



Axiometrics International, Inc.

“Changing the World and the Future”

Extended Manager Interview Guide

Prepared for:

Demo Sample

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Extended Manager Interview Guide **SUMMARY**

ATTITUDES:

- Individualist, covertly does things their own way
- Optimistic about the world
- Depressive attitude about themselves
- Optimistic, positive attitude toward others
- Results, 'now' oriented attitude toward getting things done

PROBLEM SOLVING:

- Practical Problem Solver
- Good intuitive insights, 'gut instincts'
- Good analytical, conceptual thinking and organizing
- Reactive thinking, puts out fires

SELF IMAGE:

- No fear of failure, some fear of success
- Doubts and questions about what they are doing

MOTIVATORS:

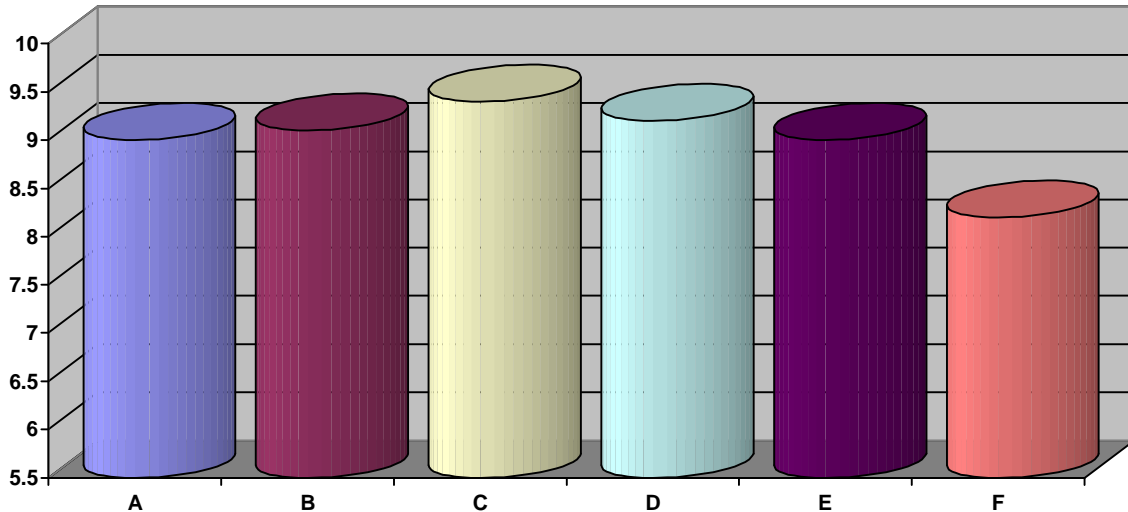
- Results, getting things done
- Money, material things
- Sense of mission, personal goals

STRESSORS:

- Indecision, uncertainty and anxiety about the future
- Frustration and anxiety about goals
- Anxiety about how others see and value them

Extended Manager Interview Guide

GLOBAL GRAPH



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) Working With Others (Low Risk) — Measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.
B) Managing Activities (Low Risk) — Measures the ability to see what is needed to get things done.
C) Problem Solving (Low Risk) — Measures the ability to identify potential problems and generate effective solutions.
D) Planning & Organizing (Low Risk) — Measures the ability to set goals, build plans, and translate them into action.
E) Getting Things Done (Low Risk) — Measures the ability of an individual to focus energy on tasks and follow them to completion, dealing with the stresses and strains without losing freedom of action.
F) Managing Self (Conditional Risk) — Measures the ability to see, understand, and be sensitive to personal uniqueness, confidence, competency, goals, and self organization.

Extended Manager Interview Guide **PERSONAL MANAGEMENT INVENTORY**

PRIORITIZED CORE STRENGTHS

1) Seeing Potential Problems: (Managing Problems) (MG-16)-Excellent Potential

Excellent capacity for identifying crucial issues in complex and confusing situations.

2) Attention To Concrete Detail: (Managing Activities) (MG-12A)-Excellent Potential

Excellent practical, common sense ability to see and pay attention to things, situations, and practical thinking.

3) Concrete Organization: (Planning And Organizing) (MG-21B)-Excellent Potential

The ability to concretely plan and organize and to see to it that things happen in an effective manner.

4) Short Range Planning: (Planning And Organizing) (MG-19F)-Excellent Potential

A practical, pragmatic planner and organizer who focuses on translating immediate needs to action plans.

5) Using Common Sense: (Managing Problems) (MG-14C)-Excellent Potential

Excellent focus and ability to see and understand how to get things done in a practical, common sense way.

6) Evaluating What To Do: (Managing Problems) (MG-13)-Excellent Potential

Excellent ability for sizing up situations, for identifying problems and generating constructive alternatives.

7) Persistence: (Getting Things Done) (MG-28A)-Excellent Potential

Strong personal commitment to stay on track and complete goals and tasks regardless of what happens.

8) Results Oriented: (Getting Things Done) (MG-26A)-Excellent Potential

Extremely results and 'now' oriented focusing time and energy on decisions that have a immediate result.

PRIORITIZED DEVELOPMENT COMMENTS

1) Role Satisfaction: (Managing Self) (MGT-33B)-Real Risk

Social or role uncertainty can lead them to feel frustrated or dissatisfied in their current circumstances.

2) Health Tension Index: (Managing Self) (MGT-35B)-Real Risk

Imbalance in their thinking can generate anxiety, frustration, and despair as they seek to match expectations to actions.

3) Sensitivity To Others: (Managing Others) (MGT-4A)-Real Risk

Excessive sensitivity to what others think or say, has difficulty addressing hard or controversial issues.

4) Self Control: (Managing Self) (MGT-32)-Real Risk

Tendency to react impulsively in stressful situations can lead to difficulty maintaining control in the process.

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PERSONAL MANAGEMENT INVENTORY
PRIORITIZED INTERVIEW NOTES

1) Role Satisfaction: (Managing Self) (MGT-33B)-Real Risk

They tend to be indecisive and uncertain about what they can do to perform to their best, to hesitate, to feel frustrated and dissatisfied. Test their ability to act with confidence, consistency, and enthusiasm.

2) Health/Tension Index: (Managing Self) (MGT-35B)-Real Risk

They tend to have difficulty adapting when decisions and priorities do not match their expectations and to look for ways to get out of the stress even if they must make a mistake or refuse to take action.

3) Sensitivity To Others: (Managing Others) (MGT-4A)-Real Risk

Aggressively challenge their thinking. Test their ability to deal with confrontational issues. Make certain that they are able to hold on to their convictions regardless of the pressure from others.

4) Self Control: (Managing Self) (MGT-32)-Real Risk

They tend to have difficulty seeing problems, are susceptible to confusion, distraction, anxiety and frustration, may feel pushed and pulled by circumstances. Test their ability to stay focused and see what is important and needs attention.

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Tendency to react impulsively in stressful situations can lead to difficulty maintaining control in the process.

5) Self Assessment: (Managing Self) (MGT-31)-Conditional Risk

Difficulty realistically assessing personal potential and maintaining consistent confidence.

6) Ambition: (Getting Things Done) (MGT-27A)-Conditional Risk

Perfectionistic, idealistic self-image can create delays in decisions as one waits for everything to be just right.

7) Self Esteem: (Managing Self) (MGT-30B)-Conditional Risk

Self-depreciation, tend to be too tough on and critical of themselves and to expect too much from themselves.

8) Attitude Toward Authority: (Managing Activities) (MGT-11C)-Situational Risk

Strong individualism will lead them to covertly or overtly challenge or disregard existing rules and authority

9) Proactive, Conceptual Thinking: (Managing Problems) (MGT-17A)-Situational Risk

A preoccupation with 'now' oriented thinking can lead to reactive thinking and a lack of attention to consequences.

10) Long Range Planning: (Planning And Organizing) (MGT-20B)-Situational Risk

A tendency to be naturally skeptical about the value of spending time and energy on long range planning.

Extended Manager Interview Guide
MANAGER CHART

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
Managing Others				
- Insight Into Others	ü			
- Attitude Toward Others	ü			
- Prejudice/Bias Index	ü			
- Sensitivity To Others				ü
- Listening To Others	ü			
- Talking At The Right Time	ü			
Managing Activities				
- Meeting Established Standards	ü			
- Doing Things Right	ü			
- Attention To Policies & Procedures	ü			
- Meeting Schedules & Deadlines	ü			
- Attitude Toward Authority		ü		
- Attention To Concrete Detail	ü			
Managing Problems				
- Evaluating What To Do	ü			
- Using Common Sense	ü			
- Intuitive Insight	ü			
- Seeing Potential Problems	ü			
- Proactive, Conceptual Thinking		ü		

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MANAGER CHART

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
Planning & Organizing				
- Realistic Goal Setting	ü			
- Short Range Planning	ü			
- Long Range Planning		ü		
- Concrete Organization	ü			
- Conceptual Organization	ü			
- Attention To Planning	ü			
Getting Things Done				
- Self Confidence	ü			
- Goal Directedness	ü			
- Results Oriented	ü			
- Ambition			ü	
- Persistence	ü			
- Consistency		ü		
Managing Self				
- Self Esteem			ü	
- Self Assessment			ü	
- Self Control				ü
- Role Satisfaction				ü
- Flexibility & Adaptability	ü			
- Health/Tension Index				ü