



**P60 Assessment for: john doe**

**Prepared for: 360Solutions**

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All applicants are treated equally, based on the answers they provided.



No person is ever only one of the above types, but is a mixture of all four. There will be a dominating personality if the questions were answered honestly. The secondary type may be close to one of the other types and may or may not be as strong as the dominate personality.

The chart on page 2 shows the main type scores as well as the character and talent traits john has. If the percentage is 30 % or higher, john will be very much like that type. The other types will also have an influence on john's day-to-day behavior.

Use the character and talent traits to read into the true john. If there are very strong traits you will then know what the benefits and/or drawbacks will be. The consistency level will show how consistent john was in filling out the profile sheet. Use this score as your validity benchmark when reviewing the report. We strongly suggest reading the Management Book or the help section before trying to evaluate this report.

We have taken every precaution as to the results of this report. Remember, this is only a guide/tool and other means of evaluation should be used as well. Neither 360Solutions nor anyone associated with this program accept any responsibility for your actions or decisions based on this report.

**Consistency Level: 20 out of 20**

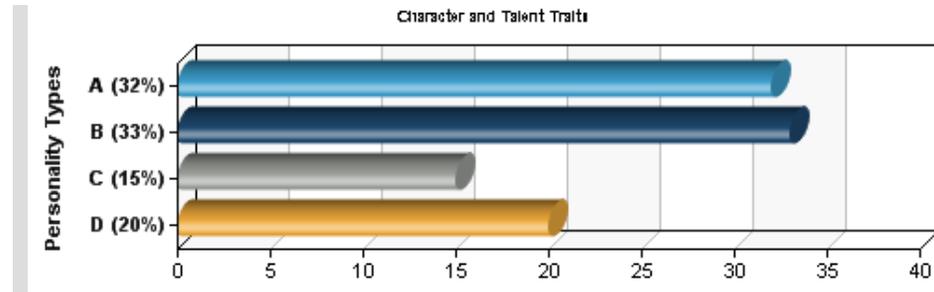
**CSM Level: 15 out of 15**

**Note:** Because of john's high consistency level and a high CSM score, you can have the utmost confidence in the reliability of this report.

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**Dominating: B**  
**Secondary: A**  
Least Like: C

**B/A**

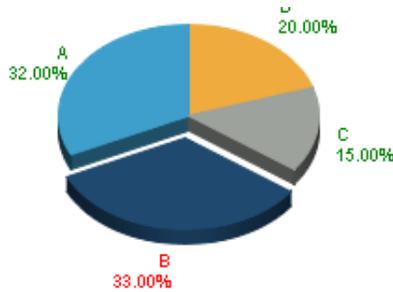


## Character & Talent Traits

The table below scores each character and talent trait. Scores range from 1(weak) to 15(extreme).

Character/Trait	Score	Benchmark ( Management Mid )	Score Wanted
Stress Management	9	Yes	8 - 15
Sensitivity Level	2	No, Too Low	4 - 10
Compassion Level	7	Yes	2 - 8
Patience Level	3	No, Too Low	7 - 12
Creative Abilities	14	Yes	6 - 15
Artistic Abilities	5	Not Used	0 - 0
Outgoing Traits	14	No, Too High	6 - 10
Interaction Level	8	Yes	8 - 15
Analytical	3	No, Too Low	8 - 12
Detailed Traits	2	No, Too Low	8 - 12
Decision Making	12	No, Too High	6 - 10
Independent	13	No, Too High	7 - 12
Persuasive Level	11	Yes	8 - 15
Aggressive Level	15	Yes	7 - 15
Stubborn Level	8	Yes	3 - 8
Goal Setting	10	Yes	6 - 15
Time Management	8	Yes	8 - 15
CSM Level	15	Yes	10 - 15

**10 out of 17 traits matched. john doe is a 59% match for the Management Mid Benchmark.**

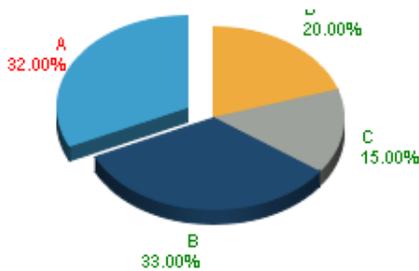


## DOMINATING PERSONALITY

# B

**B-Type - Cheerful - Talkative - Enthusiastic**

The B-Type is very outgoing, energetic, and likes dealing with people. They are usually very good at persuading others to see their way. Creative and colorful, the B-type will do well to work in a busy, public place. Sincere and sometimes child like, they have a great deal of energy and enthusiasm. They have a need to be liked and are optimistic. You will find them emotional, charming, and curious. They make good relationship builders and like to have many friends. The B-type will be the first to volunteer for work. They seek excitement, travel and fun. The B-type needs to know they are doing well and enjoys compliments and acknowledgement of their achievements. They become bored very quickly so they also need constant change. john may confuse you at times. His dominating type score is very close to his secondary type score. This means on a day to day basis, john will tend to use personality traits from both types. Decide if this will work for the position offered. Also, look closely at the character traits to get a better picture of what you can expect from john.



## SECONDARY PERSONALITY

# A

**A-Type - Leadership - Decision making - Independence - Vision**

The A-Type is one of the most sought after types in the business world. The A-type personality is very strong and their abilities will enable them to accomplish most anything. A born leader, very aggressive and sometimes demanding. They have a compulsive need for change and like to be in control. Don't try to hold down the A-type for long. This type of personality is strong willed and decisive to a fault. The true A-type is quick to learn and will want and need to rise to the highest position. More into achieving goals than pleasing people, the A-type will sometimes step on some toes. They manage and survive using the 'bottom-line' approach. Don't place a lot of restraints or restrictions on them and allow them to work independently and set their own schedules. The A-type personality is very strong and needs another A-type to manage them. They will become bored or upset with another personality type managing them and will leave quickly. Keep the work challenging with minimum supervision and good monetary rewards to keep them happy. At times you will see john use the above traits. We all tend to use our secondary type when we are pushed into an uncomfortable position or we need to act differently to get something we want. We seem to pull the secondary type from one of our parents, a spouse, a mentor or a close friend. The type closest to the dominant type is A-type. john's personality type is B/A. The personality type you're least likely to see is C.

**STRESS MANAGEMENT CHART SCORE: 9**

john appears to be able to handle up to 7 problems or stressful situations at one time. john is above average in his ability to handle pressure and stress. He can handle a reasonable amount of stress for brief periods of time. He is not moody and is confident with himself and is well balanced.

**SENSITIVITY - AWARENESS LEVEL CHART SCORE: 2**

john is not very aware of actions and events taking place around him . He goes about his way and ignores or doesn't notice others feelings. john will seem indifferent to others wants and needs. This may have an effect on decision-making and morale in the workplace. He is aggressive so this is normal for this type of person. john is demanding and is usually too busy working or thinking to pick up on other people's feelings, wants and needs. You will need to be very blunt and forward with john. john may be self-sensitive but this is not what we are looking for.

**COMPASSION LEVEL CHART SCORE: 7**

john is above average in his compassionate traits. He will take the steps needed to help someone and is humane and caring toward others feelings and needs. Common in C or D personality or with creative, talented people. ( Good mid level score for this trait ) john is not sensitive, but when he realizes a problem, he will act.

**PATIENCE LEVEL CHART SCORE: 3**

john has little patience traits. He will give up after a couple of tries. He will get frustrated very quickly and may not be very tolerant. If he has quite a bit of type A or C personality, he might be patient with problems or being creative, but not patient with people. Make sure the position offered excites him or he will leave quickly. john needs constant change and excitement to stay involved.

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**CREATIVE ABILITIES CHART SCORE: 14**

john is very creative. Like an artist or engineer, He has a feel for beauty and design. He should do well in any type of creative position. He has vision for the ideas others present or the insight needed to design his own. Most people with this trait have enormous amounts of energy.



**ARTISTIC ABILITIES CHART SCORE: 5**

john doesn't show a great deal of artistic talent. Discerning how aesthetically pleasing something is doesn't come easily to him . He shouldn't be put in charge of projects where visual appeal is important.



**PEOPLE/OUTGOING TRAITS CHART SCORE: 14**

john loves people and enjoys being the center of attention. He enjoys working in group projects and should be comfortable with anything associated with being around and dealing with others. He is very outgoing and friendly. This may be what you need or could become a negative if too extreme. Review the interview questions on this area.



**INTERACTION LEVEL CHART SCORE: 8**

He should get along fine with most people; he has a good interaction level. The C-type will be most affected by john's actions.



**ANALYTICAL TRAITS CHART SCORE: 3**

This trait shows the approach john will take with tasks and making decisions. john is not very analytical. He seldom questions the answers given to him and may not work well with numbers or solving problems. He will overlook important details and facts that could effect job performance and quality. john prefers to work with his creative, artistic mind and talents. This is common with artistic or talented people. john seems to have little patience for this activity. This area affects decision-making, problem-solving and working with numbers.



2

**DETAIL TRAITS CHART SCORE: 2**

The way john answered the profile, leads us to believe that he has little detail traits and will need to delegate the details to others. He will not do well on filling out paperwork and taking care of details that may need to be completed. You may have problems with the quality of work if this is a blue collar or clerical position. Be sure to use the detail interview questions in your background check and interview to ensure this is correct. He is creative and looks at the whole picture, not small details. john would make a good idea person or sounding board for others who are more detailed.



12

**DECISIVENESS CHART SCORE: 12**

This score is a combination of how fast, how many and what type of decisions john will make on a day-to-day basis. A score of 1 - 5 indicates slow to make decisions. A score of 6 - 9 shows a good decision making level with 7/8 being the perfect balance. A score of 9 or above indicates quick decisions with little or no thought behind them. john is extremely decisive. He will make quick, instant decisions. May make decisions without analyzing them first. He is stubborn; it will take a lot to change his mind once it is made up. Decisions made will be based on facts & emotions.



13

**INDEPENDENT TRAITS CHART SCORE: 13**

john is very independent. He needs little help and prides himself on doing things on his own. He has few true friends and rarely asks for, or takes, advice. He is persistent, self-reliant and skeptical. He will work very well on his own with little direction or supervision. He may dislike direct supervision and needs to feel in control. He will become very unhappy if over managed or held down. john may not make a good team player unless he is the leader.



11

**PERSUASIVENESS CHART SCORE: 11**

john is very persuasive and can relate to others, ideas or anything else he wants to. john has a sense of humor and has influenced many people in his life. He is very good at persuading others to see his way or follow in his direction. He should have very good verbal skills and many achievements and awards in this area.

**15****AGGRESSIVE TRAITS CHART SCORE: 15**

john is very aggressive. He knows what he wants and will go after it. He wants more out of life than most people and will not settle for less. He is very competitive and restless. john should have a very high energy level and seek out opportunities as well as challenges. You will need to keep john busy and challenged to keep him happy and productive.

**8****STUBBORNNESS CHART SCORE: 8**

john is above average on stubbornness. He is no one's fool. It will take a good argument to change his mind. You'd better be very persuasive or charming to change his opinion or decision. He may not be very open minded or flexible. (A good interview point) The independent level is also high. This may affect the way john takes direction or advice. ( A good interview point )

**10****GOAL SETTING LEVEL CHART SCORE: 10**

john has his goals set. He thrives on knowing he can be all he can be. He has learned getting where you want to go requires a map. He establishes goals and then charges ahead. Make sure you review your companies goals with john to ensure compatibility and compliance. Usually makes short term goals.

**8****TIME MANAGEMENT CHART SCORE: 8**

john has most of the character and talent traits needed for good time management skills. If he has learned time management, you should have few problems in this area. If not, a good course would be beneficial. Time management skills are a learned trait. We have no way of knowing if john learned the skills. The above observation is based only on the way he answered the profile and his personality type.

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**CSM (CURRENT STATE of MIND) LEVEL CHART SCORE: 15**



The CSM level is an indicator of the applicants frame of mind at this time. The higher the score, the more confident the applicant is. A score of 6 or less would indicate the applicant is experiencing a business or personal problem at this time which is directly affecting their confidence. The lower the score, the deeper rooted the problem is and the more likely the applicant will bring this problem to work. john is very confident. He knows what he wants in life and knows he can do it. He thinks highly of himself and may try to intimidate others. He seldom backs down from a challenge and is very competitive and high spirited. john does not seem to have any major problems in his life at this time. Because of the high consistency level and a high CSM score, you can have the utmost confidence in this report.

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## INTERVIEW QUESTIONS

Below are the extreme traits which should be used as interview questions. We have provided a few questions for each trait that you may wish to ask the applicant. As you well know, each question should be followed with 'why' or 'why not' and will lead to other questions. Be careful of the type of questions you ask. Your local, state and/or country laws may prevent you from asking questions about age, religion, health, etc. You may however talk about these issues IF the applicant brings them up in conversation.

### Patience Level - (Low) 3

Will they have enough patience to do the job and make good decisions? How will this trait being low affect their judgment and temperament?

#### Questions:

- What is the longest or most difficult project you have ever worked on?
- What was the most difficult aspect of the project?
- How did you overcome the problems?
- Do you find you are more patient in dealing with people or problems?
- If patience was marked 1 or 2, then ask why they feel that way.
- Do you have a temper? - Do you play chess, golf or fish? If not why?
- What is the main reason you lose your patience?
- What is the title of the last book you read?

#### NOTES

### Outgoing Level - (High) 14

Will the applicant spend more time socializing than working? Will they try to make friends and be involved with other employees?

Making friends with subordinates is not wise for a management position but may be fine for a non management position. Will they be disruptive at meetings?

#### Questions:

- Is it important for you to have many friends?
- If someone doesn't like you, does it bother you?
- How much of your time is spent with friends each week?
- Do you think socializing with employees after work is helpful?
- Do you feel making friends with employees is a good idea?
- Would you ever make a decision that would hurt a friend?
- Would you inform on a friend that has a drug or alcohol problem?
- Do you feel you need to get your point across at meetings?
- Do you feel people are always interrupting you?

## NOTES

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### Analytical Level - (Low) 3

The applicant appears not to question facts presented to them but accepts them as is. Are they good at numbers or solving problems? Will they question something that appears wrong?  
Will they make good decisions and look at all the angles?

**Questions:**

- What benefits can be expected from threatening an employee to do better?
- Having the employees work longer hours is better than hiring more employees - do you agree?
- If 37% of the people are for an idea and 41% against it, how many are undecided? (22%)
- Lower interest rates are bad for what sector of the population? (fixed income)
- Do you play chess? What are your hobbies? Were you good at math in school?

NOTES

### Independent Level - (High) 13

Will the applicant follow direction, take advice or will they do what they think is correct and ignore company policy or their superiors direction?

**Questions:**

- Do you ask for advice often - and why or why not?
- Do you take advice very often - and why or why not?
- If you were told to do something that you felt would not work, what would you do?
- How do you feel about working as a team player, under someone else's direction?
- Can you take constructive criticism ? Do you ever admit you were wrong?
- Could you assign other employees to do part of your work ? Would you trust them?

NOTES

**Detail Level - (Low) 2**

Will the applicant overlook important details that could affect their work?

Most managers leave the small details to others but still need some detail traits. Laborers, salespeople and office staff need to be detailed to do professional work.

**Questions:**

- Does it bother you if your check book doesn't balance?
- What part of an employment application do you dislike the most?
- What did you like least about your last job? (was it paperwork, checking inventory)
- Do you think people who need every detail looked after miss the overall picture?
- Would you prefer to create the idea and let someone else handle the details?
- Do you have a problem with delegating authority to finish the detail work?

**NOTES**

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<b>Contributions</b> - What will the applicant bring to the table in terms of personality traits.	Enthusiasm, risk taker, decisiveness, verbal skills, creative talent, direction
<b>Communication methods</b> - Best ways to communicate with this applicant.	Verbal, show & tell style, motivational style.
<b>Motivations</b> - What motivates this applicant to give 100%	Verbal, show & tell style, motivational style. Recognition, rewards, prizes, freedom
<b>Turn offs</b> - Actions, traits or situations that will upset the applicant and cause loss of production.	Serious people, confinement, graphs & charts, boring meetings, routine
<b>Needs</b> - What the applicant needs from the company / management to produce.	Change, understanding of the rules, recognition
<b>Potential conflicts</b> - Some traits that may be good/bad for the position and may cause conflict with others.	Dislikes following rules, intolerant of the C-type personality, may not pick up on other employees' moods, wants or needs, may not be patient with others or tasks, may be disruptive (vocal), may not follow through with paperwork

## Management Suggestions

### Some ways to overcome the conflicts and help the applicant deal with them.

Ask John to try to see the position of the C-type personality and respect their knowledge and status. The C-type likes charts and graphs which will bore the B-type. Advise him, the graphs and charts are there to help him understand in black and white how he is doing and what he needs to do next. You must be firm and blunt with the B-type but not a 'stiff suit'. The B-type loves excitement and hype so change the scenery often and keep it light. The B-type needs to be managed by the A-type or a stronger B-type. Other personality types are seldom strong enough to manage them effectively. Ask him not to dominate the meetings. He loves to talk and may disrupt meetings by not getting to the point or getting off track. In meetings, have a table time rule in which to get everyone's point across. Advise him to be more sensitive to what is being said and why it is being said. Maybe there is a better way. Ask him to be very careful and detailed with the paperwork because the success of the company and his fellow employees depends on good written skills from everyone.

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