

# *Spann & Associates*

## **Professional Profile**

**Prepared for:**

*Demo Sample*

- This material is confidential and personal.*
- Please do not read this report unless authorized to do so.*
- The content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination.*

Mary Lou Spann, PhD  
Spann & Associates  
Minneapolis, MN  
Telephone: 763 755 5959  
Fax: 763 755 5959  
E-Mail: [mlspann@spannassoc.com](mailto:mlspann@spannassoc.com)  
Web: <http://www.spannassoc.com>

7AD9\_12450\_\*\_\* 1/26/2011 1:19:00 PM

**This entire document is subject to the following statement:**

**Copyright © 2002- 2011 – Axiometrics International, Inc. All rights reserved.**

---

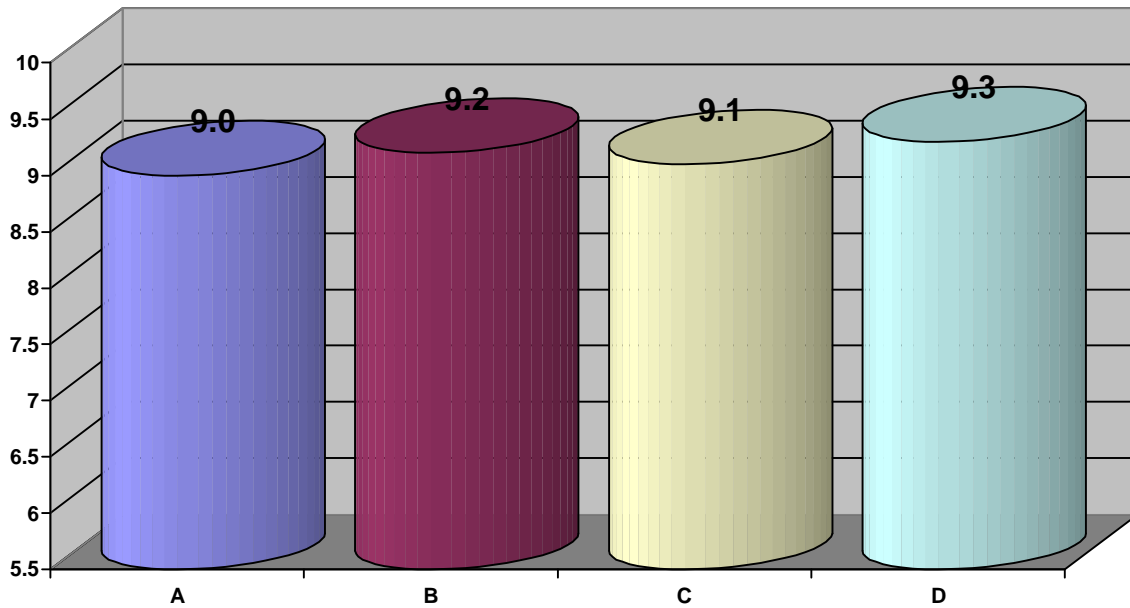
## **Professional Profile**

### **OVERALL TENDENCIES**

---

- Attentive to what is practical and workable, to what is immediately important, to creating results, and to getting things done.
- Can become too 'now' oriented and results oriented leading to crisis problem solving, to reactive thinking, and to a skeptical, impatient attitude when others do not, or cannot, see the value of your solutions.
- Are likely to be an individualist, covertly or overtly getting around existing ideas and ways of doing things.
- Will tend to put off or discount the need for planning and overlook consequences of decisions unless they have immediate impact.
- Are likely to be more comfortable in social/external situations and relationships where it is easier for to rely on your natural common sense ability.
- Can become overly pragmatic and competitive, developing critical, impatient, advice giving, skeptical, attitudes toward others, especially when they do not get things done in a practical, effective manner.
- Can readily identify crucial issues, generate practical alternatives, and respond with practical advice.
- Tend to listen selectively, overlooking both the personal concerns of others and the effect your responses can have on them.
- An inner directed person, you have greater clarity and understanding of self values than values in the world.
- An extremely goal directed person, you have a strong commitment to inner goals, standards and principles, as well as, confidence that you can perform to potential.
- Tend to define self worth and individuality through ambition and achievement, through your ability to measure up to your expectations or expectations of others.
- Commitment to personal goals will develop persistence but can also lead to a stubborn insistence that your way is right regardless of circumstances.
- May place too much emphasis on status and role performance leaving you too sensitive to what others think or say or over confident about your ability which, in turn, can cause you to overlook your potential for mistakes.

## Professional Profile OVERALL INDIVIDUAL SCORECARD



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Will You Fit Into The Organization? (9.0)</b>
<b>B) How Well Can You Manage Yourself? (9.2)</b>
<b>C) How Well Can You Think, Solve Problems, And Make Decisions? (9.1)</b>
<b>D) Can You Lead? (9.3)</b>

---

## **Professional 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.

<b>Rank</b>	<b>Description</b>	<b>Strength/Development</b>
1	Having optimism and believing that the best can and will happen.	Primary Strength
2	Willingness to stay focused on getting things done.	Primary Strength
3	Willingness to take risks for what you believe is right.	Primary Strength
4	Dependability in good times and bad.	Primary Strength
5	Consistency and reliability.	Primary Strength
6	Ability to make decisions with confidence.	Primary Strength
7	Communicating a sense of optimism, vision, and purpose.	Primary Strength
8	Willingness to do whatever it takes to accomplish your goals.	Primary Strength
9	Sticking by a decision once it is made.	Primary Strength
10	Willingness to learn from your mistakes.	Secondary Strength

---

## **Professional Profile**

### **FIVE KEY DEVELOPMENT AREAS**

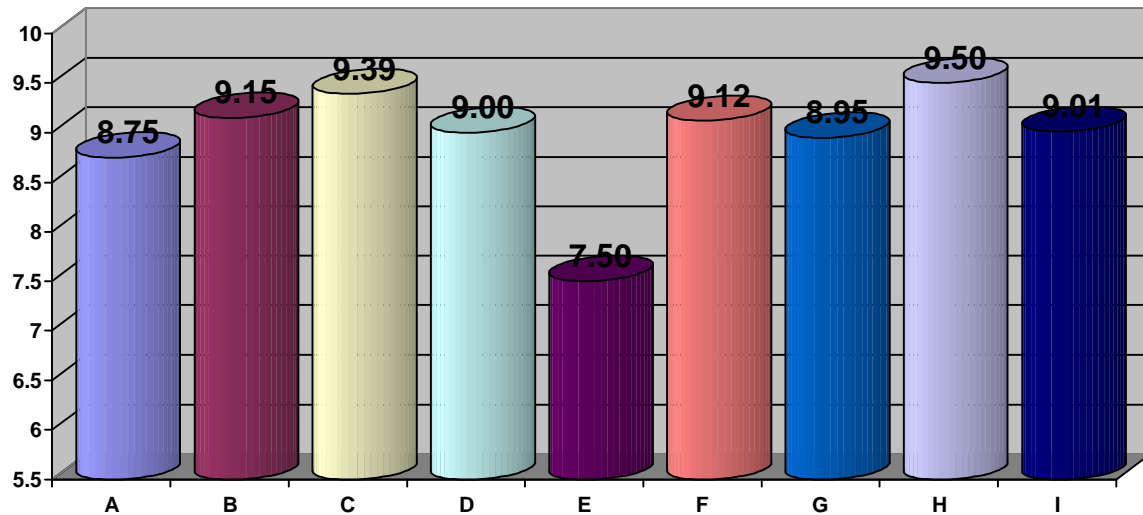
---

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.

<b>Rank</b>	<b>Description</b>	<b>Strength/Development</b>
1	Difficulty managing stresses and anxieties.	Primary Development
2	Difficulty fitting into the organization.	Secondary Development
3	Difficulty keeping your composure in stressful situations.	Secondary Development
4	May find yourself constantly putting out fires.	Secondary Strength
5	Difficulty thinking beyond your immediate situation.	Secondary Strength

## Professional Profile INDIVIDUAL SCORE CARD

### WILL YOU FIT INTO THE ORGANIZATION?

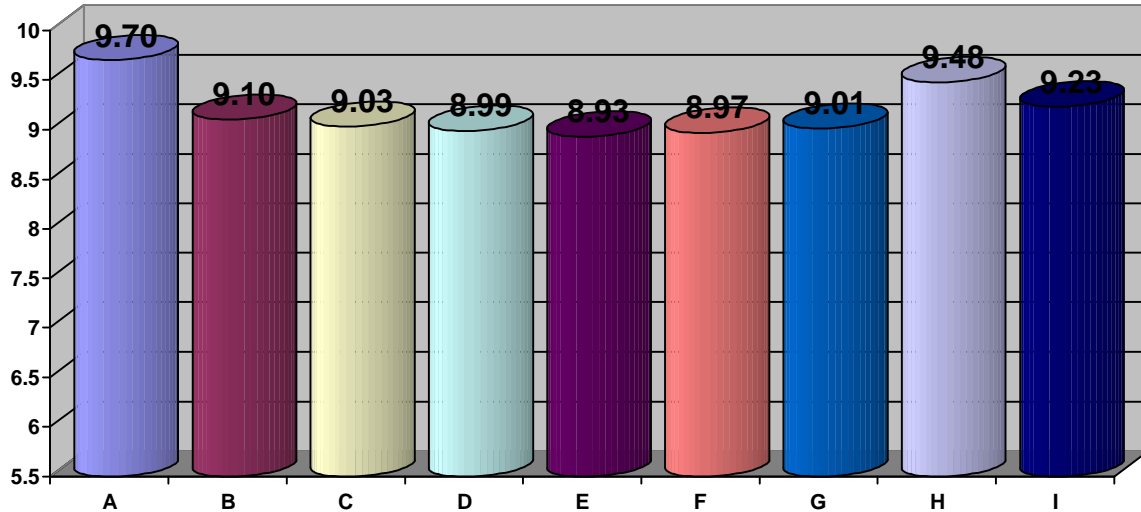


<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Maintaining a positive attitude toward those in authority (8.75)</b>
<b>B) Willingness to listen attentively (9.15)</b>
<b>C) Willingness to learn from your mistakes (9.39)</b>
<b>D) Ability to see the big picture, to think long range (9.00)</b>
<b>E) Ability to manage your stresses and anxieties (7.50)</b>
<b>F) Willingness to be a team player, a member of the organization (9.12)</b>
<b>G) Willingness to do what the team asks (8.95)</b>
<b>H) Dependability in good times and bad (9.50)</b>
<b>I) Willingness to match personal priorities to organizational needs (9.01)</b>

## Professional Profile INDIVIDUAL SCORE CARD

### HOW WELL CAN YOU MANAGE YOURSELF?

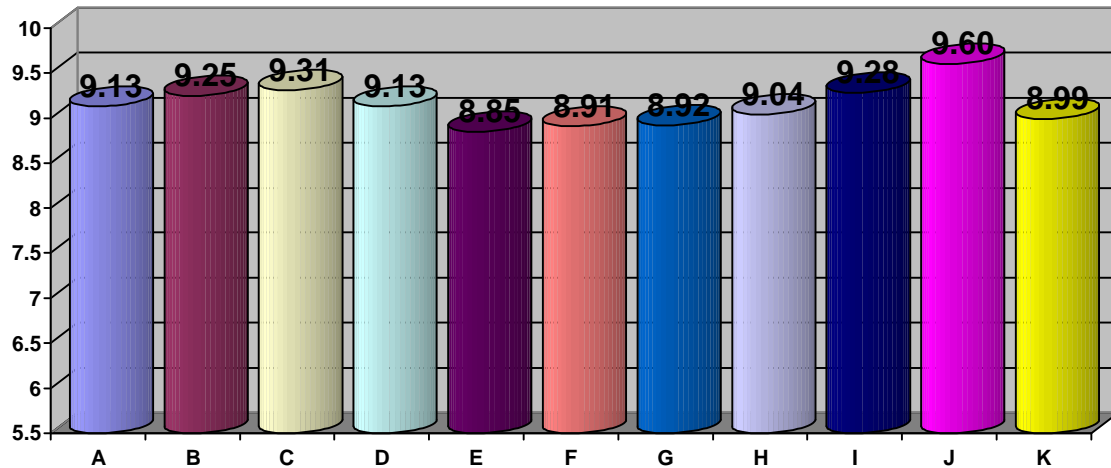


<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Having optimism and believing that the best can and will happen (9.70)</b>
<b>B) Having no fear of success or failure (9.10)</b>
<b>C) Understanding what you can and cannot do (9.03)</b>
<b>D) Ability to accept responsibility for your decisions (8.99)</b>
<b>E) Ability to set realistic goals (8.93)</b>
<b>F) Paying attention to consequences (8.97)</b>
<b>G) Having backup plans for those times when things do not work out (9.01)</b>
<b>H) Willingness to do whatever it takes to accomplish your goals (9.48)</b>
<b>I) Willingness to be honest with yourself and others (9.23)</b>

## Professional Profile INDIVIDUAL SCORE CARD

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

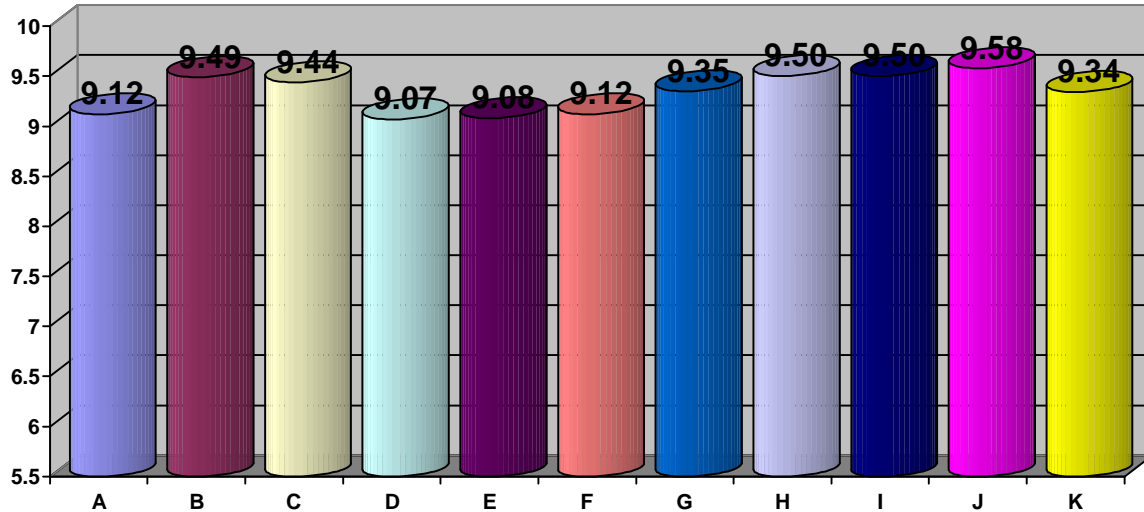


<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Willingness to listen to other viewpoints (9.13)</b>
<b>B) Having good 'gut instincts' (9.25)</b>
<b>C) Having good 'street smarts' and common sense thinking (9.31)</b>
<b>D) Ability to see a problem before it hits you in the face (9.13)</b>
<b>E) Ability to keep your composure in stressful situations (8.85)</b>
<b>F) Willingness to take the time to find out what is causing a problem (8.91)</b>
<b>G) Ability to think beyond your immediate situation (8.92)</b>
<b>H) Understanding what it will take to solve a problem (9.04)</b>
<b>I) Having a good sense of timing (9.28)</b>
<b>J) Willingness to stay focused on getting things done (9.60)</b>
<b>K) Ability to pay attention to doing things right (8.99)</b>

## Professional Profile INDIVIDUAL SCORE CARD

### CAN YOU LEAD?



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Understanding what needs be done and how to get the job done (9.12)</b>
<b>B) Communicating a sense of optimism, vision, and purpose (9.49)</b>
<b>C) Sticking by a decision once it is made (9.44)</b>
<b>D) Willingness to change directions when necessary (9.07)</b>
<b>E) Setting realistic priorities (9.08)</b>
<b>F) Getting things done on time (9.12)</b>
<b>G) Staying on track until the job is done (9.35)</b>
<b>H) Consistency and reliability (9.50)</b>
<b>I) Ability to make decisions with confidence (9.50)</b>
<b>J) Willingness to take risks for what you believe is right (9.58)</b>
<b>K) Helping others to have the confidence to take risks (9.34)</b>

