

Spann & Associates

Personal Value Analysis

Prepared for:

Demo Sample

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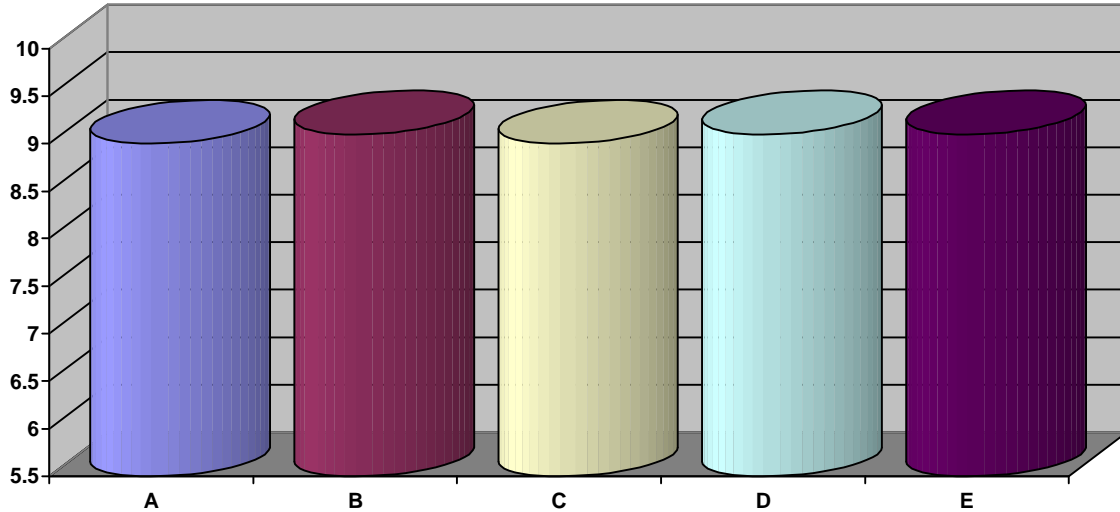
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Personal Value Analysis

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) Knows What To Do (Low Risk) — This section measures the ability to clearly and correctly see what is important and needs attention.

B) Knows How To Do It (Low Risk) — This section measures the ability to develop ideas, techniques, and solutions for getting things done.

C) Planning And Organizing (Low Risk) — This section measures the ability to develop plans and strategies for focusing and measuring the success of actions.

D) Gets Things Done (Low Risk) — This section measures the capacity to focus energy, stay on track, and get things done effectively and efficiently.

E) Works Through Others (Low Risk) — This section measures the ability to develop, motivate, focus, and monitor others.

Personal Value Analysis KNOWS WHAT TO DO

Capacity	Low Risk	Situational Risk	Conditional Risk	Real Risk
Intuitive Insight	ü			
Seeing The Big Picture	ü			
Common Sense Thinking	ü			
Long Term Goal Assessment	ü			
Proactive Thinking Ability		ü		

KNOWS WHAT TO DO:

These capacities measure the ability to decide which issues are relevant and need attention from an intuitive, practical, conceptual, and analytical perspective.

Intuitive Insight:

The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.

Seeing The Big Picture:

This capacity measures the ability to not only see all of the pieces and angles of the picture, but also the ability to see how the pieces fit together to make a whole.

Common Sense Thinking:

The ability to use one's practical thinking ability to see and understand what is happening.

Long Term Goal Assessment:

The ability to project a goal into the future and understand not only future consequences but also see how to plan to attain their goals.

Proactive Thinking Ability:

The ability to plan for consequences of actions and decisions rather than reacting to crises.

Personal Value Analysis
KNOWS HOW TO DO IT

Capacity	Low Risk	Situational Risk	Conditional Risk	Real Risk
Evaluating What Needs To Be Done	ü			
Attention To Concrete Detail	ü			
Doing Things Right	ü			
Meeting Schedules/Deadlines	ü			

KNOWS HOW TO DO IT:

These capacities measure a person's ability to see what needs to be done, who needs to do the work, and how things need to be done.

Evaluating What Needs To Be Done:

The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.

Attention To Concrete Detail:

The ability to clearly see and pay attention to flaws in things, people and situations.

Doing Things Right:

This component measures one's insistence on doing things right.

Meeting Schedules/Deadlines:

The ability to pay attention to and insist on doing things right.

Personal Value Analysis
PLANNING AND ORGANIZING

Capacity	Low Risk	Situational Risk	Conditional Risk	Real Risk
Attention To Planning		ü		
Short Range Planning	ü			
Long Range Planning		ü		
Concrete Organization	ü			
Conceptual Organization	ü			

PLANNING AND ORGANIZING:

These capacities identify the short range and long range needs and implications of a situation, to set goals which are realistic and to develop plans of action which attain these goals in an effective and efficient manner.

Attention To Planning:

The ability to keep one's focus and attention on planning details and activities.

Short Range Planning:

The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.

Long Range Planning:

The ability to see long range goals and to design plans and strategies for attaining these goals.

Concrete Organization:

The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.

Conceptual Organization:

The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

Personal Value Analysis

GETS THINGS DONE

Capacity	Low Risk	Situational Risk	Conditional Risk	Real Risk
Goal Directedness		ü		
Results Oriented		ü		
Self Confidence		ü		
Self Attitude	ü			
Persistence	ü			
Consistency	ü			

GETS THINGS DONE:

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

Goal Directedness:

The ability to be excited about and committed to goals, to marshall energy to push toward attainment of goals.

Self Confidence:

The ability to develop and maintain inner strength based on the belief that one will succeed.

Persistence:

The ability of an individual to maintain direction in spite of obstacles and to stay on target regardless of circumstances.

Results Oriented:

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.

Self Attitude:

The ability to utilize a positive self attitude as a source for drive, motivation and as a major means of pushing one to action.

Consistency:

The ability to maintain a sense of constancy and continuity in one's actions, to be reliable in the transfer of thinking to action.

Personal Value Analysis **WORKS THROUGH OTHERS**

Capacity	Low Risk	Situational Risk	Conditional Risk	Real Risk
Insight Into Others	ü			
Attitude Toward Others	ü			
Relating With Others	ü			
Listening To Others	ü			
Talking At The Right Time	ü			

WORKS THROUGH OTHERS:

These capacities measure the ability to see and appreciate the needs and interests of others and to deal with others in a concerned but objective manner.

Insight Into Others:

The ability to see and understand the needs and interests of others, to identify and relate with the concerns of others.

Attitude Toward Others:

The ability to maintain tolerance, be positive and remain objective in interactions with others.

Relating With Others:

The ability to coordinate knowledge of others into action, to get along with others, and to develop and maintain open, positive relationships.

Listening To Others:

The ability to listen to another point of view without imposing personal biases, standards and expectations.

Talking At The Right Time:

The ability to know what to say, how to say it, and when to speak.

Personal Value Analysis
STRENGTH & DEVELOPMENT COMMENTS
KNOWS WHAT TO DO

Intuitive Insight: (Knows What To Do)

Strength

You have a well developed ability for intuitive thinking giving you the capacity for identifying a fruitful direction or a potential problem area by the strength of your inner, gut feelings and instincts about what is right or wrong.

Seeing The Big Picture: (Knows What To Do)

Strength

You have the ability to see all of the pieces and angles of a picture, and at the same time, understand how all of these pieces fit together to form a total picture. You have the ability to understand how the parts of a puzzle can be fit together to form the puzzle itself.

Common Sense Thinking: (Knows What To Do)

Strength

You have the ability to see and pay attention to things in a practical, common sense way giving you the ability to see and understand what needs to be done and to understand how to get things done in a practical way. You tend to be 'now' oriented and to stay focused on the need for results and immediate action.

Long Term Goal Assessment: (Knows What To Do)

Strength

You have the ability to see and understand how to set goals which will accomplish your long range strategies and you have the ability to see the consequences of goals and plans; however, you may not always rely on this capacity or spend the time and energy needed to utilize this ability to pay attention to long range thinking and issues.

Proactive, Conceptual Thinking: (Knows What To Do)

Development Area

You tend to become so involved with what you are doing at the present moment that you do not see or pay attention to the consequences of decisions and actions. Build a reminder system to act as a check to help you examine the consequences of your thinking. Seek advice and help from others to pay attention to the direction of your thinking and planning.

Personal Value Analysis
STRENGTH & DEVELOPMENT COMMENTS
KNOWS HOW TO DO IT

Evaluating What Needs To Be Done: (Knows How To Do It)

Strength

You have an excellent ability for sizing up situations, for identifying problems especially in difficult or confusing situations and for generating constructive alternatives for resolving problems. This ability is a combination of practical, common sense thinking and conceptual, analytical thinking ability.

Attention To Concrete Detail: (Knows How To Do It)

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.

Doing Things Right: (Knows How To Do It)

Strength

You have the ability to understand the need for doing things right but this capacity is combined with a strong sense of individualism which can lead you to covertly or overtly challenge existing ways of doing things and spend your time and energy looking for novel, unique ways of getting things done.

Meeting Schedules And Deadlines: (Knows How To Do It)

Strength

Your strong sense of perfectionism both about what is right for you and about what is right for the world around you generates an approach to schedules and deadlines which is based on preset, preorganized plans and programs. You have a well developed capacity for turning timetables into expectations and standards for actions and decisions.

Personal Value Analysis
STRENGTH & DEVELOPMENT COMMENTS
PLANNING AND ORGANIZING

Attention To Planning: (Planning and Organizing)

Development Area

You tend to become so now focused and involved with the solution of immediate problems that you put off or discount the need for planning activities. Attend a course on planning which teaches you the value of planning as well as techniques for practical, effective planning.

Short Range Planning: (Planning and Organizing)

Strength

You are a practical, pragmatic planner and have both the ability and the commitment to translate the immediate needs of your situation into a concrete, action oriented plan designed to accomplish immediate results.

Long Range Planning: (Planning and Organizing)

Development Area

You tend to be naturally skeptical about the value of spending time and energy on long range planning. You should attend a course which teaches you the value of long range planning and provides techniques for developing realistic and workable plans.

Concrete Organization: (Planning and Organizing)

Strength

You have the ability to understand the value of organizing and planning your environment and this ability combined with your practical, results oriented thinking and problem solving will build a very good capacity for organizing things in an effective, functional manner.

Conceptual Organization: (Planning and Organizing)

Strength

Your individualism can generate a strong need to do things in your own way and this individualism combined with your ability to see and understand how to organize can lead to innovative and novel ways to build and carry out organizational plans.

Personal Value Analysis
STRENGTH & DEVELOPMENT COMMENTS
GETS THINGS DONE

Goal Directedness: (Gets Things Done)

Development Area

A combination of your individualistic attitude toward the world and a stubborn, self perfectionistic attitude can cause you to set goals which are either unrealistic or which will not keep you on track. Set short term goals based on past successes where possible and these goals are more likely to consistently function as a source of drive.

Results Oriented: (Gets Things Done)

Development Area

You can become consumed by the need to create a practical result such that your thinking is locked on a tangent and out of balance. As a result of this extreme focus on results, you may have difficulty acting until the conditions fulfill all of your expectations. Seek help maintaining a sense of balance in your thinking.

Self Confidence: (Gets Things Done)

Development Area

You tend to be too concerned with social and role image, with status and with social and role expectations. Moreover, you are very comfortable with things and will likely try to keep things as they are. As a result, you may have difficulty with service situations which do not improve image and status.

Self Attitude: (Gets Things Done)

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 Value Analysis
STRENGTH & DEVELOPMENT COMMENTS
GETS THINGS DONE

Persistence: (Gets Things Done)

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 and will also act as a beacon to keep you on track in difficult and confusing situations.

Consistency: (Gets Things Done)

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.

Personal Value Analysis
STRENGTH & DEVELOPMENT COMMENTS
WORKS THROUGH OTHERS

Insight Into Others: (Works Through Others)

Strength

You have very keen insight into others which gives you the ability to evaluate their potential for both good and bad, to functionally evaluate the ability of others to perform, to see opportunities for development with others which are good for you and for them, and to be aware of the needs and concerns of others.

Attitude Toward Others: (Works Through Others)

Strength

You have the ability to objectively and realistically evaluate both the positive and negative potential of others and as a result will likely maintain a cautiously optimistic, discrete attitude which recognizes the worth of others but maintains a cautious distance from others.

Relating With Others: (Works Through Others)

Strength

You have the ability to critically evaluate and objectively focus time and energy on each person. You are very concerned about what others will think or say about you and will likely be more comfortable in social situations where the boundaries are clearly defined. You tend to be more likely to open up individuals who meet your expectations.

Listening To Others: (Works Through Others)

Strength

You have the ability to see and understand viewpoints which are either uninteresting to you or are contrary to your own and you are likely to set as a priority developing a willingness to allow others to make their point; however, you are likely to readily critique viewpoints especially if they do not match your expectations and standards.

Talking At The Right Time: (Works Through Others)

Strength

You have the ability to correctly and immediately identify both what is the correct or appropriate response and when the time is right to make your point. Moreover, you are a very results oriented, pragmatic person who is likely to readily size up what needs to be said and respond immediately to those issues which you see as important.