



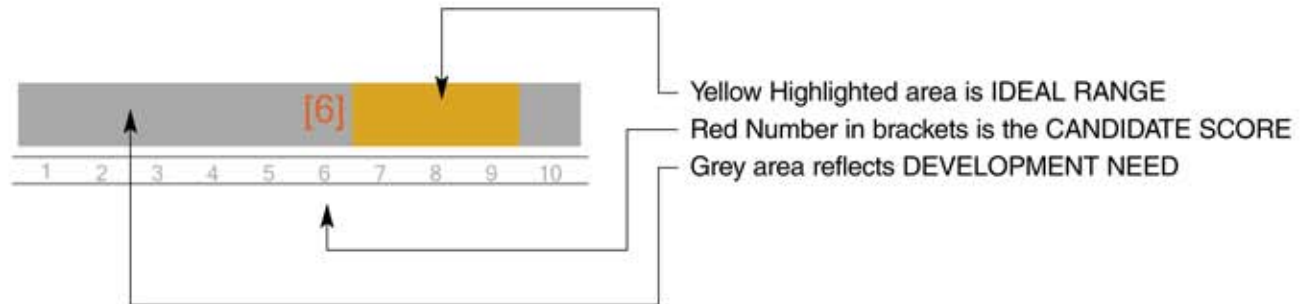
MAXXattain Scorecard

Sam Sample

2/2/2011

MAXXattain Key

The workstyle characteristics listed in this report are organized into three groups based on their criticality for success on the job: *Essential*, *Important*, and *Relevant*. The candidate score is indicated in red brackets and the ideal range for the job is indicated in yellow.



CANDIDATE OVERALL FIT SCORES

- .90** A perfect overall match score
- .80** Indicates a very strong overall match
- .70** Indicates an overall satisfactory match score
- <.70** Indicates a match that has some significant disconnects between what the individual brings and what the job requires

Sales Sample

Overall Match Score .82

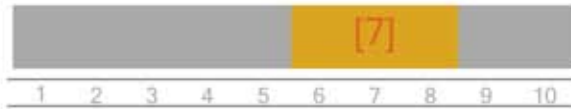
Essential

EXTREME LEFT OF RANGE

EXTREME RIGHT OF RANGE

Persuasive

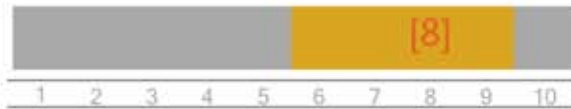
infrequently urges others to alter their views; likely to avoid selling; not at ease when negotiating



delights in changing the views of others; looks for opportunities to sell; very much at ease when negotiating

Socially Confident

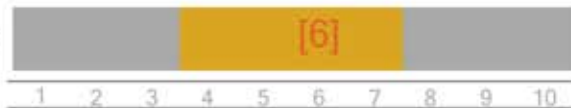
more at ease in informal social settings; really uncomfortable in initial contacts with others



at ease even in the most formal social settings; very comfortable in initial contacts with others

Data Rational

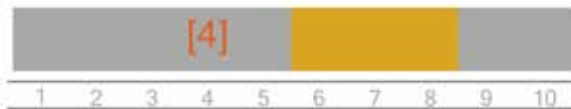
decisions guided more by intuition than data; more comfortable with personal views than with objective sources; unlikely to spend time with statistics



decisions guided more by data than intuition; enjoys doing quantitative work; likes to engage with statistics

Evaluative

unlikely to attend to possible downsides; avoids looking critically at information; seldom seeks out inaccuracies



actively seeks out potential downsides; looks critically at information; makes seeking inaccuracies a priority

Adaptable

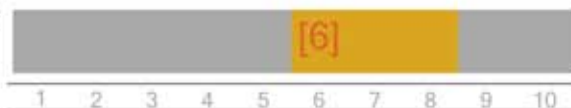
behaves consistently across situations, unlikely to behave differently with different people



changes behavior to suit the situation, adapts approach to different people

Detail Conscious

unlikely to become preoccupied with detail, less organized and systematic, dislikes tasks involving detail



focuses on detail, likes to be methodical, organized and systematic, may become preoccupied with detail

Essential Score .91

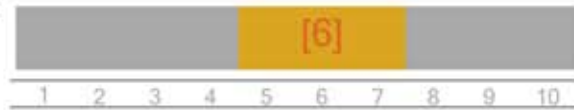
Important

EXTREME LEFT OF RANGE

EXTREME RIGHT OF RANGE

Controlling

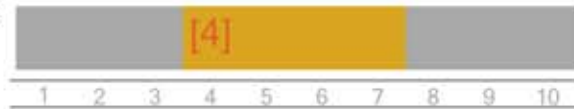
prefers to let others be in charge; likely to avoid directing or controlling others; rarely exhibits leadership



prefers to be the one in charge; expects to be directing and controlling others; readily assumes leadership

Outspoken

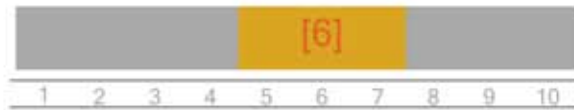
reluctant to criticize people; unlikely to verbalize own views; doesn't share own opinions with others



very ready to criticize people; openly disagrees with others; doesn't hesitate to share own opinions

Democratic

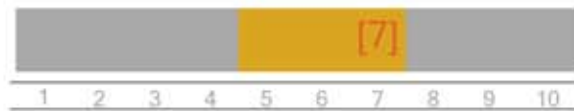
not likely to consult with others as part of own decision making; strong preference for making decisions on own



seeks out others to consult in decision making; prefers to make decisions in consultation with others

Behavioral

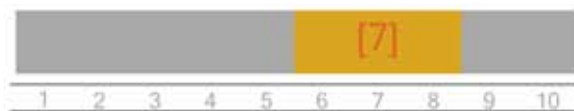
does not seek out reasons for behavior of others; unlikely to look analytically at others



attempts to comprehend the needs and actions of others; really likes to look analytically at others

Forward Thinking

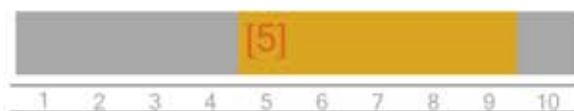
more likely to focus upon immediate than long-term issues, less likely to take a strategic perspective



takes a long-term view, sets goals for the future, more likely to take a strategic perspective

Competitive

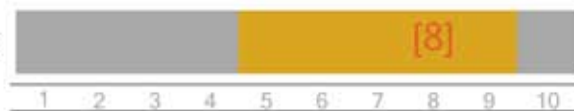
prefers not to compete with people; believes there's more value in playing than in winning



prefers to compete; has strong need to beat out others; loathes being the loser

Achieving

does not make career advancement a priority; prefers goals that are easily achievable to those that are truly challenging



has high ambitions for own career; seeks opportunities to move toward truly challenging goals and outcomes

Important Score .90

EXTREME LEFT OF RANGE

EXTREME RIGHT OF RANGE

Independent Minded

willing to go along with group decisions; readily accepts consensus direction



easily disregards group decisions; very likely to be self-directed

Outgoing

unlikely to be a lively group participant; uncomfortable being the focus of attention; seldom talkative



very likely to be a vocal group participant; thrives on attention from others; talks a great deal

Affiliative

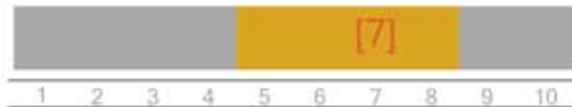
at ease when away from others; makes finding private time a priority; not likely to miss being with people



really likes being with others; makes finding time with others a priority; likely to miss being with people

Modest

not at all shy about sharing own accomplishments; readily describes own successes



prefers not to share own accomplishments; unlikely to talk about own successes

Caring

guarded in giving emotional support to others; keeps emotional distance from people's problems and issues



readily provides emotional support to others; prepared to engage with people's problems and issues

Conventional

would rather change work methods and engage in new ways of doing things; less traditional



would rather stay with long-standing ways of doing things; favors a more traditional approach

Conceptual

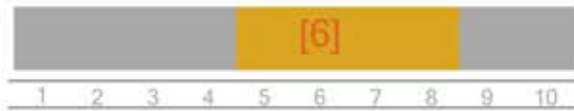
drawn more to everyday than to theoretical approaches; prefers to avoid abstractions



really interested in theoretical approaches; enjoys engaging with abstractions

Innovative

more likely to build on than generate ideas, less inclined to be creative and inventive



generates new ideas, enjoys being creative, thinks of original solutions

Variety Seeking

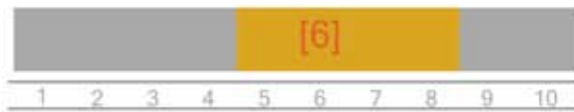
prefers routine, is prepared to do repetitive work, does not seek variety



prefers variety, tries out new things, likes changes to regular routine, can become bored by repetitive work

Conscientious

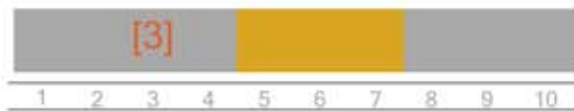
not much concerned with meeting deadlines; not concerned if tasks remain incomplete



makes finishing tasks a high priority; exhibits persistence in completing a job

Relaxed

likely to experience tension; has trouble relaxing; has difficulty taking it easy when work time is over



experiences very little tension; relaxes easily; maintains a calm, unflustered demeanor

Worrying

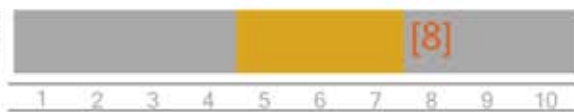
remains composed even before key occasions; not really impacted by major events; very unlikely to experience worry



unable to remain composed before key occasions; very concerned about things that could go awry

Tough Minded

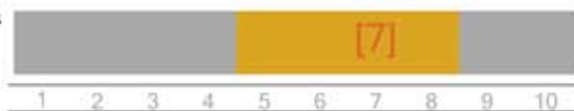
emotionally vulnerable; takes critical comments very personally; overreacts to unfair or insulting comments



resistant to personal criticism; does not take offense easily; allows unfair or insulting comments to bounce off

Optimistic

exhibits doubts about the future; believes events will turn out poorly; tends to overreact to the negatives, downsides



has a very positive future outlook; believes events will have favorable outcomes; tends to focus on the positive elements

Trusting

questions intentions of people; unlikely to trust people; low probability of being fooled by others



sees others as behaving with integrity; predisposed to trust people; accepts other's assertions at face value

**Emotionally
Controlled**

displays feelings without much constraint; is unlikely to conceal display of emotions; makes own feelings clear to others



easily hides feelings from other people; very unlikely to reveal emotions

Decisive

takes cautious approach to decision making; prefers measured pace when moving toward conclusions



makes decisions quickly; moves rapidly toward conclusions; not really cautious

Social Desirability

tended to respond in self critical manner; not really concerned about making positive impression on others



tended to avoid being self critical; very much concerned about making positive impression on others

Other Relevant Score .66