

Basic Profile

An Employment Screening Tool

Name: Peter Bristol
Purpose: Sales

Date: 01/12/98
Code: 9326-635-25996-246

\$95
Includes Consultation

Research has established that personality is the single most important factor in job success. HRC's Basic Profile is a unique personality assessment tool which can be customized to each job position to measure only those traits you know to be important. With the assistance of an HRC representative, 16 traits can be selected from the Menu Pool below, for a tailor-made Basic Profile. Another method of trait selection is called Success Profiling. Success Profiling involves a handwriting analysis of successful and unsuccessful people in the same job to determine which traits differentiate the two groups. These traits then become the Basic Profile for evaluating future applicants in that job.

MENU TRAIT POOL (Any 16 traits can be selected)

Mental	Social	Motivational	Emotional	
<input type="checkbox"/> Able to Discriminate <input type="checkbox"/> Adventurous <input type="checkbox"/> Analytical <input type="checkbox"/> Attentive-to-Details <input type="checkbox"/> Rapid Comprehension <input type="checkbox"/> Conceptual Thinking <input type="checkbox"/> Concerned w/ Future <input type="checkbox"/> Concerned w/ Present <input type="checkbox"/> Concrete Thinking <input type="checkbox"/> Conventional Thinking <input type="checkbox"/> Creative Thinking <input type="checkbox"/> Focused Concentration <input type="checkbox"/> Disciplined <input type="checkbox"/> Investigative	<input type="checkbox"/> Indifferent to Criticism <input type="checkbox"/> Articulate <input type="checkbox"/> Cooperative <input type="checkbox"/> Confident <input type="checkbox"/> Sophisticated <input type="checkbox"/> Spontaneous <input type="checkbox"/> Diplomatic <input type="checkbox"/> Sensitive to Criticism <input type="checkbox"/> Domineering <input type="checkbox"/> Exaggerates <input type="checkbox"/> Generous <input type="checkbox"/> Independent <input type="checkbox"/> Honest/Sincere	<input type="checkbox"/> Adaptable <input type="checkbox"/> Kind <input type="checkbox"/> Modest <input type="checkbox"/> Outgoing <input type="checkbox"/> Persuasive <input type="checkbox"/> Sarcastic <input type="checkbox"/> Secretive <input type="checkbox"/> Direct <input type="checkbox"/> Controlled <input type="checkbox"/> Critical <input type="checkbox"/> Suspicious <input type="checkbox"/> Trusting <input type="checkbox"/> Understates	<input type="checkbox"/> Benevolence <input type="checkbox"/> Challenge <input type="checkbox"/> Curious <input type="checkbox"/> Energetic <input type="checkbox"/> Handles Pressure Well <input type="checkbox"/> Ideas/Concepts <input type="checkbox"/> Materialistic <input type="checkbox"/> People-Oriented <input type="checkbox"/> Power <input type="checkbox"/> Practical Interests <input type="checkbox"/> Praise <input type="checkbox"/> Security <input type="checkbox"/> Self-Motivated <input type="checkbox"/> Task-Oriented	<input type="checkbox"/> Defensive <input type="checkbox"/> Depressed <input type="checkbox"/> Lacks Control <input type="checkbox"/> Optimistic <input type="checkbox"/> Over-Controls <input type="checkbox"/> Rationalizes <input type="checkbox"/> Represses <input type="checkbox"/> Withdraws <input type="checkbox"/> Substance Abuse Risk <input type="checkbox"/> Anxious <input type="checkbox"/> Calm <input type="checkbox"/> Stable <input type="checkbox"/> Intense <input type="checkbox"/> Excitable <input type="checkbox"/> Irritable <input type="checkbox"/> Jealous <input type="checkbox"/> Resentful

Benefits:

- * Save Money... Reduce employee turnover and conflicts.
- * More Efficient... Improve employee productivity and team work.
- * Easy to Use... Just collect and fax in applicant's handwriting samples.
- * Save Time... Interview only the 'cream-of-the-crop' from your applicant pool.
- * Fast... Know quickly who the best candidates are, before they're hired elsewhere.
- * Accurate... Unlike personality tests, handwriting analysis results can't be easily manipulated.
- * Gain Insight... Identify potential talents & problems before hiring.
- * Learn More... You can upgrade to the Comprehensive Profile with the already provided handwriting sample.
- * Compare Applicants... HRC's Comparative Basic Profile will show you which applicant(s) scored best.

Interpretation:

The top half of page three categorizes the 16 traits into one of three groups: Strengths, Average Scores and Weaknesses, depending upon the score. Definitions of the 16 traits are also provided. Realize that in some instances a high or low score is not necessarily desirable or undesirable in and of itself. Each trait should be interpreted in relationship to the work requirements. For example, a high score in 'Patience' would be desirable for a bookkeeper, yet might be undesirable for a sales person. The bottom half of the page displays the 16 selected traits in a histogram format; notice that the traits are divided into four major personality categories: Mental, Social, Motivational, and Emotional. Evaluate the scores within each of the four categories independently. For example, strong scores in the Mental category would reveal intellectual competency, whereas poor scores in the Social category may indicate interpersonal difficulties.

Proper use of the tool:

This assessment is the opinion of HRC, and like other personality instruments, should be used in conjunction with other job related criteria when making employment related decisions. This information is intended for the sole use of the client, and was produced from the client provided handwriting sample.

Handwriting Research Corporation
4445 N. 24th Street
Phoenix, AZ 85016-5518

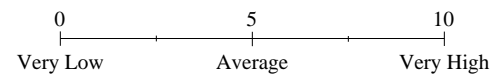


Phone: (602) 957-8870
Fax: (602) 957-8656
E-mail: info@handwriting.com
URL: http://www.handwriting.com

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Strengths

- 9.0 **Self Confident** - degree of self-assurance in social and public settings.
- 8.5 **Decisive** - ability to make decisions; temperament to resolve a problem or situation easily.
- 8.5 **Independent** - degree to which one is self-directed and self-reliant; able to function on one's own.
- 8.0 **Rapid Comprehension** - rate at which new information is learned and able to be utilized.
- 8.0 **Challenge Oriented** - degree to which one enjoys overcoming obstacles and difficulties.
- 7.5 **Creativity** - ability to generate innovative, original ideas and solutions; displays ingenuity.
- 7.5 **Efficient** - degree to which one's thinking is relevant, clear and productive.
- 7.5 **Persistent** - degree of tenacity, endurance and perseverance to projects and goals.
- 7.5 **Shrewd** - degree to which one is cunning, clever and resourceful; a strategist.
- 7.5 **Persuasive** - ability to convince and influence others to think or act differently.
- 7.5 **Able to Handle Stress** - ability to work in high pressure, tense and demanding conditions.
- 7.0 **Ability to Articulate** - ability to communicate skillfully; to express thoughts clearly and fluently.
- 6.5 **Analytical** - ability to dissect, scrutinize and critique information and situations.
- 6.5 **Investigative** - level of interest in searching, probing, exploring issues; a questioning, inquiring mind.
- 6.5 **Self Motivated** - degree of inner drive to achieve; doesn't require motivation from others.

Average Scores

- 5.0 **Adaptable** - ability to work with different types of people; social flexibility.

Weaknesses

(None Identified)

