

Chris Park



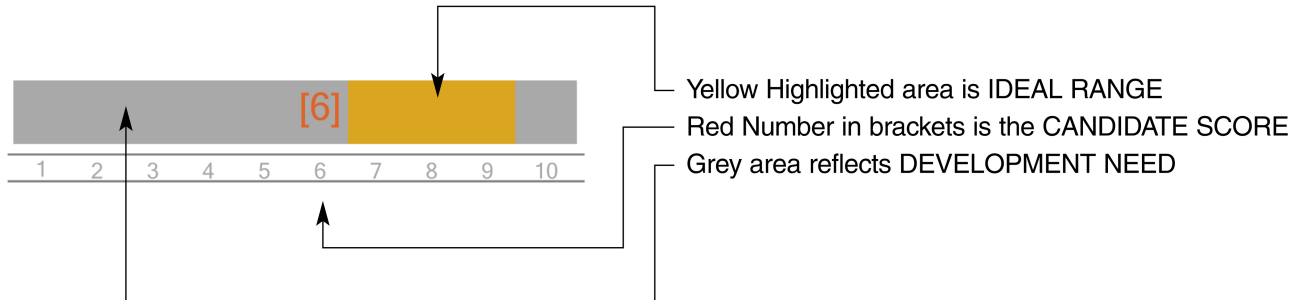
Manager

MAXXattain Scorecard



## 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

# Chris Park

## Overall Match Score .67

### Essential

EXTREME LEFT OF RANGE

EXTREME RIGHT OF RANGE

#### Insightful

take time to get to core of problem, accept things as they are rather than seeking to improve them, rarely rely on intuition to guide judgment



quick at getting to core of problem, constant need to identify ways to improve things, very much trust their intuition about whether things will work

#### Strategic

limited interest and competence in developing strategy, difficulty creating inspiring vision for future, take relatively short term here and now view



good at, get satisfaction from developing effective strategies, need to and able to create an inspiring vision, think long term enough to be perceived as visionary

#### Empowering

limited interest in motivating others, don't see self as inspirational, don't go out of way to encourage others



see importance of motivating others, see self as adept at motivation, inspirational to others, go out of way to encourage others

#### Involving

prefer, more effective working alone, take limited account of views of others, prefer to make decisions independent of others



work well, enjoy working as part of team, take full account of views of others, go to great lengths to include in others in final decision

#### Conforming

more likely to deviate from the rules, depart from set procedures, prepared to take risks in decision making



need to have rules, adhere strictly to them, like to follow set procedures, decidedly risk averse

#### Principled

less focused on ethical matters, attach less importance to maintaining confidentiality, less emphasis on honoring commitments



operate with high ethical standards, protect confidentiality, make honoring commitments a priority

#### Enterprising

not competitive, seldom identify good business opportunities, not sales oriented



highly competitive, derive satisfaction from identifying business opportunities, very sales oriented

## Striving

not ambitious to achieve outstanding results, less inclined to persevere in the face of difficulty



very ambitious, want to be successful, attach great importance to achieving outstanding results, persevere no matter what

Essential Score .73

## Important

EXTREME LEFT OF RANGE

EXTREME RIGHT OF RANGE

### Rational

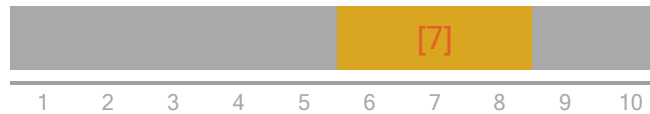
less comfortable working with numbers, do not consider information technology a strength, decisions seldom based on objective facts



very comfortable working with numbers, interested, well versed in information technology, rely heavily on objective data for decision making

### Learning Oriented

less motivated, less likely to seek opportunities for learning, learn relatively little through reading, take time to learn



motivated, actively seek opportunities to learn new things, enjoy, believe learn a great deal through reading, considers self quick learner

### Engaging

slow to establish rapport, limited interest in making new friends, unlikely to make strong first impression



quick to establish rapport, like making new friends and find it easy, believe are effective in making good first impression

### Articulate

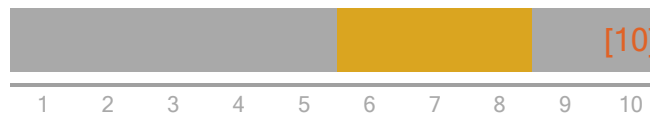
avoid giving presentations, not effective at explaining things, lack confidence when meeting, mixing with new people



enjoy, see self as good at giving presentations, do well at explaining things, enjoy meeting, are confident with new people

### Purposeful

take time to make decisions, prefer to let others take responsibilities for big decisions, hold few strong opinions, likely to change their minds



comfortable making quick decisions, actively seek out opportunities to make big decisions, hold definite opinions, rarely change their minds

### Composed

feel tense before important events, get anxious during important events, do not cope well with pressure



calm, see little point in worrying about important events, rarely get anxious during important events, work well under pressure

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## Resolving

not strong at resolving arguments, have difficulty dealing with angry people, don't cope well with people who are upset



quickly resolve disagreements, effective at calming angry people, cope well with people who are upset

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## Change Oriented

take time to adapt to new situations, uncomfortable with change, difficulty dealing with uncertainty

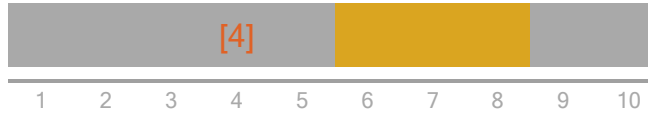


enjoy new challenges, adapt readily to new situations, positive about, cope well with change, cope well with uncertainty

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## Attentive

limited interest, awareness of others' feelings, not good at listening to others, limited interest in understanding behavior of others

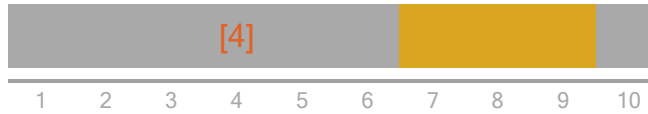


very interested, aware of others' feelings, regard self as good listener, keen to understand the behavior of others

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## Accepting

do not readily trust other people, inclined to be intolerant of others, show lack of consideration for others



very trusting of others, tolerant of other people, place great emphasis on showing consideration

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## Reliable

have difficulty meeting deadlines, not good at finishing tasks, more often late than punctual

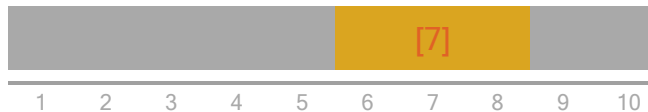


conscientious about meeting deadlines, rarely leave tasks unfinished, pride self on being punctual

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## Dynamic

less energetic than others, seldom start things on their own, do not see it as their responsibility to make things happen



very energetic, impatient to get things started, focused on making things happen

Important Score .64

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## Other Relevant

EXTREME LEFT OF RANGE

EXTREME RIGHT OF RANGE

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## Ratings

### Acquiescence

have low self-esteem, a low need to please, or are highly self-critical

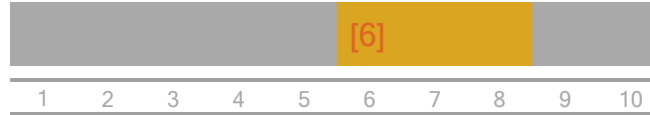


have high self-esteem, need to please, or demonstrate a lack of self criticism

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### Analytical

not concerned with solving problems, unlikely to regard self as analytical, rarely ask probing questions



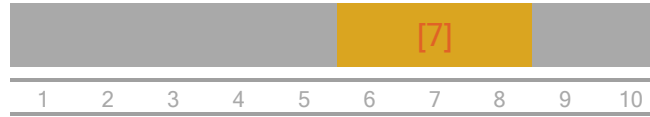
see problem solving as strength, enjoy and see self as good at analyzing information, good at asking probing questions

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### Factual

may not communicate well in writing, show less need to understand logic behind argument, happy to work without complete information



believe communicate well in writing, readily understand logic behind argument, go to lengths to ensure have all relevant facts

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### Interactive

attach little importance to, spend little time networking, see self as quiet and less lively than most people



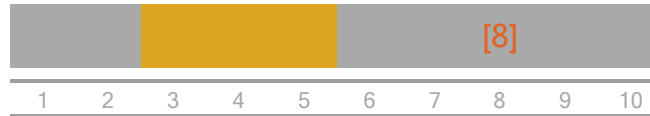
attach great importance to networking, believe network well, extremely talkative, very lively

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### Positive

inclined to be pessimistic, less cheerful than most people, take time to recover from setbacks



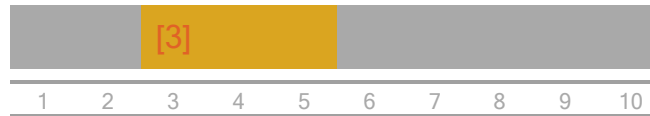
optimistic, very cheerful, recover quickly from setbacks

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### Receptive

respond less well to feedback, reluctant to accept criticism, seldom ask for feedback about own performance



respond well to feedback, encourage people to provide criticism, actively seek out feedback about own performance

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### Organized

rather disorganized, rarely make plans, seldom establish clear priorities



well organized, attach importance to planning, establish clear priorities

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Other Relevant Score .65