

Spann & Associates

Employability Profile

Prepared for:

Demo Sample

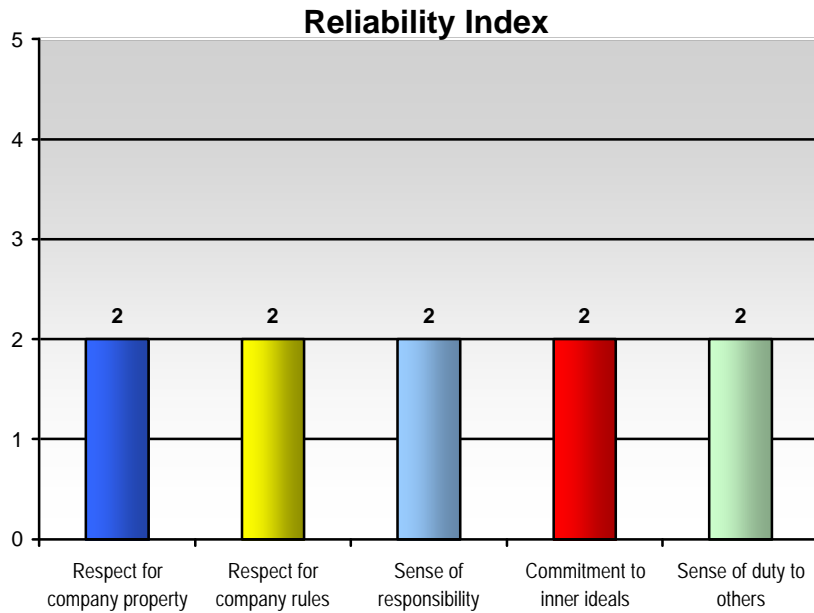
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<u>Level of Risk</u>	<u>Description</u>
Real	Restricted access to capacities; the ability is consistently unavailable and individuals are subjected to mistakes and errors in judgment.
Conditional	Limited access to capacities; actual conditions will increase the potential for mistakes and restrict decision making processes.
Situational	Good ability to utilize capacities; especially in well-defined areas, but when under stress there may be interference with decision making.
Low	Excellent ability to utilize capacities and translate the talent into decisions; reduces the potential for errors and mistakes.

Work Ethic Screen

INDEX	Level					Attention *	Definitions
	Excellent	Very good	Good	Average	Poor		
Attitude Toward Others	○					I	Ability to be positive, objective and tolerant in interactions with others.
Perfectionism		●				A	The expectation that things be done correctly. An individuals overall sense of excellence.
Self Starting Ability		●				A	Ability to marshal energy to attain personal and organizational goals.
Persistence		●				A	Ability to maintain direction in spite of the obstacles and stay on target regardless of circumstances.
Prejudice/Bias		●				I	Degree of prejudice and bias in attitudes toward others, and how it may interfere with relationships.
Attitude Toward Schedules		●				A	Measures one's willingness to conform to existing sources of authority, order and control.
Common Sense Ability		●				A	Ability to use one's practical thinking ability to see and understand what is happening.
Attitude Toward Authority		●				I	Measures the degree of attention to and respect for organizational and social sources of authority.

*Attention: How you are filtering data and information to make a decision. If you are attentive(A) to others then you are open to their attitudes and perspectives. If you are inattentive you may overlook their positive potential because you focus on their mistakes.