to Company Policy	✓		
Ownership of Problems			✓
Care for Company Assets	✓		



Consistency: 804/858

Global Risk	<u>Low</u>	<u>Fair</u>	<u>High</u>	Global Risk	<u>Low</u>	<u>Fair</u>	<u>High</u>
People Skills				Problem Solving Skills			
Assessment of People	✓			Integrated Judgment Capacity			✓
Sensitivity To Others		✓		Practical Thinking	✓		
Interpersonal Potential	✓			Strategic Planning Ability		✓	
				Overall Problem Solving Ability			✓
	<u>Low</u>	<u>Fair</u>	<u>High</u>		<u>Low</u>	<u>Fair</u>	<u>High</u>
Performance Qualities				Approach to Work			
Outcome Orientation	✓			Pride in Work Quality	✓		
Trainability	✓			Determination	✓		
Focus		✓		Acceptance of Leadership & Rules		✓	
Self-Confidence		✓		Goal Setting Skills	✓		

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