

Spann & Associates

Professional Sports Scouting Report

Prepared for:

Demonstration Samples

- This material is confidential and personal.*
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Professional Sports Scouting Report **SUMMARY**

ATTITUDES:

- Skeptical, resentful, angry attitude toward the world
- Optimistic about themselves
- Optimistic, positive attitude toward others
- Cautious, skeptical attitude toward getting things done

PROBLEM SOLVING:

- Inventive, potentially creative practical thinking
- Good intuitive insights, 'gut instincts'
- Excellent, analytical, conceptual thinking and organizing
- Proactive thinking, focuses on consequences

SELF IMAGE:

- Persistent
- No fear of failure, some fear of success
- Confident, goal oriented

MOTIVATORS:

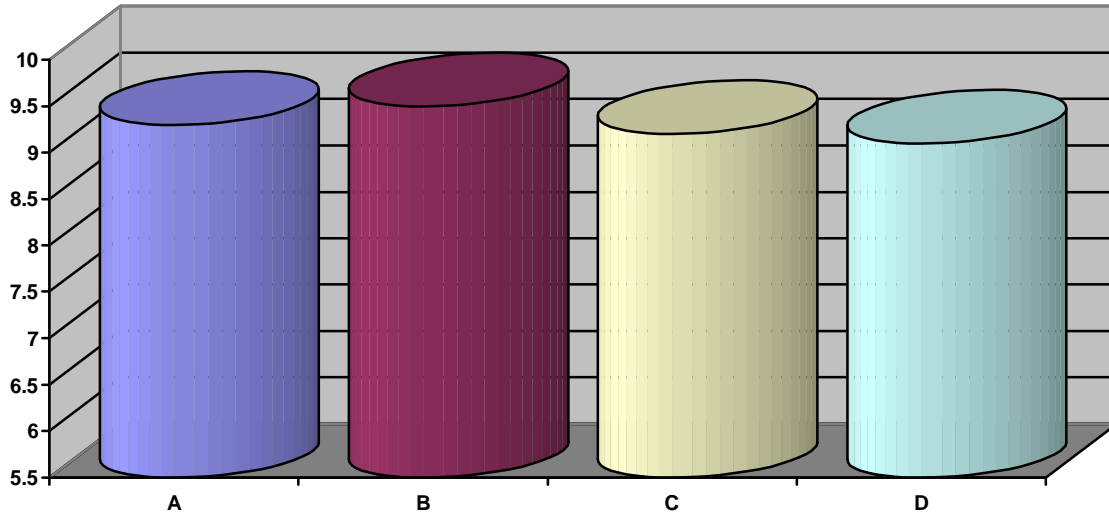
- Sense of mission, personal goals
- Sense of commitment to organization or team goals

STRESSORS:

- Excellent stress resistance

Professional Sports Scouting Report TEAM INDIVIDUAL SCORECARD

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) Will They Fit Into The Organization (Low Risk)
B) How Well Can They Manage Themselves (Low Risk)
C) How Well Can They Think, Solve Problems, And Make Decisions (Low Risk)
D) Can They Lead (Low Risk)

Professional Sports Scouting Report REPORT CARD

WILL THEY FIT INTO THE ORGANIZATION

Attribute	Score
Being there no matter what	C

HOW WELL CAN THEY THINK, SOLVE PROBLEMS, AND MAKE DECISIONS

Attribute	Score
'Street smarts'	C
Gets things done	C

HOW WELL CAN THEY LEAD

Attribute	Score
Consistent and reliable	D

C = Situational Risk	D = Conditional Risk	F = Real Risk
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