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Profile Evaluation System™

**Prepared For:
LMI Canada Inc.**

Profile Personal Report

ON

John Sample

Prepared By:

LMI Canada Inc.
205 Matheson Blvd East., Unit 15
Mississauga, Ontario
L4Z 3E3

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Name: John Sample

Mental Aptitudes

DIMENSION	DESCRIPTION	Stanine										DESCRIPTION
		1	2	3	4	5	6	7	8	9		
Mental Alertness	A1 gradual							7			rapid	
Business Terms	A2 low				4						high	
Memory Recall	A3 low					5					high	
Vocabulary	A4 low word knowledge						6				high vocabulary	
Scanning Accuracy	A5 low perception								8		high perception	
Mechanical Interest	A6 low									9	high	

Personality Dimensions

DIMENSION	DESCRIPTION	Stanine										DESCRIPTION
		1	2	3	4	5	6	7	8	9		
Nervous Tension	D1restless							7			calm	
Character Strength	D2flexible									9	traditional	
Work Habits	D3spontaneous			3							plans ahead	
Sociability	D4reserved		2								outgoing	
Emotional Maturity	D5impatient					5					tolerant	
Dominance	D6cooperative					5					assertive	
Competitiveness	D7team oriented							7			winning oriented	
Stamina	D8sensitive								8		tough minded	
Naivete	D9trusting									9	skeptical	
Motivation	D10security					5					recognition	

Validity Scales

DIMENSION	DESCRIPTION	Stanine										DESCRIPTION
		1	2	3	4	5	6	7	8	9		
Distortion	V1 very frank		2									exaggerates
Equivocation	V2 low			3								high

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Validity and Recommendation

The objective of this Profile Evaluation is to assist an individual in better understanding his/her mental aptitudes and personality dimensions so as to lead a more effective and fulfilled life. By gaining more knowledge about these key traits, one may be better able to communicate with family, friends, and co-workers. This information may also build more satisfying and results-oriented relationships in both personal and business/professional environments.

Validity Scale Number 1
Frankness

90%

Validity Scale Number 2
Equivocation

90%

NOTE:

When properly implemented and utilized in conjunction with other hiring and interviewing tools, this profile will strengthen the employer's position to ensure that applicants and employees are treated fairly without regard to race, color, religion, sex, or national origin. Achievement Tec., Inc. will defend the validation of the profile evaluation Program system™ booklet's contents.

This report is confidential. It is an opinion based on test results and other available data. The accuracy of the scoring input for these test results are the responsibility of the client. Leadership Management®, Inc. accepts no responsibility when given incorrect information.

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Personal Combinations

In most profile evaluation results there exists a series of combinations derived from the relationship between seemingly unrelated traits of our personality and mental attitudes. Often these combinations provide a more accurate indication of the individual than just the scores by themselves. In fact, strengths in some dimensions may compensate for weaknesses in others. Of course the opposite may also be true, which means that a negative combination may offset a positive trait to some degree.

MID & HIGH A1 HIGH D2

DIMENSION	DESCRIPTION	Stanine										DESCRIPTION
		1	2	3	4	5	6	7	8	9		
Mental Alertness	A1 gradual							7			rapid	
Character Strength	D2 flexible									9	traditional	

Even with your higher score in Learning Style, you may at times be set in your ways and slow to respond to change. You usually hate to make mistakes and as a result will stick to the tried and true. With these strong views you may not always be open to communication.

HIGH A1 (HIGH D1 or HIGH D5)

DIMENSION	DESCRIPTION	Stanine										DESCRIPTION
		1	2	3	4	5	6	7	8	9		
Mental Alertness	A1 gradual							7			rapid	
Nervous Tension	D1 restless							7			calm	
Emotional Maturity	D5 impatient					5					tolerant	

With your higher score in Mental Alertness and the balance of extremes in both Emotional Maturity and Nervous Tension, you are probably a very successful employee.

HIGH A1 MID & HIGH D1 LOW D3

DIMENSION	DESCRIPTION	Stanine										DESCRIPTION
		1	2	3	4	5	6	7	8	9		
Mental Alertness	A1 gradual							7			rapid	
Nervous Tension	D1 restless							7			calm	
Work Habits	D3 spontaneous			3							plans ahead	

With this combination you may find you become bored very quickly. In many cases, it is best that you are less organized and have several things on the go at once to keep your job interesting. You may also ask for a workload increase in your position.

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HIGH A1 A5

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Mental Alertness	A1 gradual							7			rapid
Scanning Accuracy	A5 low perception								8		high perception

These results indicate that you have the excellent ability to unify sensations and perceptions into meaningful composites - a process called closure. This means that you process data expediently and place concepts and situations into perspective quickly. This combination of scores also indicates the probability that you will handle most mathematical calculations very well.

LOW D3 HIGH A1

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Work Habits	D3 spontaneous			3							plans ahead
Mental Alertness	A1 gradual							7			rapid

This combination of scores indicates that you are a quick thinker and able to think "on your feet."

HIGH D1 D7

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Nervous Tension	D1 restless							7			calm
Competitiveness	D7 team oriented							7			winning oriented

Your competitiveness should compensate for your calmness, enabling you to accomplish set objectives. If you are having difficulty in this area, perhaps you should complete a goal-setting program to assist you with your low energy drive.

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HIGH D2 D8

DIMENSION	DESCRIPTION	Stanine										DESCRIPTION
		1	2	3	4	5	6	7	8	9		
Character Strength	D2flexible									9	traditional	
Stamina	D8sensitive								8		tough minded	

You are very rigid and tough-minded and therefore may lack the orientation to see and recognize color, art, and conceptual form. As a result you would not be expected to be aesthetically creative.

HIGH D2 D9

DIMENSION	DESCRIPTION	Stanine										DESCRIPTION
		1	2	3	4	5	6	7	8	9		
Character Strength	D2flexible									9	traditional	
Naivete	D9trusting									9	skeptical	

With this combination, you may be hypocritical, tending only to pay lip service to some traditional rules and regulations. You may have to remind yourself occasionally to work within the guidelines set out.

LOW D3 D4 HIGH D8 D9

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Work Habits	D3 spontaneous			3							plans ahead
Sociability	D4 reserved		2								outgoing
Stamina	D8 sensitive								8		tough minded
Naivete	D9 trusting									9	skeptical

You prefer to work with details and tasks rather than with others. Associates probably expect you to be quite accurate and detail-oriented. You are probably more effective if "people contact" is not a major requirement in your position.

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HIGH D7 D8 D9

DIMENSION	DESCRIPTION	Stanine										DESCRIPTION
		1	2	3	4	5	6	7	8	9		
Competitiveness	D7 team oriented							7			winning oriented	
Stamina	D8 sensitive								8		tough minded	
Naivete	D9 trusting									9	skeptical	

A competitive, tough-minded, and highly suspicious nature could indicate that you might be insensitive toward the feelings of others. You may display a stubborn attitude at times as well as strong convictions for things that you truly believe in. Although this approach may often be desirable, it may also be wise to occasionally remind yourself of this very strong personality trait.

LOW D4 HIGH D7

DIMENSION	DESCRIPTION	Stanine									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
Sociability	D4 reserved		2								outgoing
Competitiveness	D7 team oriented							7			winning oriented

This combination of scores indicates that although you enjoy competition, you are not a gregarious person by nature.

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Training Analysis

Organizational Skills

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Work Habits	D3 spontaneous			3							plans ahead

By nature you may have some weak organizational habits. With your score it would be advisable for you to enroll in a program to enhance your planning skills. Many time management programs are available through a variety of professional training firms, and they may be of great benefit to you.

Communication Skills

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Sociability	D4 reserved		2								outgoing

Because of your very quiet nature, a verbal communications program will prove very useful in enhancing your ability to become more successful. Many cities have excellent public speaking programs. More involvement in business associations would also be beneficial.

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Dimension Descriptions

A1: Mental Alertness

Areas tested in this category include reading and practical, deductive and logical reasoning. A low score in this area does not necessarily indicate an inability to learn, but the respondent may have to concentrate harder on some details

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Mental Alertness	A1 gradual							7			rapid

Your high score in the Mental Alertness segment of this Profile indicates that you assimilate information well on first exposure. You are able to deal equally effectively with abstract and concrete data. High scorers are strong in the ability to use strategy and selection to reach their goals and are also effective in teaching and training positions. You enjoy long-range planning, restructuring and require a challenge in your work in order to continue to be highly motivated.

A2: Business Terms

Business Terminology measures knowledge and use of terms normally utilized in a business environment. A person's interest in business matters is normally reflected by this measurement.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Business Terms	A2 low				4						high

Your knowledge and use of business words is in the mid-range which indicates you have had moderate exposure to business and financially-related material. Should greater knowledge be needed, studying a Business Word Guide or business and trade journals will be helpful.

A3: Memory Recall

Memory Recall is designed to determine the extent to which the applicant knows and retains information on what is going on in the world around them. This measurement is not only indicative of a person's range of interests, but is also closely related to the applicant's observational skills, attention span, ability to concentrate, and desire to practice.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Memory Recall	A3 low					5					high

Your scores in the mid-range of the Memory Recall segment would indicate that you have an average knowledge of current events and that you communicate at an appropriate level. Should greater awareness be needed of competitive or economic trends, national news programs would be helpful.

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A4: Vocabulary

This measurement tests the person's knowledge and use of vocabulary. With good vocabulary skills it is easier to understand, communicate, find solutions, command respect and motivate others. Additionally, a strong vocabulary promotes confidence in oral and written form when dealing with others.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Vocabulary	A4 low						6				high

You have a high average score in this dimension which indicates you have good mastery of the English vocabulary and its usage in both oral and written form.

A5: Scanning Accuracy

This measures the person's ability to handle matching numbers, symbols and signs. This aptitude further measures ability to identify critical features, and focus attention.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Scanning Accuracy	A5 low								8		high

This Perception score indicates that you have an exceptional ability to work rapidly and accurately with figures, invoices, numerical records and general data, with a good awareness or perception of what is happening around you.

A6: Mechanical Interest

The Mechanical Interest measurement is designed to quickly identify whether the person being evaluated is interested in mechanical devices. This is not a measure of aptitude but instead reflects the respondent's interest level. It measures whether a respondent will spend the time and put forth the effort to understand mechanical devices. For most positions, however, this dimension is not a critical one.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Mechanical Interest	A6 low									9	high

Your high score indicates you have a strong interest in learning about, working with, and explaining the operation of mechanical devices. This is a definite asset to the mechanically-oriented employer.

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D1: Nervous Tension

Nervous Tension stems from the combination of the person's genetic background, environment, and biochemistry. It is the innate energy level that the person exhibits, such as nervous tension, drive and energy.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Nervous Tension	D1 restless							7			calm

A SEVEN usually means that you are a calm person and prefer to work in the same area each day, rather than moving about a great deal. Your calm nature indicates that you are not action-oriented, and may have a tendency to procrastinate at times.

D2: Character Strength

Character Strength measures the strength of conscience in an individual. This is a subconscious dimension which governs behavior.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Character Strength	D2 flexible									9	traditional

You have scored in the higher range of this dimension which indicates that you may often be fixed in the way you feel and see situations. You probably like to have solid guidelines under which to operate. This outlook can sometimes lead to inflexibility and change may not come easily for you.

D3: Work Habits

This segment measures the person's attitudes about organization and how one's work is best performed. It is also indicative of the general outlook a person has concerning the necessity of planning one's work.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Work Habits	D3 spontaneous			3							plans ahead

Your score indicates that you are a fairly spontaneous individual and tend to feel that planning takes too much time. You prefer to flow with the tide and are a good improviser, able to conform to circumstances as they arise. You prefer to think "on your feet" and enjoy a flexible schedule.

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D4: Sociability

Sociability measures the degree to which an individual has the desire and motivation to interact with others. Some people enjoy interaction with others, while other people would prefer very little interaction.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Sociability	D4 reserved		2								outgoing

Your score indicates you are a reserved person who is more object-oriented rather than people-oriented. You prefer working alone, rather than interfacing with people during the day. You may enjoy work that involves uninterrupted attention to detail or precision work. You are selective in developing friendships, preferring one or two close friends to many acquaintances.

D5: Emotional Maturity

The Emotional Maturity dimension measures ego strength and as such is the key not only to emotional adjustment, but also to how well an individual deals with environmental and situational stress.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Emotional Maturity	D5 impatient					5					tolerant

If you are in your mid 20's to mid 50's this score indicates you are a person with a good sense of urgency concerning what must be accomplished. You handle action-oriented tasks promptly but may become a bit impatient for things to happen. If you are outside of this age range you may be characterized as more mature or less mature than your age would suggest.

D6: Dominance

Dominance carries the heaviest hereditary rating in the personality dimensions. It is the power dimension of personality and is primarily a measurement of self-assertiveness. This dimension can be augmented or modified through proper training and personal effort.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Dominance	D6 cooperative					5					assertive

You can generally take control and maintain order when the need arises. You will state your opinions, but will rarely argue when opposed by others. You can follow orders given by superiors without argument, and can manage equal levels of Dominance.

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D7: Competitiveness

This dimension measures the competitive nature of an individual. This competitive nature is environmentally produced. This measurement evaluates the person as an individual competitor, rather than as part of a team.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Competitiveness	D7 team oriented							7			winning oriented

You are a competitive person and will not hesitate to compete against others. You enjoy working alone as opposed to working with a team. You are a goal setter who enjoys doing things which will reap greater personal gain.

D8: Stamina

Stamina refers to both physical and mental attributes and is a measurement of an individual's vigor or capacity for endurance. "Tender-minded" or "tough-minded" individuals result from their environmental influences.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Stamina	D8 sensitive								8		tough minded

This score indicates you are a self-reliant individual who handles negative events in a very objective manner. Seldom taking anything said personally, you deal with others in a candid, straightforward manner.

D9: Naivete

This dimension measures the worldliness of an individual. Extreme scores in this dimension may hamper job effectiveness.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Naivete	D9 trusting									9	skeptical

You will be shrewd and straightforward as you estimate the motives of others. At times you will probably be candid and attempt to discern all details in an interaction in order to adjust to it. You are generally diplomatic and choose your comments well. You are highly suspicious and this may create barriers for you because you rarely trust anyone.

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D10: Motivation

Work Motivation is one of the most critical dimensions in the profile evaluation. It describes how a person can best be motivated, which is of primary concern to employers. This dimension outlines the rewards that the business establishment can most appropriately confer. These rewards should be, when possible, what particular individuals consider key to their lifestyles.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Motivation	D10 security					5					recognition

You need some security within your position, but you also respond well to added incentives. You dislike constant change in your environment but do need some innovation and challenge.

V1: Distortion

This dimension measures the frankness of the respondent in reporting about himself. Certain questions interspersed through the Profile Evaluation System™ Booklet's Personality Section require the candidate to acknowledge his or her own weaknesses. It is assumed that if the individual answers these questions frankly, they will respond correspondingly to the other questions.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Distortion	V1 very frank		2								exaggerates

Your responses on these particular questions are candid and frank. You have a good deal of ego strength and confidence in yourself and your personal attributes. You are willing and able to admit to human frailties, and will be fair in estimating your own strengths and weaknesses.

V2: Equivocation

This dimension measures the number of times an individual chooses the middle-of-the-road response (b), rather than either of the two extremes (a or c). It is assumed that the fewer middle-of-the-road responses given, the more accurate the Profile of the individual will be.

Dimension	Description	Stanine									Description
		1	2	3	4	5	6	7	8	9	
Equivocation	V2 low			3							high

Your THREE score indicates that you are secure and confident in the way you feel about yourself and your relationship to the environment.