

Spann & Associates

Employability Profile

Prepared for:

Demonstration Samples

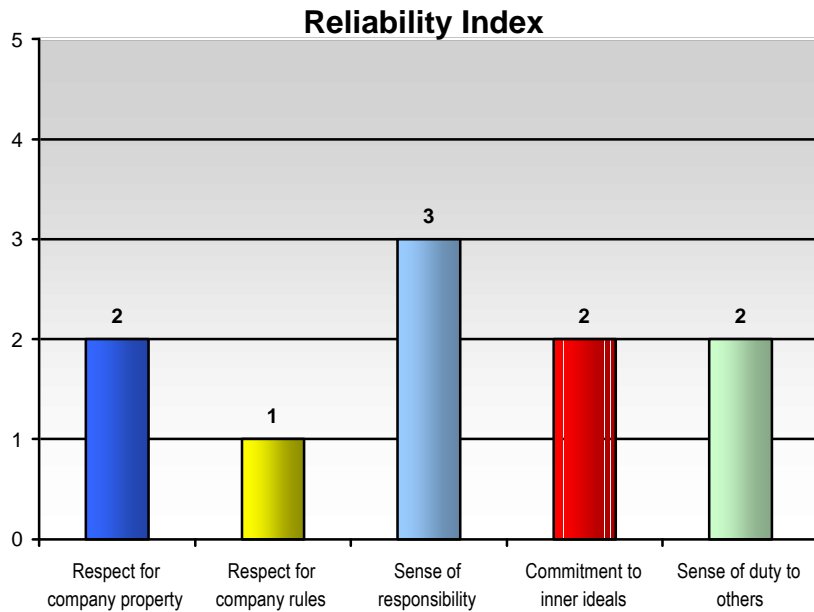
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<u>Level of Risk</u>	<u>Description</u>
Real	Restricted access to capacities; the ability is consistently unavailable, and individuals are subjected to mistakes and errors in judgment.
Conditional	Limited access to capacities. Actual conditions will increase the potential for mistakes, and restrict decision making processes.
Situational	Good ability to utilize capacities, especially in well-defined areas. 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	●					A	Ability to be positive, objective and tolerant in interactions with others.
Perfectionism		●				A	Ability to use one's practical thinking ability to see and understand what is happening.
Self Starting Ability			●			I	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		●				A	Degree of prejudice and bias in attitudes toward others, and how it may interfere with relationships.
Attitude Toward Schedules			●			I	Measures one's willingness to conform to existing sources of authority, order and control.
Common Sense Ability			●			I	Ability to use one's practical thinking ability to see and understand what is happening.
Attitude Toward Authority	●					A	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.