

Spann & Associates

Leadership Profile

Prepared for:

Demo Sample

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Axiometrics Leadership Inventory

Definitions

Talent:

Talent measures how well an individual thinks and makes decisions, what they pay attention to, and how well they perform specific decision tasks. Talent is a measure of performance potential indicating how well an individual can maximize their strengths and minimize the effects of their blocks.

Access:

Access measures how well an individual can utilize their talent in a specific environment. Access is a decision performance ratio that results from combining specific capacities that identify success and specific blocks that increase the risk of failure.

Attitude:

Attitude is a measure of biases in one's thinking that can increase or decrease their ability to make accurate, reliable decisions. These biases result from too much or too little focus on certain factors in the decision environment.

Skill:

Skill is a performance ratio that identifies and measures competencies that discriminate between high and low performance. Competencies are the result of the translation of decision talent into action.

Global:

Global risk measures the ability to consistently make decisions that produce success within a specific environment. The higher the score the greater potential for success.

Critical Risk Pattern:

The identification of specific decision patterns that increase the risk of lower performance and/or increase the risk of disruptive behavior.

Leadership Skill Inventory

(LOW RISK - 9.23)

PEOPLE SKILLS - SITUATIONAL RISK

- Talent - 8.85
- Access - 9.15
- Risk Level - 9.00

TASK SKILLS - LOW RISK

- Talent - 8.98
- Access - 9.45
- Risk Level - 9.21

SYSTEM SKILLS - LOW RISK

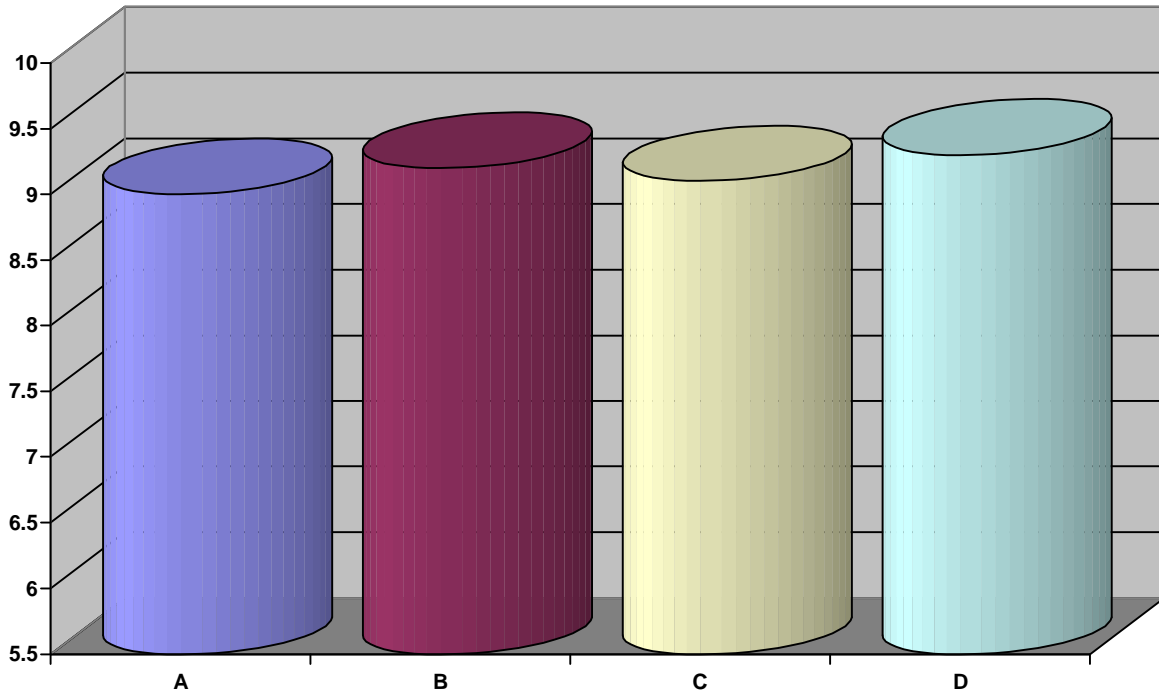
- Talent - 8.88
- Access - 9.28
- Risk Level - 9.08

SELF SKILLS - LOW RISK

- Talent - 9.05
- Access - 9.45
- Risk Level - 9.25

Leadership Profile

Global Graph



Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	9.021 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.791 to 9.02
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.391 to 8.79
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.39

A) People (Situational Risk) — This section measures the ability to make sound and objective decisions about others and to build relationships.

B) Task (Low Risk) — This section measures the ability to see and understand what is happening in a practical, concrete manner.

C) System (Low Risk) — This section measures the ability to see, understand and appreciate planning, strategic thinking and issues, conceptual organizing and consistency and conformity.

D) Self (Low Risk) — This capacity measures the ability to see, understand and be sensitive to personal uniqueness, confidence and competency and goals and self organization.

PEOPLE Values (Prioritized Core Strengths)

- 1) Sets priorities in relationships (Very Good Access)
- 2) Helps people to have the confidence to take risks (Very Good Access)
- 3) Keeps communications clear and to the point (Very Good Access)
- 4) Open to perspective of others (Very Good Access)
- 5) Open to ideas and input from others (Very Good Access)
- 6) Makes an effort to be pleasant, courteous and tactful (Very Good Access)
- 7) Encourages others and provides positive reinforcement (Very Good Access)
- 8) Willing to listen to opposing viewpoints (Very Good Access)

PEOPLE Values (Prioritized Development Areas)

- 1) Likely to not be sensitive enough to others (Conditional Risk)
- 2) Tends to overlook the importance of making others feel valuable (Conditional Risk)
- 3) Tends to not pay enough attention to the needs and concerns of others (Conditional Risk)
- 4) May not always treat others fairly and consistently (Conditional Risk)

TASK Values (Prioritized Core Strengths)

- 1) Can be counted on in good times and bad (Very Good Access)
- 2) Willing to do whatever it takes to accomplish goals (Very Good Access)
- 3) Knows what is needed to support decisions (Very Good Access)
- 4) Gets things done (Very Good Access)
- 5) Pays attention to what needs to be done (Very Good Access)
- 6) Knows what needs to be done and what can be done (Very Good Access)
- 7) Good sense of time and timing (Very Good Access)
- 8) Monitors progress to keep things on schedule (Very Good Access)
- 9) Finds out what is causing problems (Very Good Access)

TASK Values (Prioritized Development Areas)

- 1) Has difficulty matching schedules to priorities and goals (Situational Risk)
- 2) Tend to be too focused on 'now' oriented, immediate priorities restricting decisions (Situational Risk)
- 3) Sets priorities which are too focused on immediate results (Situational Risk)

SYSTEM Values (Prioritized Core Strengths)

- 1) Maintains a strong sense of direction and purpose (Excellent Access)
- 2) Emphasizes a common mission (Very Good Access)
- 3) Communicates optimism, vision and purpose (Very Good Access)
- 4) Inventive and aware of critical issues (Very Good Access)
- 5) Pays attention to inventive thinking (Very Good Access)
- 6) Plans for things not working out as expected (Very Good Access)
- 7) Takes time to be creative and inventive (Very Good Access)
- 8) Respects principles, rules, and property (Very Good Access)
- 9) Sets challenging and attainable goals (Very Good Access)

SYSTEM Values (Prioritized Development Areas)

- 1) Tends to discount the importance of standards or codes (Conditional Risk)
- 2) Tend toward a chip on the shoulder attitude (Conditional Risk)
- 3) Tend to get around organizational plans relying more on personal goals and expectations (Conditional Risk)

SELF Values (Prioritized Core Strengths)

- 1) Maintains a positive attitude toward themselves (Excellent Access)
- 2) Maintains a positive attitude toward the world (Excellent Access)
- 3) Makes an effort to maintain principles in all matters (Excellent Access)
- 4) Sticks by decisions (Very Good Access)
- 5) Reinforces personal commitment to do one's best (Very Good Access)
- 6) Is optimistic and believes the best will work out (Very Good Access)
- 7) Total commitment to goals (Very Good Access)
- 8) Emphasizes vision, mission and purpose (Very Good Access)
- 9) Accepts responsibility their mistakes (Very Good Access)

SELF Values (Prioritized Development Areas)

- 1) Have difficulty seeing their mistakes and will likely blame others for them (Conditional Risk)
- 2) Likely to put off asking for help or feedback (Conditional Risk)
- 3) Stubborn insistence on doing things their way (Conditional Risk)