

# *Spann & Associates*

## **Sports Scouting Report**

**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 1:17:00 PM

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

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

---

## **Sports Scouting Report SUMMARY**

---

### ATTITUDES:

- Individualist, does things their own way
- Optimistic about self and world
- Cautious, reserved attitude toward others
- Results, 'now' oriented attitude toward getting things done

### PROBLEM SOLVING:

- Good intuitive insights, 'gut instincts'

### SELF IMAGE:

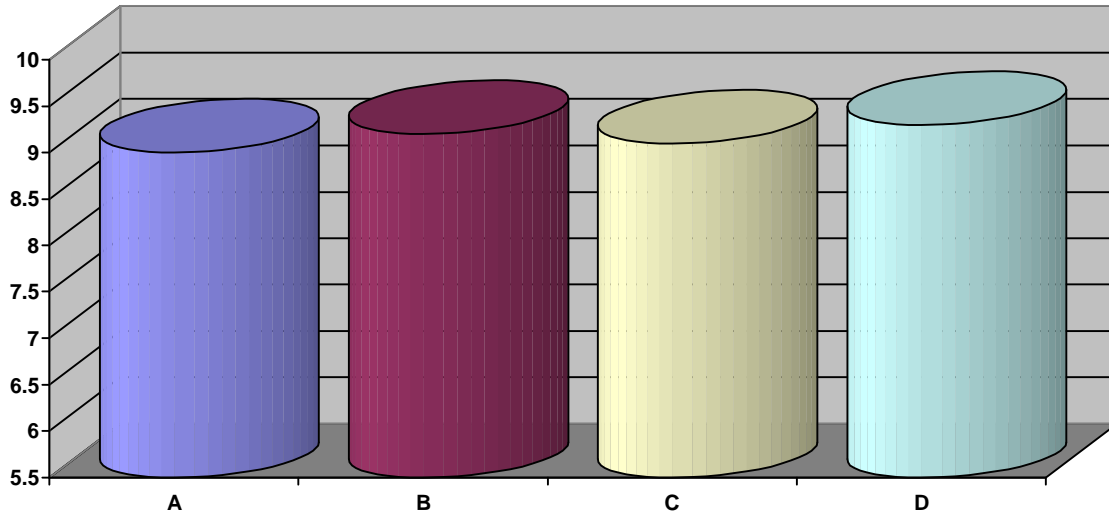
- No fear of failure or success
- Confident, self assured
- Inner directed, sees things their own way

### MOTIVATORS:

- Results, getting things done
- Money, material things
- Status, recognition
- Sense of mission, personal goals

## Sports Scouting Report TEAM INDIVIDUAL SCORECARD

### GLOBAL GRAPH



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

---

## **Sports Scouting Report REPORT CARD**

---

### WILL THEY FIT INTO THE ORGANIZATION

<b>Attribute</b>	<b>Score</b>
Attitude Toward Authority	C
Managing stress	F

<b>C = Situational Risk</b>	<b>D = Conditional Risk</b>	<b>F = Real Risk</b>
-----------------------------	-----------------------------	----------------------