

Spann & Associates

Professional Athlete Profile

Prepared for:

Demonstration Samples

- *This material is confidential and personal.*
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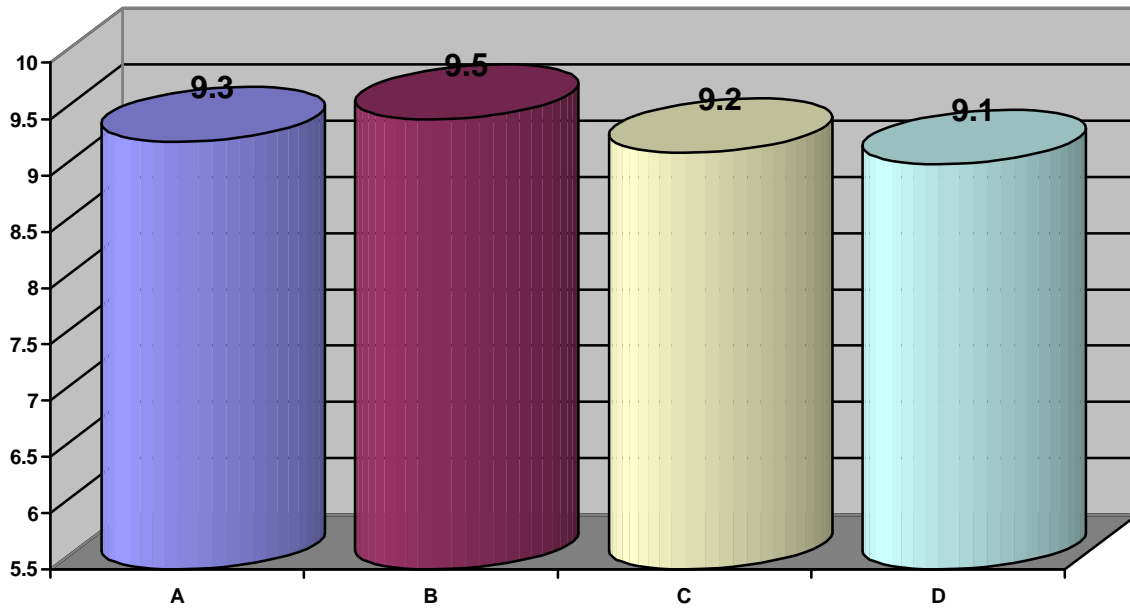
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Professional Athlete Profile

OVERALL TENDENCIES

- Tend to think outside the box and to be inventive, potentially creative, and spontaneous while seeing ideas and ways of doing things that others tend to miss.
- Need to know what, how, and why things are happening.
- Tend to be a proactive person, paying attention to both concrete and conceptual organization as well as to the consequences of decisions.
- Have a natural orientation toward planning but you may leave the details of the planning tasks to others, especially if they interfere with your need to get things done.
- A compulsion for being inventive can lead you to spend too much time and energy trying to see things from new perspectives.
- Are likely to be more comfortable in social/external situations and relationships where it is easier for you to rely on your natural common sense ability.
- Tend to be critical of and impatient with others, especially when they do not get things done in an effective manner.
- Can readily identify crucial issues, generate practical alternatives, and respond with practical advice.
- Tend to listen selectively, overlooking the personal concerns of others and the effect your responses can have on them.
- Have both a clear and strong sense of self direction building persistence and stick-to-itiveness, loyalty to personal ideals and principles, and optimism that the best can and will happen.
- Rely on a preset, conceptual image of what you think you ought to be to define inner self worth and social/role image such that fulfillment and satisfaction are rooted in ambition and goal achievement.
- Tend to feel inadequate when you do not measure up, to be too hard and demanding on yourself.
- Tend to feel frustrated, anxious and dissatisfied because you believe that your current situation does not allow you to perform to potential or that you are not achieving your best.
- Commitment to personal goals and persistence can turn into stubborn insistence that your way is right regardless of circumstances.

Professional Athlete Profile OVERALL INDIVIDUAL SCORECARD



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 You Fit Into The Organization? (9.3)
B) How Well Can You Manage Yourself? (9.5)
C) How Well Can You Think, Solve Problems, And Make Decisions? (9.2)
D) Can You Lead? (9.1)

Professional Athlete Profile

TOP TEN CRITICAL SUCCESS COMPETENCIES

Listed below are your top ten Critical Success Competencies. These competencies are listed in order of the talent you currently display for paying attention to and valuing them. The first competency listed is your strongest, which is then followed by the rank order of the remainder of the competencies.

Rank	Description	Strength/Development
1	Willingness to make an effort to fit into the organization.	Primary Strength
2	Willingness to do what the team asks.	Primary Strength
3	Ability to pay attention to doing things right.	Primary Strength
4	Paying attention to consequences.	Primary Strength
5	Ability to accept responsibility for your decisions.	Primary Strength
6	Ability to think beyond your immediate situation.	Primary Strength
7	Willingness to take the time to find out what is causing a problem.	Primary Strength
8	Ability to see the big picture.	Primary Strength
9	Having backup plans for those times when things do not work out.	Primary Strength
10	Ability to set realistic goals.	Primary Strength

Professional Athlete Profile

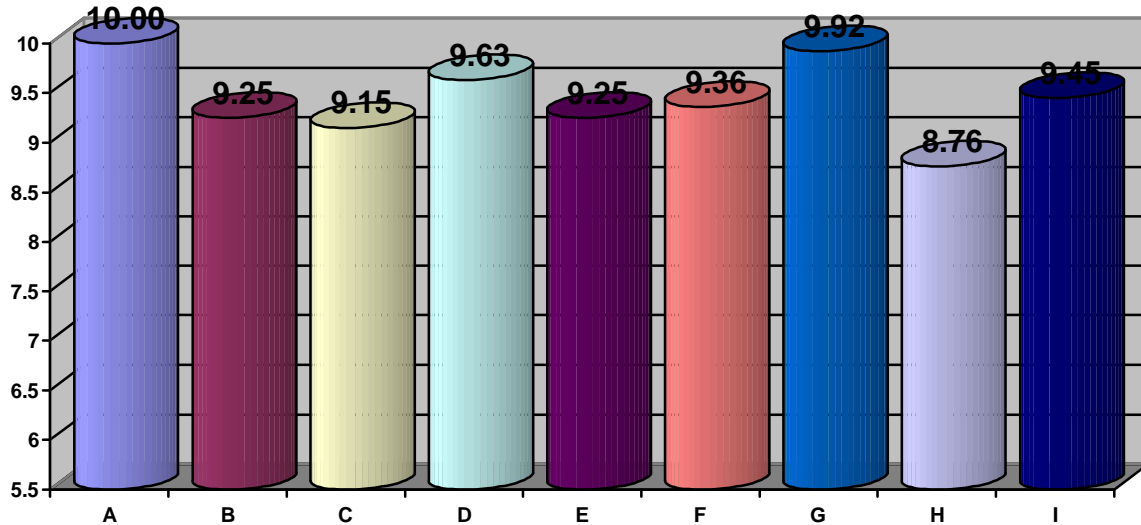
FIVE KEY DEVELOPMENT AREAS

Listed below are five key development areas from the Critical Success Competencies. These competencies are listed in order of the area which needs the most development followed by the other four in the order of their rank.

Rank	Description	Strength/Development
1	May not always be consistent and reliable.	Primary Development
2	Difficulty relying on your common sense.	Secondary Development
3	May not stay focused on getting things done.	Secondary Development
4	May not always dependable in good times and bad.	Secondary Development
5	Difficulty keeping your composure in stressful situations.	Secondary Development

Professional Athlete Profile INDIVIDUAL SCORE CARD

WILL YOU FIT INTO THE ORGANIZATION?

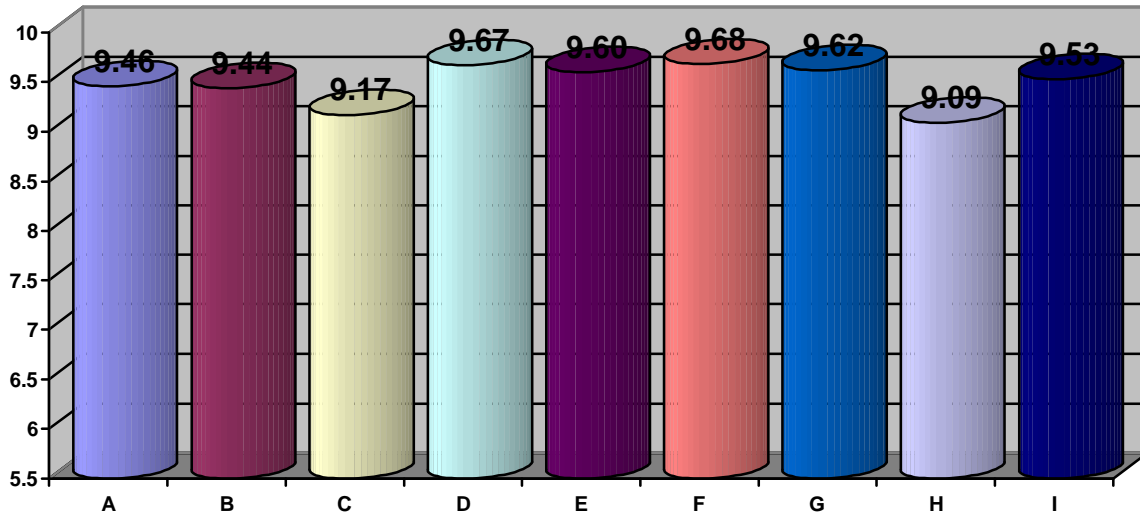


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A) Maintaining a positive attitude toward those in authority (10.00)
B) Willingness to listen attentively (9.25)
C) Willingness to learn from your mistakes (9.15)
D) Ability to see the big picture, to think long range (9.63)
E) Ability to manage your stresses and anxieties (9.25)
F) Willingness to be a team player, a member of the organization (9.36)
G) Willingness to do what the team asks (9.92)
H) Dependability in good times and bad (8.76)
I) Willingness to match personal priorities to organizational needs (9.45)

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HOW WELL CAN YOU MANAGE YOURSELF?

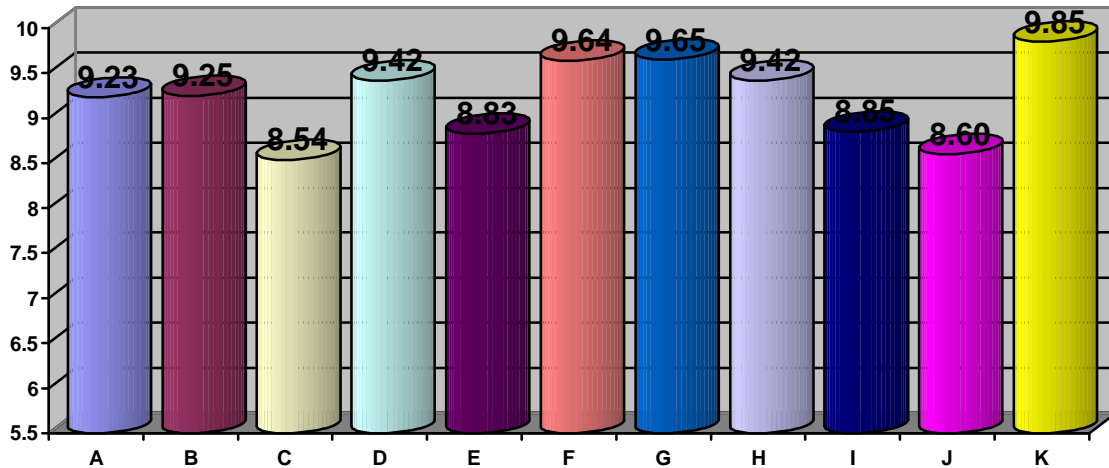


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A) Having optimism and believing that the best can and will happen (9.46)
B) Having no fear of success or failure (9.44)
C) Understanding what you can and cannot do (9.17)
D) Ability to accept responsibility for your decisions (9.67)
E) Ability to set realistic goals (9.60)
F) Paying attention to consequences (9.68)
G) Having backup plans for those times when things do not work out (9.62)
H) Willingness to do whatever it takes to accomplish your goals (9.09)
I) Willingness to be honest with yourself and others (9.53)

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HOW WELL CAN YOU THINK, SOLVE PROBLEMS, AND MAKE DECISIONS?

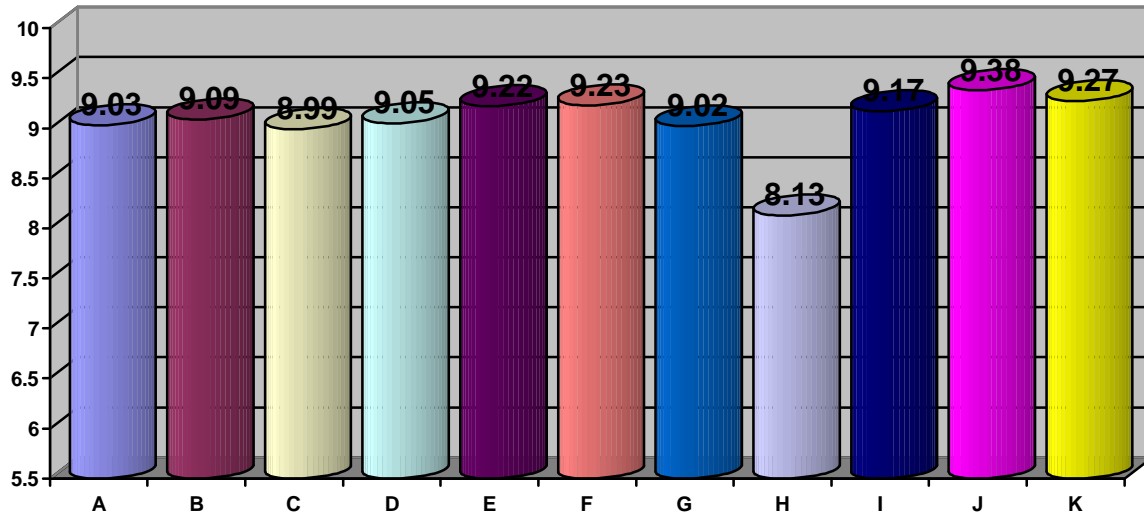


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A) Willingness to listen to other viewpoints (9.23)
B) Having good 'gut instincts' (9.25)
C) Having good 'street smarts' and common sense thinking (8.54)
D) Ability to see a problem before it hits you in the face (9.42)
E) Ability to keep your composure in stressful situations (8.83)
F) Willingness to take the time to find out what is causing a problem (9.64)
G) Ability to think beyond your immediate situation (9.65)
H) Understanding what it will take to solve a problem (9.42)
I) Having a good sense of timing (8.85)
J) Willingness to stay focused on getting things done (8.60)
K) Ability to pay attention to doing things right (9.85)

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CAN YOU LEAD?



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A) Understanding what needs be done and how to get the job done (9.03)
B) Communicating a sense of optimism, vision, and purpose (9.09)
C) Sticking by a decision once it is made (8.99)
D) Willingness to change directions when necessary (9.05)
E) Setting realistic priorities (9.22)
F) Getting things done on time (9.23)
G) Staying on track until the job is done (9.02)
H) Consistency and reliability (8.13)
I) Ability to make decisions with confidence (9.17)
J) Willingness to take risks for what you believe is right (9.38)
K) Helping others to have the confidence to take risks (9.27)

