

# Acme Consultants Inc. HR



## Personality review for: Sam Sample

Date taken: Wednesday, July 20, 2011

For more information or help reading this report call: 555-234-5678  
This report is a tool for the interview process and is not to be used as a sole means of hiring.

Produced for: Acme Consultants Inc. HR  
For Applicant : Sam Sample  
App.Phone :  
Date taken : Wednesday, July 20, 2011  
Client Auth Code : BM81HR - Email : Sam@gmail.com

This review is a short form version of our employment test used by thousands of companies worldwide to hire right the first time. Sam has taken this profile in hopes to allow you to know him better and understand his character, talent traits and what he will bring to the table.

All applicants are treated equally, based on the answers they provided.

The five types of personalities reviewed are :

- 1: The A personality - Very strong, decisive, independent, risk taker, take charge type.
- 2: The B personality - Outgoing personality, good sense of humor, talkative, enthusiastic.
- 3: The C personality - Deep and thoughtful, analytical, and usually a perfectionist.
- 4: The D personality - Low key personality, calm, usually patient and consistent.
- 5: The E personality - An equal combination of all 4 personalities.

No person is ever only one of the above types, but is a mixture of all four. There will be a dominating personality if the questions were answered honestly. The Secondary type may be close to one of the other types and may or may not be as strong as the dominate personality.

The chart on page 2 shows the main type scores as well as the character and talent traits Sam has. If the percentage is 30 % or higher, Sam will be very much like that type. The other types will also have an influence on Sam 's day to day behavior.

Use the character and talent traits to read into the true Sam . If there are very strong traits you will then know what the benefits and / or drawbacks will be. When viewing the character and talent traits remember high scores may not be good for the posttion nor low scores bad for the position. Decide what level you need for each trait for the position being offered. The consistency level will show how consistent Sam was in filling out the profile sheet. Use this score as your validity benchmark when reviewing the report.

We have taken every precaution as to the results of this report. Remember, this is only a guide/tool and other means of evaluation should be used as well. Neither B.R.G. nor anyone associated with this program accept any responsibility for your actions or decisions based on this report.

**This profile Consistency Score is: 16 out of 20**

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Sam 's Personality Type is C / A

Dominating Personality = C - Secondary Personality = A - Least like Personality = B



### CHARACTER & TALENT TRAITS

The table below scores each character & talent trait from 1 = Weak < to > 15 = Extreme.

Character / Trait	Score
Stress Management	8
Sensitivity Level	10
Compassion Level	13
Patience Level	15
Creative Abilities	7
Artistic Abilities	5
Outgoing Traits	8
Interaction Level	15
Analytical	10
Detailed Traits	10
Decision Making	9
Independent	13
Persuasive Level	12
Aggressive Level	9
Stubborn Level	8
Goal Setting	15
Time Management	10
Confidence Level	15

**DOMINATING PERSONALITY****C-Type - Analytical - Artistic - Detailed - Serious****Total percentage of score 28%**

The Type-C personality is very deep, analytical and serious. They like to be involved in projects that are controlled and stable. They can be very creative and talented. Conscientious of others and self sacrificing. They are idealistic and appreciative of beauty. Usually a perfectionist with high standards and uses rationale and logic. They are very persistent and detail conscious and will look at all sides of a problem before making a decision. They spend more time organizing and analyzing than any other type. They are loyal and make good employees if their conditions are met. You will find most C-types in accounting, management, consulting and any position that is challenging and emotionally rewarding.

Sam may confuse you at times. His dominating type score is very close to his secondary type score. This means on a day to day basis, Sam will tend to use personality traits from both types. Decide if this will work for the position offered. Also, look closely at the character traits to get a better picture of what you can expect from Sam .

**SECONDARY PERSONALITY****A-Type - Leadership - Decision making - Independence - Vision****Total percentage of score : 26%**

The A-type personality is one of the most sought after types in the business world. The A-type personality is very strong and their abilities will enable them to accomplish most anything. A born leader, very aggressive/assertive and sometimes demanding. They have a compulsive need for change and like to be in control. Don't try to hold down the A-type for long. This type of personality is strong willed and decisive to a fault. The true A-type is quick to learn and will want and need to rise to the highest position. More into achieving goals than pleasing people, the A-type will sometimes step on some toes. They manage and survive using the 'bottom-line' approach. Don't place a lot of restraints or restrictions on them and allow them to work independently and set their own schedules. The A-type personality is very strong and needs another A-type to manage them. They will become bored or upset with another personality type managing them and will leave quickly. Keep the work challenging with minimum supervision and good monetary rewards to keep them happy. You will find most A-types in management, sales and any position that is challenging and rewarding.

At times you will see Sam use the above traits. We all tend to use our secondary type when we are pushed into an uncomfortable position or we need to act differently to get something we want. We seem to pull the secondary type from one of our parents, a spouse, a mentor or a close friend. The type closest to the dominant type is A type.

Sam 's personality type is C / A.

<b>Contributions:</b>	<b>For: Sam Sample</b>
<b>What will the applicant bring to the table in terms of personality traits.</b>	<b>Structure , attention to quality , decisiveness , verbal skills , direction , logic , motivation skills</b>

<b>Communication methods:</b>	
<b>Best ways to communicate with this applicant.</b>	<b>Written, charts, graphs, detailed concise information.</b>

<b>Motivations:</b>	
<b>What motivates this applicant to give 100%</b>	<b>Stability, intellectual challenge, position, money</b>

<b>Turn offs:</b>	
<b>Actions, traits or situations that will upset the applicant and cause loss of production.</b>	<b>Hype, inconsistency, being rushed, un-organization, stupidity, crisis management</b>

<b>Needs:</b>	
<b>What the applicant needs from the company / management to produce.</b>	<b>Concrete ideas, personal space, concise directions, non-stressed atmosphere</b>

<b>Potential conflicts:</b>	
<b>Some traits that may be good / bad for the position and may cause conflict with others.</b>	<b>Skeptical, may not work well with the B-type personality</b>

**Management suggestions:****Some ways to overcome the conflicts and help the applicant deal with them**

C-type personalities are usually very down to earth, self-disciplined and quiet. They like to hide in a corner and put all the pressure on themselves. They will spend enormous amounts of time on a simple project so a good manager is needed to set deadlines and ensure they are met. They are usually very focused and dislike hype, noise and any type of distraction.

Sam will not like the hype and actions of the B-type personalities. Ask Sam to try to see the position of the B-type personality and respect their knowledge and status and to ignore the hype. He needs to know the B-type is very important to the success of the company and have their part to do. This is a position the C-type usually dislikes and may not understand. The C-type needs to be managed by the A-type or a stronger C-type. Other personality types are seldom strong enough to manage them effectively and the B-type will drive them insane.

**Consistency Level 16**

Score	Comment	Contradictions
19 to 20	very Consistent	1 to 3 contradictions
17 to 18	above average	4 to 6 contradictions
15 to 16	average	7 to 10 contradictions
11 to 14	below average	11 to 15 contradictions
10 or less	unacceptable	over 15 contradictions

The consistency score is calculated by addressing the inconsistencies in the applicant's answers. This program performed 16516 calculations to determine this score for Sam's report. A perfect score would be 20.

A score of 15 - 18 is normal and a score 11 - 14 is below normal. Any score 10 or below is not acceptable and the report should not be used for benchmarking or making a hiring decision.

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This report is a tool for the interview process and is not to be used as a sole means of hiring. Version: 6.6.0

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