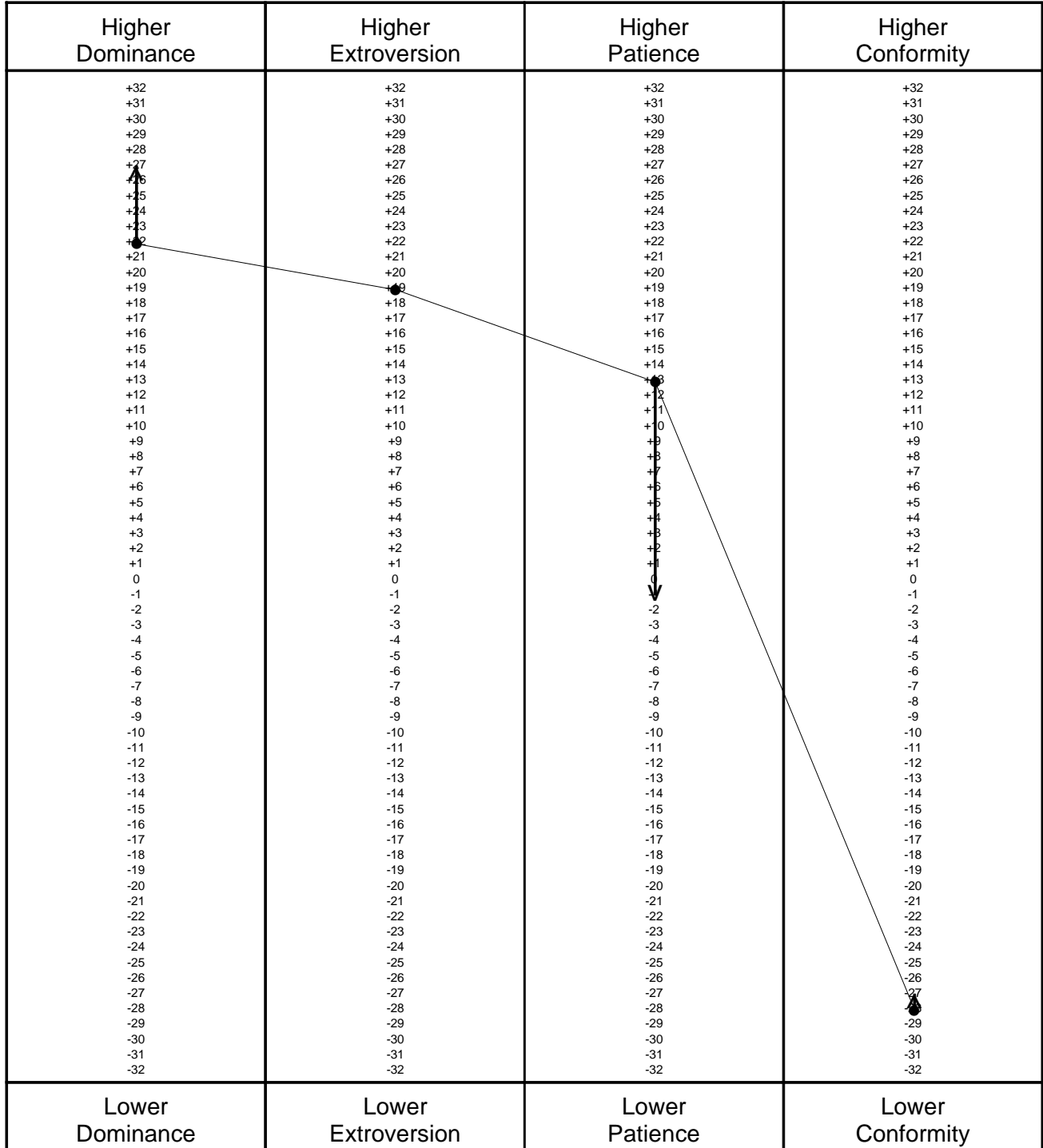


Candidate Profile of Jennifer Adamm



Please note: The dots represent your Primary Profile (how you feel you really are). The arrows represent your Environmental Adjustments (how you act when doing your job). This is an ipsative graphing procedure; that is, the profile represents the relative strength of the traits within the individual.

Summary

Trait	Primary Profile	Environmental Adjustment
Dominance	+22	+27
Extroversion	+19	+19
Patience	+13	-1
Conformity	-28	-27

Primary Profile

High Trait	Dominance +
Low Trait	Conformity
Conscientiousness	Medium
Decision Making	Mid Rat'l., High Intu.
Energy	Very High
Stress	Mildly Stressed
Leadership Style	Authoritative

Profile Summary

Jennifer, your responses indicate that you are very independent. You relate to the main elements of a concept rather than to its particular details. You continuously look for new methods to accomplish projects and remain enthusiastic as long as you see results. Before you act upon a situation, you take the time to listen to those with input and then you evaluate it. Because you are open to people, they see you as especially warm and friendly.

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High Trait

This page contains a description of the High Trait, Dominance, in your profile. This is the trait that is highest above the mid-line on the profile graph. Your High Trait has more influence on your behavior than the other traits and normally accounts for 50 to 70 percent of your behavior and motivational preferences.

Dominance + The Control Trait

Key points attributed to your high trait:

- Direct, dynamic and confident
- Able to see overall picture, from initial concept through successful completion
- Aggressive, energetic self-starter
- Highly venturesome and innovative
- Takes risks readily

Jennifer, in addition to the qualities above which generate the power behind your work, you are a self-motivated and decisive professional, who is able to work independently; you are a versatile and analytical thinker, who shows exceptional strength in recognizing and solving problems; and you thrive in a challenging environment that allows you to be goal-oriented and resourceful.

You express your intense drive to get things done through a competitive sphere of action, and you may commit yourself to achieving results above and beyond what is expected.

While your strong personality may usually strike others as authoritative, you may present a pleasant and generous disposition--as long as you are getting the results that you are after. If matters should slip off the course you planned, you apply new decisions to alter the course and to keep the control, which is essential to your character. You dislike mediocrity and indecisiveness in others. You look for candor and productivity in your relations with co-workers.

Sensitive Areas:

When people attempt to wield control over you or they interfere with your progress.

Potential Reactions:

When someone forces you into a corner, you do not hesitate to exert your commanding dominance in order to gain control of the situation.

Other Traits

Your other three traits, Extroversion, Patience, and Conformity, and their location in your profile are listed on Page 1 of the printout, and they are also portrayed on the profile graph. These three traits have a direct effect on your High Trait and how it is interpreted. You will recall that the High Trait accounts for 50 to 70 percent of an individual's behavior; these other three traits account for the remaining 50 to 30 percent.

The following are some descriptive words and summary paragraphs based on the location and interaction of the other three traits with the High Trait.

Very Creative
Conceptual
Frank

Idea Person
Self-starter

Analytical
Factual

You are very decisive and assume authority readily. Your respect for authority and organizational structure is dependent upon the degree to which these controlling elements are oriented toward attaining results. You may feel that you can accomplish almost anything.

Non-conformist
Self-confident

Free-wheeler
Very Independent

Stubborn

You prefer to explore areas removed from binding tradition and established system. You withstand customs and rules and may be inclined to bending the rules.

Casual
Warm

Unhurried
Determined

Steady
Easygoing

You work well in programs focused on people and take the time to listen to them. You persistently pursue opportunities, refuse to give in to setbacks, and present a pleasant disposition which works well with people.

Poised
Enthusiastic

Utilize People
Express Yourself Well

Think Well On Your Feet
Personable

You take charge in a very convincing manner. You display self-confidence and handle people in a fairly friendly manner. If you would be involved in sales activities, you would be a control closer in the selling of products and ideas. You deal with people in a persuasive and amiable fashion unless resistance occurs, and then you become very direct. Generally, your communication style is fast, fluent, and to-the-point.

Motivational Needs

Primary Motivators

Because your High Trait is Dominance, you will need some of the following factors in your environment in order to be self-motivated and highly productive:

- Daily challenges.
- Tangible results.
- A position with power and prestige.
- Direct answers and candor in communications.
- The respect of the leadership.
- A generous amount of freedom from controls, constant supervision and details.
- The ability to measure results on a regular basis in monetary terms, (keep score).
- Opportunities to be in charge, make decisions and be responsible for the results achieved.

Primary Demotivators

In contrast, you are likely to be demotivated when:

- Not challenged.
- Supervised too closely.
- You receive vague answers to questions.
- Leadership vacillates.
- You lack significant goals.

Other Motivators

These motivators are based on the other three traits:

because your Extroversion trait is high

- Opportunities for people-interaction.
- Meeting new people and making friends.
- The team approach to getting things done.
- Opportunities for success and status.

because your Patience trait is high

- A stable and harmonious working environment.
- A minimum of personality conflicts.
- Adequate time to adjust.
- A limited number of last minute time pressures.

because your Conformity trait is low

- Freedom from rules, details, and reports.
- A generous amount of independence and unusual assignments.
- New methods of doing things away from tradition.

Decision Making Style

There are many different approaches to making decisions. No one way is consistently better than any other, since it primarily depends on work environment and the type of work you are required to perform. This system measures two common decision-making styles: Rational and Intuitive. The Rational Decision-Making Style is reflected when decisions are made by relying mostly on the facts at hand. And those who rely on their intuition, or "gut feelings," are exhibiting an Intuitive Decision-Making Style.

Jennifer, your responses indicate that when you make decisions you tend to rely heavily on intuition and, to a lesser extent, the rational decision making style.

Energy Level Response Intensity

Energy level indicates the degree of aliveness, awareness and responsiveness of an individual. Energy describes an individual's storage battery and is an indicator of capacity for activity. It might be depleted at an increased rate while interacting within a stressful environment or a managerial role. Food, sleep and relaxation can recharge one's energy.

When energy runs out, the following symptoms tend to appear:

- Increased susceptibility to accidents and mental errors.
- Lack of concentration.
- Inability to continue handling a stressful environment. You will revert from your public self to your basic self, your Primary Profile.

This system measures your energy level by comparing the intensity of your responses to the survey card adjectives to the responses of other people.

The range of Energy Levels is:
Below Average - Average - Above Average - High - Very High

Jennifer, you currently have a Very High Energy Level. You are highly effective in demanding environments. If called upon, you can maintain your effectiveness in the face of longer hours and stress-related situations. You are also able to juggle a multitude of tasks, or can intensely focus on a single task as necessary.

Leadership Style

The range of Leadership Styles is:
Authoritative - Persuasive - Caretaker - Traditionalist - Adaptable

Leadership Style: Authoritative

You perform your leadership role by assuming a tone of direct command, and you are concerned about how you come across to your people. You are inwardly directed and show a lot of self-confidence in your ability to accomplish projects through your people. You tend to take on extra responsibilities and may be disinclined to delegate authority. You actively promote change and look for new methods of reaching goals.

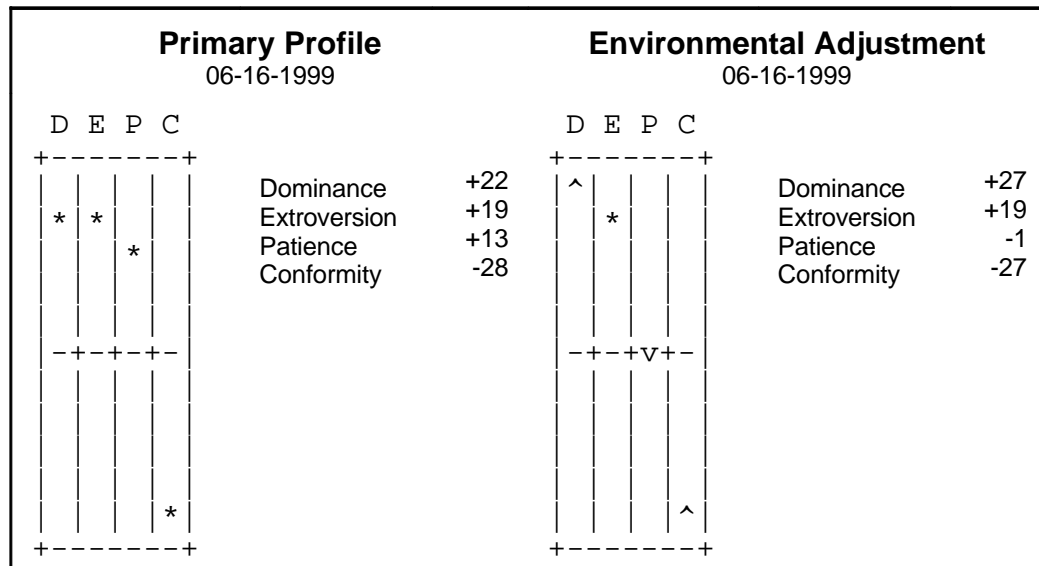
Conscientiousness

The range of Conscientiousness levels is:
Low - Moderately Low - Medium - Moderately High - High

Your conscientiousness is mixed with a balanced level of solid goal-oriented achievement and, at times, a relaxed approach to life. You may either show a sustained moderate level of motivation toward your goals or you may fluctuate between periods of highly motivated, achievement-oriented activity, and periods of more easy-going behavior. While your level of conscientiousness does not show an intense desire for achievement for its own sake, you are able to achieve a sense of purposefulness and self-discipline when needed. You may sometimes provide positive motivation toward achievement, and at other times be unable to do so.

Environmental/Role Adjustments The Movement of Traits

Jennifer, your responses indicate how you have been moving your traits in order to adjust to the environmental pressures of your job. These adjustments are from the recent past, usually from 4 to 8 weeks prior to taking the survey. Research shows that individuals alter their Environmental/Role Adjustments at least every 3 to 4 months. Please see the Role Adjustment Profile for monitoring this trait movement activity.



These are two graphs visually depicting the differences between your Primary Profile and your Environmental Adjustment Profile. Following are some possible reasons for your trait movement.

Patience Downward - This indicates that events are not happening as quickly as you desire. Perhaps deadlines are not being met, and your sense of urgency is increasing with a need to move at a faster pace.

Environmental/Role Adjustments

How Co-Workers See You

Jennifer, your Environmental/Role Adjustment indicates that you are moving your traits to perform your job. Because you are moving your traits, your co-workers may not relate with your Primary Profile characteristics.

The following paragraph describes how your co-workers and manager(s) may see you when you are adjusting to the environmental pressures of your job.

Jennifer, your co-workers may observe that you are very personable and capable of using either a persuasive style or a tone of direct command in your communications. When you deal with a concept, you look at its general makeup rather than its specific details. You are aggressive, highly competitive, independent, and need to see results. Your nonconformity leads you to be eager about finding new and better methods to accomplish your goals. While making quick decisions and taking risks, you do not hesitate to adopt strategies which might bend standard rules.

Please compare this paragraph to the Profile Summary paragraph on Page 1 of your profile.

Stress Level

Stress is not necessarily all bad; some stress can also be healthy. The Stress Level measurement indicates how you are handling the environmental adjustments which you are experiencing. The "Good" response indicates that you are coping with your environment effectively, while the other responses indicate varying degrees of difficulty in dealing with it.

The range of Stress Levels is:
Good - Mildly Stressed - Very Stressed - Agitated

Jennifer, your responses indicate that during the above-mentioned period, your stress level was Mildly Stressed. This indicates that your environment was of concern to you; perhaps some goals were not being reached. It may also indicate that you felt the rewards gained were not worth the amount of stress being required at that time.

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Survey Data

Section 1, Part A: 44152-45552-44445-55555-52415-55545-15551-55445-35541-55554

Section 1, Part B: 55224-14545-45545-15555-55555-51525-55555-44143-54545-55551

Section 2: FTFTT-TTTTF-FFFFT-FTTFF-FFFTT

Section 3: 77175-77777-77776-66

Jennifer, please rate the overall accuracy of your Candidate Profile report:

[] 90% and Over; [] 80%-89%; [] 70%-79%; [] 60%-69%; [] Under 60%

Indicate whether or not you can identify with each of these traits and fill in the percentage of accuracy:

Yes	No	Percent	Trait	Value
[]	[]	[]%	High Trait	Dominance
[]	[]	[]%	Low Trait	Conformity
[]	[]	[]%	Decision Making	Mid Rat'l., High Intu.
[]	[]	[]%	Energy	Very High

Signature: _____

Date: _____

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