

Spann & Associates

Personal Performance Assessment

Prepared for:

Demo Sample

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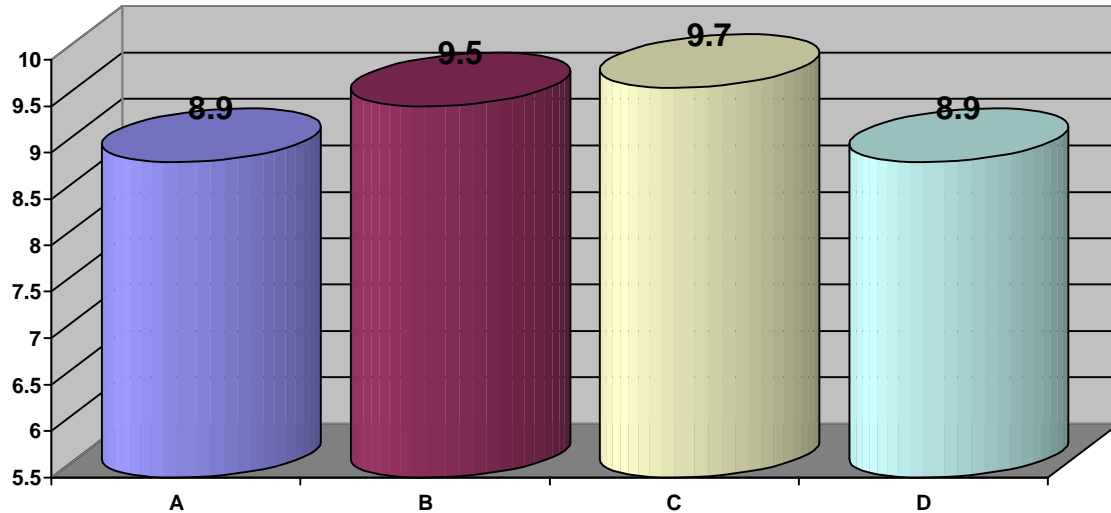
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Personal Performance Assessment
PERFORMANCE INDICATOR SCALE

GLOBAL GRAPH

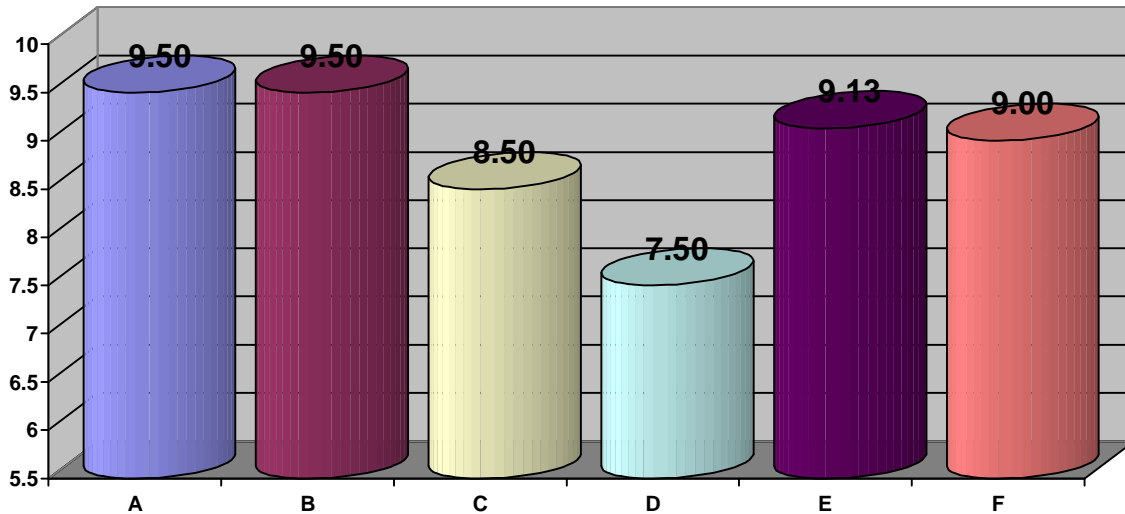


Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.5 to 8.79
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)	8.2 to 8.49
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 8.19

A) FOCUS (8.9) — Ability to identify and take care of critical issues, tasks, and goals.
B) FIRE (9.5) — Drive and energy for completing tasks and goals.
C) FAITH (9.7) — Belief that the best can and will happen combined with the ability to stay on track regardless of the circumstances.
D) FEAR (8.9) — Sensitivity to exposure and criticism for not measuring up to expectations of self and others, for not completing tasks and goals.

Personal Performance Assessment PERSONAL PERFORMANCE PROFILE

FOCUS



FOCUS: These capacities measure the ability to marshall energy to attain self goals as well as the ability of be persistent and consistent.

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 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)	8.5 to 8.79
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)	8.2 to 8.49
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 8.19

A) Attention To What Is Happening (9.50) — The ability to pay attention to the achievement of results and to decide to what extent attaining results is a major factor pushing one to action.

B) Ability To Act Consistently (9.50) — The ability to maintain a sense of constancy and continuity in one's actions.

C) Self Control (8.50) — The ability to maintain self composure in difficult situations, to think and act objectively rather than impulsively and emotionally.

D) Ability To Manage Stress (7.50) — This capacity measures how well one can balance and manage anxiety despair and depressive attitudes.

E) Ability To Set Realistic Goals (9.13) — The ability to set goals which are within the boundary of available resources and which can be achieved within the projected time.

F) Flexibility (9.00) — This capacity measures the effect of rigid, dogmatic views and the effect of these views on the decision making process.

Personal Performance Assessment DEVELOPMENT COMMENTS (FOCUS)

Attention To What Is Happening: (Focus/Strength)

Your perfectionistic drive and analytical thinking ability as well as your strong concentration on doing things right will likely build a compulsion for focusing on concrete, practical situations until you are able to translate your expectations into decisions and actions.

Ability To Act Consistently: (Focus/Strength)

You have strong confidence about what you can do which leads to a sense of comfort and acceptance with your current circumstances. Your confidence gives you a sense of personal competence and satisfaction with what you are doing and acts as a springboard to action as well as personal justification that what you are doing is right for you.

Self Control: (Focus/Development Area)

You do not always maintain a sense of balance in your ability to identify and respond to problems, potentially leading you to react impulsively in stressful situations. You may spend too much time and energy on unnecessary problems or become impatient and feel a need to act before all of the facts and options have been evaluated.

Ability To Manage Stress: (Focus/Development Area)

You currently do not see or value yourself as well as the world around you. As a result are subject to anxiety and stress effects. Seek feedback to identify development steps to reduce this stress and spend time and energy doing things you like to do which can help to relieve the anxiety and stress symptoms.

Ability To Set Realistic Goals: (Focus/Strength)

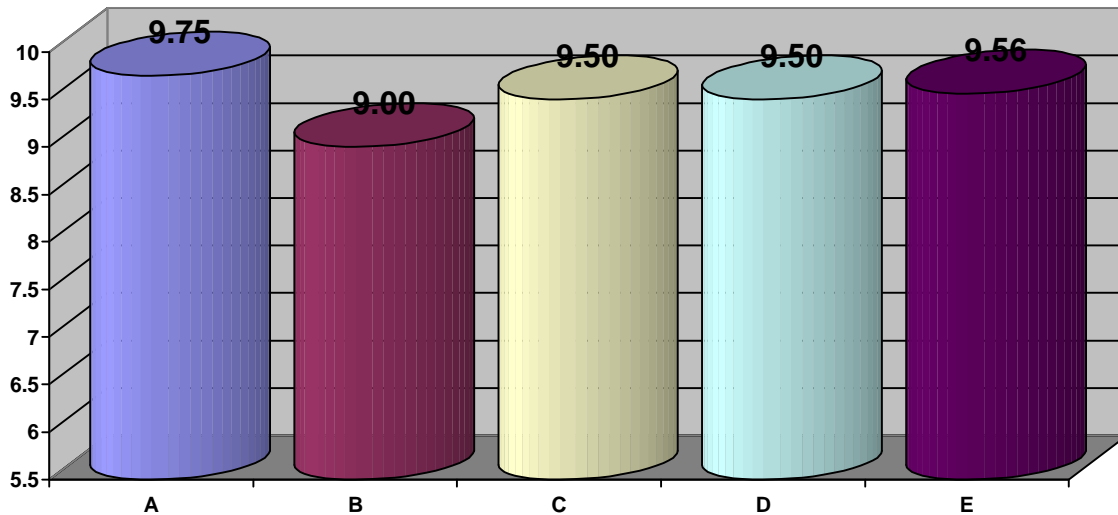
Your strong need to set goals which are challenging, combined with your insistence that things be done the way you think is right and your innovative, unconventional thinking builds a capacity for setting goals which will be novel, spontaneous and potentially creative and which will demand your full commitment and attention.

Flexibility: (Focus/Strength)

You have the ability to see and understand what is worth your personal commitment and energy. Moreover, you are willing to see and accept the mistakes that you make and to change directions when you do not attain the results you desire or when things do not work out.

Personal Performance Assessment PERSONAL PERFORMANCE PROFILE

FIRE



FIRE: These capacities measure the ability to marshal drive and energy for completing tasks and goals.

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 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)	8.5 to 8.79
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)	8.2 to 8.49
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 8.19

A) Initiative (9.75) — This capacity measures the ability to direct one's energies toward the completion of a task with a sense of urgency and mission.
B) Drive Toward Goals (9.00) — This capacity measures the ability to be excited about and committed to one's goals and to marshal energy to push toward the attainment of these goals.
C) Need To Achieve (9.50) — This capacity measures how strongly one needs to attain success to feel valuable and worthwhile.
D) Ambition (9.50) — This capacity measures the ability to set inner ideals which become the standard for achievement and success, a strong sense of drive toward excellence.
E) Willingness To Take Action (9.56) — This capacity measures the ability to pay attention to the achievement of concrete results. Attaining results is a major factor pushing one to action.

Personal Performance Assessment DEVELOPMENT COMMENTS (FIRE)

Need To Get Things Done: (Fire/Strength)

You have a strong need to create practical, pragmatic results. This need combined with your overall practical problem solving ability and attentiveness to practical, pragmatic values generates a strong drive center which will propel you toward your immediate circumstances.

Drive Toward Goals: (Fire/Strength)

Your strong sense of inner perfection can lead you to set goals which are extremely challenging. However, you tend to either set your goals too high and are unable to achieve them or set goals which are not fulfilling or satisfying and lose interest. Build short term goals based on your past successes.

Need To Achieve: (Fire/Strength)

You tend not to give yourself enough credit, to blow up your own imperfections and to be extremely hard on yourself when you do not measure up. This tendency builds a compelling drive to achieve such that you can receive recognition and credit from others.

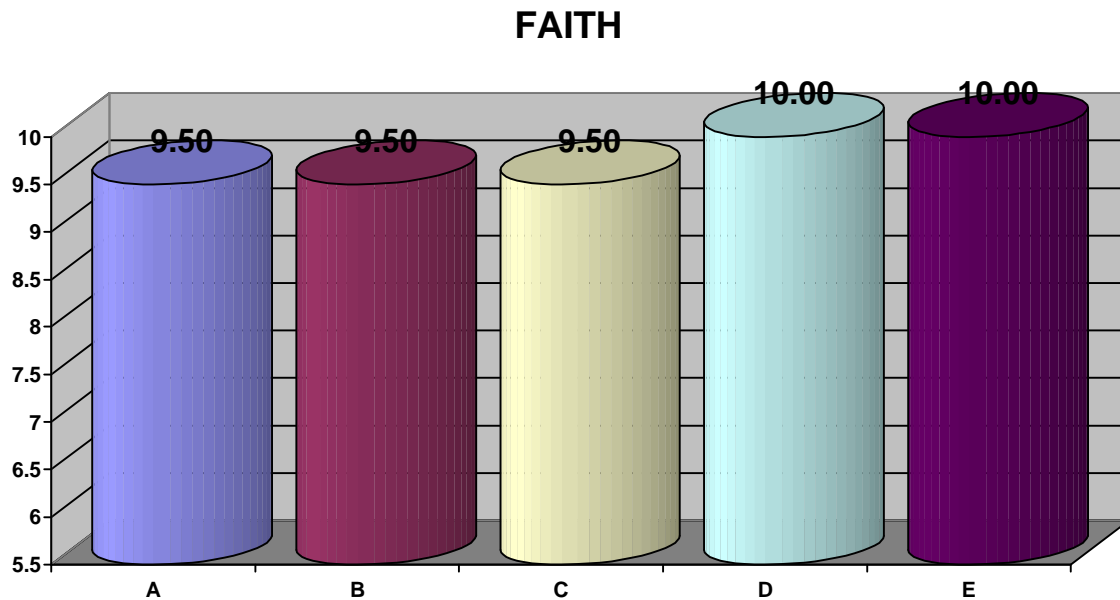
Ambition: (Fire/Strength)

You have developed a very strong sense of commitment to an idealistic, perfectionistic self image. This builds expectations and standards for your action that can propel you through even the most difficult situations and can give your actions and decisions a guiding sense of mission and purpose.

Willingness To Get Things Done: (Fire/Strength)

You not only have the ability to see and understand what type of social/role image and role will give your life meaning and purpose but you have a sense of confidence that your commitment to these social/role expectations is right for you. This combination of commitment and confidence to what you are doing provides a strong urgency to act.

Personal Performance Assessment PERSONAL PERFORMANCE PROFILE



FAITH: These capacities measure a person's belief that the best can and will happen combined with the ability to stay on track regardless of circumstances.

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 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)	8.5 to 8.79
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)	8.2 to 8.49
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 8.19

A) Belief In Oneself (9.50) — This capacity measures the ability to develop and maintain inner strength based on the belief that one will succeed.

B) Belief In The Future (9.50) — This capacity measures the ability of to maintain one's direction in spite of the obstacles and to stay on target regardless of circumstances.

C) Belief In The Present (9.50) — This capacity measures's one's ability to feel comfortable and competent about what one is doing and how one is being viewed in society.

D) Attitude Toward Oneself (10.00) — This capacity measures the ability to consistently maintain a positive attitude toward oneself.

E) Overall Optimism (10.00) — This capacity measures the ability to maintain consistently positive attitudes which expect that the best can and will happen.

Personal Performance Assessment

DEVELOPMENT COMMENTS

(FAITH)

Belief In Oneself: (Faith/Strength)

You have the ability to develop and maintain realistic confidence in your capacity to perform and to live up to social and role images and expectations. Rely on the strength and realistic nature of your confidence to get things done and promote optimism around you.

Belief In The Future: (Faith/Strength)

Your strong commitment to your inner ideals, your personal goals and beliefs about the future and your sense of what is right provides a compulsive need to push ahead. This will also act as a beacon to keep you on track in difficult and confusing situations.

Belief In The Present: (Faith/Strength)

You are confident that what you are doing not only is what is best for you but also that your social/role accomplishments will serve a useful function for yourself and for society. This confidence and feeling of personal competence will build an urgency to get things done and to push ahead with energy and commitment.

Self Attitude: (Faith/Strength)

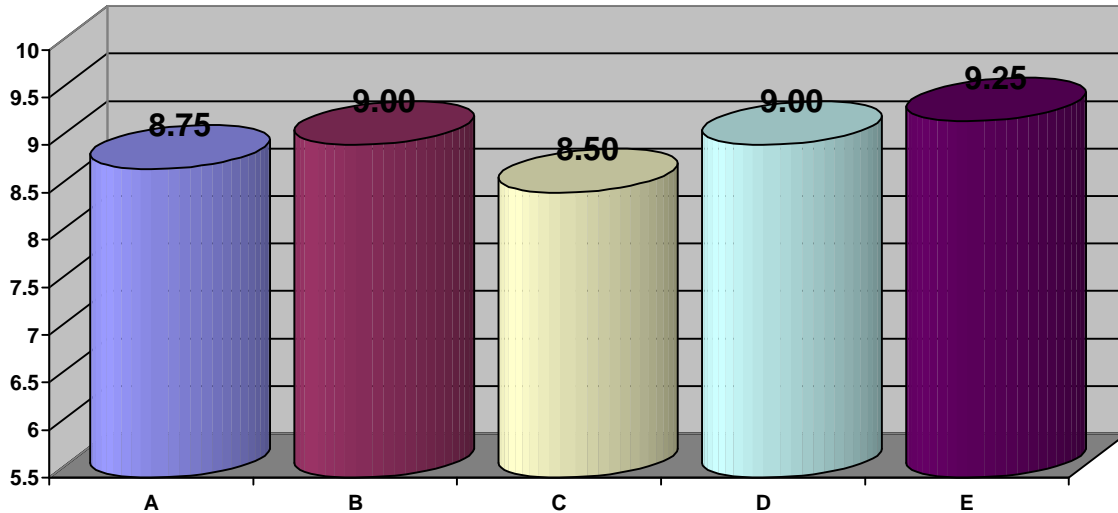
You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

Overall Optimism: (Faith/Strength)

You have a very dynamic, positive overall attitude which can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

Personal Performance Assessment PERSONAL PERFORMANCE PROFILE

FEAR



FEAR: These capacities measure a person's sensitivity to exposure and criticism when they do not measure up to expectations or complete tasks and goals.

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 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)	8.5 to 8.79
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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 8.19

A) Fear Of Disappointing Others (8.75) — This capacity indicates the degree to which one can be objective about others without allowing personal feelings, positive or negative, to get in the way of making decisions.

B) Fear About Performing To One's Best (9.00) — This capacity measures the effect of social/role frustration and dissatisfaction on one's ability to consistently feel competent and functional.

C) Fear About Realizing Goals (8.50) — This capacity measures the effect of setting personal goals which are either unrealistic or do not demand the best.

D) Fear About Fitting In (9.00) — This capacity measures the importance of being a member of a team and working in a comfortable place where one is liked and accepted.

E) Fear About Being Worthy (9.25) — This capacity measures the ability to see and appreciate one's unique worth and individuality, to see and understand 'Who One Is' apart from social/role or ideal self images and expectations.

Personal Performance Assessment DEVELOPMENT COMMENTS (FEAR)

Fear Of Disappointing Others: (Fear/Development Area)

You tend to have overly cautious, preset and selective attitudes toward others. You are likely to focus on the social profile of the individual prior to developing a relationship and, as a result, will not always be open to the needs and interests of theirs. Seek help from others to evaluate the negative effect of your biases.

Freedom From Fear About Performing To One's Best: (Fear/Strength)

You have the ability to identify a social/role function and social image which will give you a sense of personal competence and functional value. This social/role awareness can act as an anchor to help you deflect any anxiety and frustration you may be currently feeling about where you can functionally fit in society.

Fear About Realizing Goals: (Fear/Development Area)

Your strong sense of self perfectionism can lead you to feel a compulsion to push toward goals which may or may not be realistic or fulfilling. As a result, you will feel anxiety, frustration and despair when you do not meet your expectations. Set short term goals based on past successes which can be fulfilling and rewarding to you.

Freedom From Fear About Fitting In: (Fear/Strength)

You have a strong need to spend time and energy in situations which make you feel comfortable and which will give you a sense of worth and value. As a result, you are motivated by actions, activities and situations which will provide the personal feedback and comfort which you need.

Freedom From Fear About Being Worthwhile: (Fear/Strength)

You have a keen appreciation of your uniqueness and individuality and a realistic assessment of your ability to perform, your strengths and talent, as well as your limitations. Your self awareness and self worth can act as an anchor in difficult times and can help you maintain your worth even when things do not work out as expected.

Personal Performance Assessment
PERSONAL PERFORMANCE ANALYSIS
KEY SOURCES OF FLOW ORGANIZED BY PRIORITY

Overall Optimism: (Faith/Strength)

You have a very dynamic, positive overall attitude which can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

Self Attitude: (Faith/Strength)

You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

Need To Get Things Done: (Fire/Strength)

You have a strong need to create practical, pragmatic results. This need combined with your overall practical problem solving ability and attentiveness to practical, pragmatic values generates a strong drive center which will propel you toward your immediate circumstances.

Willingness To Get Things Done: (Fire/Strength)

You not only have the ability to see and understand what type of social/role image and role will give your life meaning and purpose but you have a sense of confidence that your commitment to these social/role expectations is right for you. This combination of commitment and confidence to what you are doing provides a strong urgency to act.

Need To Achieve: (Fire/Strength)

You tend not to give yourself enough credit, to blow up your own imperfections and to be extremely hard on yourself when you do not measure up. This tendency builds a compelling drive to achieve such that you can receive recognition and credit from others.

Personal Performance Assessment
PERSONAL PERFORMANCE ANALYSIS
KEY SOURCES OF INTERFERENCE ORGANIZED BY PRIORITY

Ability To Manage Stress: (Focus/Development Area)

You currently do not see or value yourself as well as the world around you. As a result are subject to anxiety and stress effects. Seek feedback to identify development steps to reduce this stress and spend time and energy doing things you like to do which can help to relieve the anxiety and stress symptoms.

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