



Axiometrics International, Inc.

“Changing the World and the Future”

General Employability Screen

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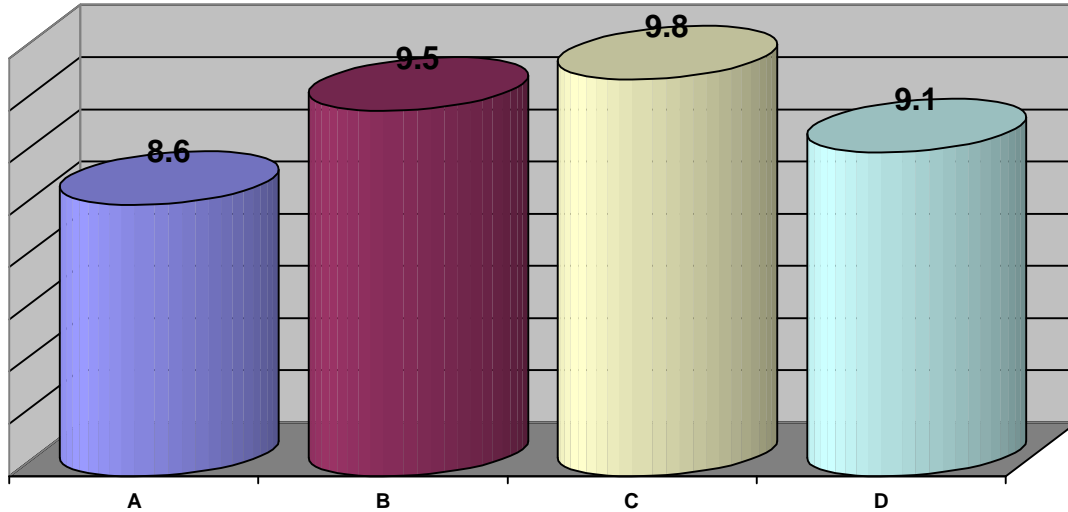
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General Employability Screen

GLOBAL GRAPH



Low Risk	8.8 to 10.0
Situational Risk	8.5 to 8.79
Conditional Risk	8.2 to 8.49
Real Risk	6.0 to 8.19

A) Works With Others(8.6) -- This capacity measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.

B) Gets Things Done(9.5) -- This section measures the ability of an individual to focus energy on tasks and follow them to completion dealing with the stresses and strains without losing freedom of action.

C) Knows What To Do(9.8) -- This capacity measures a person's ability to decide what issues are relevant and need attention including intuitive insights, practical, common sense and conceptual abilities.

D) Job Related Attitudes(9.1) -- This capacity measures a person's general work ethic and work attitudes indicating ability and willingness to take direction and work within organizational standards.

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WORK SYNOPSIS

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
WORKS WITH OTHERS				
Insight Into Others	••••			
Attitude Toward Others			••••	
Prejudice/Bias Index		••••		
Sensitivity To Others			••••	
KNOWS WHAT TO DO				
Common Sense Thinking	••••			
Attention To Concrete Detail	••••			
Intuitive Insight	••••			
Proactive Thinking Ability	••••			
GETS THINGS DONE				
Results Oriented	••••			
Persistence	••••			
Consistency	••••			
Self Confidence	••••			
JOB RELATED ATTITUDES				
Doing Things Right	••••			
Willing To Follow Directions	••••			
Attitude Toward Authority	••••			
Responsibility/Accountability	••••			

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CORE STRENGTHS

Insight Into Others: (Working With Others) (WE-1B)

Low Risk

Keen insight into others combined with cautiously discrete attitudes generates cautious optimism about others.

Common Sense Thinking: (Knowing What To Do) (WE-5B)

Low Risk

The ability to see and understand in practical common sense ways is combined with a cautious, 'show me' attitude.

Attention To Concrete Detail: (Knowing What To Do) (WE-6B)

Low Risk

A compulsion for seeing things from a unique or different perspective can create novel, creative practical thinking.

Intuitive Insight: (Knowing What To Do) (WE-7)

Low Risk

Excellent ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.

Proactive, Conceptual Thinking: (Knowing What To Do) (WE-8A)

Low Risk

Unconventional, individualistic thinking creates the ability for innovative, novel and spontaneous problem solving.

Results Oriented: (Ability to Get Things Done) (WE-9A)

Low Risk

Extremely results and 'now' oriented focusing time and energy on decisions which have an immediate result.

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CORE STRENGTHS

Persistence: (Ability to Get Things Done) (WE-10A)

Low Risk

Strong personal commitment to stay on track and complete goals and tasks regardless what happens.

Consistency: (Ability to Get Things Done) (WE-11B)

Low Risk

The ability to feel confident and competent about staying on track even in difficult times.

Self Confidence: (Ability To Get Things Done) (WE-12H)

Low Risk

Focus and attention on developing a confident social and role image and realistic role expectations.

Doing Things Right: (Job Related Attitudes) (WE-1 B)

Low Risk

The ability to focus on doing things right is couched in a tendency to covertly or overtly get around standards.

Willing To Follow Directions: (Job Related Attitudes) (WE-14A)

Low Risk

An appreciation for system and organization builds respect for and attention to following directions and policies.

Attitude Toward Authority: (Job Related Attitudes) (WE-15A)

Low Risk

Strong sense of doing things right builds a willingness to accept existing authority and accepted ways of doing things.

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CORE STRENGTHS

Responsibility, Accountability (Job Related Attitudes) (WE-16A)

Low Risk

A strong focus and attention on the consequences of decisions and actions generates responsibility and accountability

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DEVELOPMENT COMMENTS

Attitude Toward Others: (Working With Others) (WEI-2B)

Conditional Risk

Skeptical, impatient, critical and cynical, does not trust others, tends to be indifferent, cool and manipulative.

Prejudice/Bias Index: (Working With Others) (WEI- B)

Situational Risk

Tends to be skeptical and potentially suspicious of others leading to critical, demanding and impatient attitudes.

Sensitivity To Others: (Working With Others) (WEI-4B)

Conditional Risk

Indifferent to the needs and concerns of others, tends to treat others in a cool, competitive and uncaring manner.

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INTERVIEW GUIDES

Interview Notes (WEI-2B) The interview should be designed to test the impact of negative, critical attitudes toward others and to test their ability to make correct judgments about others. The following steps are recommended:

1. Give them a general description of an employee that you know well and ask them to evaluate that person's strengths and weaknesses.
2. Suggest an example which illustrates a conflict between employees and the company. See how quickly they are willing to criticize the employees and accept the company perspective.
3. Ask them to describe their strengths and weaknesses when they are dealing with others.
4. Require them to lay out a development plan for an employee. Pay attention to their ability to create a plan that is in the best interest of the employee as well as the company.
5. Use an example which illustrates biases toward people and see how readily they are willing to agree.

Interview Notes (WEI- B) The interview should be designed to test the impact of their negative, critical attitudes on their ability to work with others in a win-win situation. The following steps are recommended:

1. Present them a situation in which they must work with a group of individuals to build a team. Make the examples of the potential team members different types. Require them to be specific about what they would do to build cooperation among the members of the team.
2. Ask them to describe the advantages of a win-win situation as opposed to a win-lose situation. Then give them an example of a win-lose situation in which they are a member of the winning group. Ask them what they would be willing to do, even though they are on the winning side, to make the other group feel important.
3. Suggest an example in which they are a member of the losing team in a win-lose situation. Ask them what they would do to turn the situation into a positive experience.

General Employability Screen **INTERVIEW GUIDES**

Interview Notes (WEI-4B) The interview should be designed to investigate the risk of their negative, critical attitudes toward others. The following steps are recommended:

1. Give this person an example of situation in which they are criticized by others. Ask them to evaluate these critical remarks from others.
2. Give an example of a controversial situation in which you aggressively argue against their thinking. Test their willingness to see things from a different perspective and to tolerate ideas different from their own.