



Career Advisor® Assessment Report

Report prepared on: **James Smith**

JSmith@Email.com
555-555-5555

Report Type: General



For more information contact:
Milt Cotter
Candidate Resources, Inc
2100 N Hwy 360 Suite 400B
Grand Prairie, TX 75050
972.641.5494 ext 199
reports@criw.org

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Mental Aptitudes

Mental Acuity

James, you like to take some time to think through, reason and fully understand more difficult, complex problems before arriving at a solution or making a decision, especially if the situation is unfamiliar to you. You probably prefer, in a training situation, to observe an experienced person perform a task and then perform that task yourself, in front of the experienced person, until you feel confident working on your own. Once you learn something, you retain that information for long periods of time.

Business Terms

You have an average understanding of the specialized language of business. You appear to have had some exposure to business, perhaps through your job or in a business class.

Memory Recall

You have an average interest in events happening in the world around you. You should have some awareness of competitive trends, as well as the economy's affect on business.

Vocabulary

James, your limited vocabulary skills could be a liability when clearly and effectively communicating with others orally or in writing. It is possible that English is your second language.



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Numerical Perception

Your average Numerical Perception score indicates that you can handle detail work, but your work will have to be checked for mistakes. A vision problem, tension, or carelessness may affect the Perception score.

Mechanical Interest

Your level of interest in mechanical devices is average.

Personality Dimensions

Energy

James, you have a balanced energy and drive level. You can energetically tackle an assignment or project without becoming tense or losing your power of concentration.

Flexibility

You are a very quality-minded, reliable individual with a high degree of integrity and strong ethics. You have a strong interest in living up to your promises, and expect the same from others. Since you are, at times, a little inflexible, you could experience difficulty changing direction in your life, even if such a change appears necessary. You prefer to stick with the "tried and proven" ways of doing things, rather than attempting to handle tasks or resolve problems a new way. You are likely to agree to change only when you are convinced the change is necessary, and will not be bothered by stringent rules and guidelines which are prevalent in many professions.



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Organization

You do not exhibit a great deal of interest in planning your time and activities in advance. Since your plans are not always thorough, you may not take full advantage of the time and resources you have available to you to reach goals and priorities. A high score in Mental Acuity may compensate for a low score in this dimension.

Communication

You are a very interactive communicator who seldom tires of sharing ideas and information with others. You may not listen to, or take seriously, what other people are saying, however. You comfortably articulate thoughts to people, genuinely enjoy being around people and would be unhappy working alone.

Emotional Development

James, you have very high self-esteem and an extreme degree of self-confidence. You believe in yourself and are very self-reliant. You have the ability to handle a great deal of pressure and seldom lose your patience, but may be overly tolerant with yourself and others. This score should be checked against the distortion score, as individuals who distort often portray themselves as more patient than they actually are.

Assertiveness

You will express your opinions and effectively and maturely defend your decisions and ideas when challenged, but are also willing to consider the ideas of others. You will have the ability to influence others and direct their activities without appearing too aggressive or overbearing.



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Competitiveness

You are a team player with a sense of competitiveness, but you encourage synergism. You have a competitive spirit, but will encourage and work towards goals which are team-oriented. Although you want to excel, you may be reluctant to compete just to achieve your own goals and desires.

Mental Toughness

You can empathize with others, but have enough mental toughness to deal with negative aspects of a job. You can work long hours meeting critical deadlines and other organizational objectives, without becoming unduly discouraged, and only occasionally will need reinforcement and support.

Question/Probing

You are trusting, but also cautious. You will ask reasonable, but direct, questions to determine the motives behind a decision or action, and will probe to better analyze a situation.

Motivation

James, you are easily motivated when the right rewards are offered. You have good initiative and will take risks when the potential for profit and recognition exists. You are always looking for a chance to obtain recognition for your efforts. You will be willing to put in extra hours and exert greater effort in a job, provided you feel you will be rewarded for your efforts. Status and recognition are more important than a steady job or a stable paycheck, even if it means long hours, frequent travel or uncertain earnings.



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Validity Scales

Distortion

You are reasonably fair in assessing your strengths and weaknesses. You have some characteristics that you are not completely happy with and tend not to show others. The validity may be slightly affected by your indirect answers.

Equivocation

You have scored within our acceptable equivocation range.

This report is confidential and is an opinion based on assessment results only. Its contents should contribute approximately 1/3 to developmental discussions since it is only one of several evaluatory and feedback resources.



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Career Potential Report Entrepreneur Level III

You exhibit the potential to establish and operate your own full time business. You are motivated to want to grow the business and will thrive on the opportunity to increase production and sales by hiring, training and managing employees. The complexities of running a business, such as billings, collections, inventory control, etc., are challenges you will enjoy meeting. You would not likely be satisfied with operating a Level I OR Level II business where you only sold what you personally produced, OR where you worked alone if providing a service. You have an entrepreneurial spirit and as such, will continually set and try to reach higher business goals.

You might enjoy a business where you manufacture and sell goods to American craft stores OR other stores nationally as a standard line of goods to be marketed through gift shops, novelty stores, specialty stores, etc. These could include producing and selling goods like:

- Braided rugs
- Decorated knit clothing
- Jewelry (costume, silver and precious)
- Wood creations, i.e., toys, plates, etc.
- Beading

Or, you might enjoy operating a service-oriented business such as:

- Building cleaning and maintenance
- Plumbing
- Heating and air conditioning repair
- Electrical repair
- Ground care
- Internal landscaping
- PC and/or printer repair
- Software installation
- Computer data entry
- Web designs
- Computer programming
- Beauty shop OR nail salon
- Recycling of garbage, i.e., newspapers, corrugated, pallets, cans, plastics, fabrics, garments, upholstery, computer parts, silver
- Upholstery

These ideas do not reflect the full spectrum of what you may enjoy and be capable of, but are simply some ideas you might consider. You exhibit the management traits of planning, organizing, directing, staffing and controlling, and will be willing to take some risks in order to see your business grow. You enjoy the opportunity to make decisions on your own and will step out and try new approaches to growing your business.



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Job Family: College

Good Potential

Agricultural Journalism

Speech Communication



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Job Family: Trades & Vocational

Very Good Potential

Audition Techniques

Good Potential

Air Conditioning/ Heating
Fashion Merchandising
Legal Secretary

Appliance Service & Repair
Interior Design
Music and Video Business

Consumer Electronics
Legal Assistant
Radio Announcing



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Job Family: Degreed

Good Potential

Community Relations
Public Relations Director

Director - Consumer Affairs
Public Relations Specialist

Government Affairs
Industrial Supply



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Job Family: Management

Excellent Potential

Insurance-Sales Manager

Very Good Potential

Cafe Shift Manager
Nursing Supervisor
Yard Supervisor

Fnd Rsing Corp.Reg Sls Mgr
Retail Store Asst. Manager

Lawn Mwr Distr. Mgr
Telecommunication Manager

Good Potential

Bank Manager
Convnce Store Dist.Sls mgr
Foreman
Prod.Mgr/Tech. Mrkt.
Retail Store Manager

Collector Supervisor
Ed./Tech.Trng-Asst.Reg.Mgr
Management
Repair Service Manager
Supervisor - General

Convenience Store Manager
Finance Company Manager
Plant Manager
Restaurant Manager
Used Car Sales Manager



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Job Family: Sales

Excellent Potential

Auto Sales Controlled
Realty-Residential Sales

Auto Sales-Middle Priced

Insurance-General Agent

Very Good Potential

Art Prod.Distrb.Sales/Srvc
Insurance Agents

Bldg. Matl. Insd/Outsd SlS
Pharmaceutical Sales

Fund Rsing Corp-Sales Rep.
Sales

Good Potential

Auto Sales Manager
Fabric Distrib.-Sales
Insurance Sales
Mech. Devcs.Dist.Outsd SlS
Real Estate Sales - Resid.
Telecomm. Equipment Sales

Consumer Elec. Outside SlS
Indust.Supply Sales
Insurance-Asst.Gnrl Agent
Outside Sales
Route Sales
Trucking-Sales Person

Distributn.Co. Outside SlS
Insrnce-Market Pioneer
Liquor Distib.-Field Rep.
Pro-Active (Inside Sales)
Sales Associate



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Job Family: Medical

Very Good Potential

Building & Grounds Dir

Phlebotomist

Good Potential

Food Service Director
Public Relations Director
Respiratory Therapy Techn

Medical Radiographer
Recreation Therapist
Safety Program Mgr

Planning & Dev. Director
Reg. Respiratory Therapist



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Job Family: Scientific

Based on your results, you did not match the criteria set for any of the jobs in this Category.



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Job Family: Services

Very Good Potential

Cafe Host/Hostess

Groundskeeper

Good Potential

Cafe Assist. Manager

Cafe Bartender

Cafe Dishwasher

Cafe General Manager

Cafe Waitperson

Cashier

Convenience Store Cashier

Hospital Orderly

Hotel-Housekeeping



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Job Family: Automobile Dealerships

Good Potential

Used Car Sales Manager

Auto Sales Manager



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Job Family: Social Services

Good Potential

Civil Service Worker
Office Center Secur.Guards

Law Enforcement Officer
Peace Corps Volunteer

Nursing Home/Nurse Attend.
Social Worker



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Job Family: Technological

Based on your results, you did not match the criteria set for any of the jobs in this Category.



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Job Family: Building Trades

Good Potential

General Laborer
Roofer
Carpenter

Make Ready
Concrete Finisher

Insulation Worker
Air Conditioning/ Heating



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Job Family: Industrial

Very Good Potential

Beer Distrib. Warehse Workr

Good Potential

Bld. Mtrl. Ind.-Yardman
Warehouse Clerk

Machinist
Warehouse Worker

Truck Loader



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Job Family: Mechanical

Very Good Potential

Food Svc Distrib.-Drivers

Long Haul Driver

Good Potential

Carpenter
Set Up Mechanic

HVAC Repair
Truck Driver

Moving&Storage/Van Driver



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Job Family: Restaurant

Very Good Potential

Bar Manager
Kitchen Manager

Dining Room Manager
Management Trainee

Food and Beverage Manager
Assistant Manager



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Job Family: Cosmetology

Excellent Potential

Makeup Specialist

Refresher

Very Good Potential

Ethnic Hair Studies

Hair Weaving

Shampoo Specialist

Good Potential

Hair Coloring
Permanent Waving

Hair Removal

Manicuring



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Job Family: Direct to Work

Excellent Potential

Sales/Auto

Very Good Potential

Telemarketing Outbound
Lifeguard

Restaurant Host/Hostess
Sheet Metal Worker

Groundskeeper

Good Potential

Indust. Supply Sales
Moving&Storage/Van Driver
Hospital Orderly
Truck Loader
Collector
Tool and Dye Maker
Drain Cleaner
Roofer
Electrician Asst
Bus Driver
Order Clerk

Outside Sales
Cashier
Hotel-Housekeeping
Warehouse Clerk
Clerical/General Office
Caulker
Entry Level Physical Labor
Construction Apprentice
Glazier
Housing/Dorm Mgr

Route Sales
Convenience Store Cashier
Machinist
Warehouse Worker
Furnace Over Operator
Concrete Finisher
Painter
Dishwasher
Heavy Eqpt. Oper
Maintenance/HandyPerson



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Job Family: Artistic/Advertising

Very Good Potential

Performing Artist

Good Potential

Photographer



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Development Suggestions

Introduction

The behavior of each individual is influenced by genetics, biochemistry and environment. The individual's scores related in this assessment depict the individual as of the date and time the individual took the assessment.

Major changes in biochemistry and/or environment can change the scores on the assessment. Effective training and/or development that the individual is exposed to can and should also affect scores.

Consequently, for those individuals who seek to achieve higher levels of productivity and success in their jobs and life, and for those employers who desire such for the people they employ, we have carefully reviewed the training and development materials available in the marketplace and have selected for recommendation those that we deem appropriate to suggest in areas where the person assessed could benefit most from growth and development. The recommended development suggestions are on the following pages. We trust that you will find these suggestions helpful.

Additionally, one year self-directed development programs are available for individuals working in sales, customer service or leadership roles. These programs provide training and development suggestions specifically tailored to these roles. Please contact the employer representative responsible for employment assessments to learn more about these programs.



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Flexibility - Measures the flexibility and integrity orientation of the person compared to rules, laws, guidelines, etc.

You are a very quality-minded, reliable individual with a high degree of integrity and strong ethics. You have a strong interest in living up to your promises, and expect the same from others. Since you are, at times, a little inflexible, you could experience difficulty changing direction in your life, even if such a change appears necessary. You prefer to stick with the "tried and proven" ways of doing things, rather than attempting to handle tasks or resolve problems a new way. You are likely to agree to change only when you are convinced the change is necessary.

Your self-affirmation sentence:

"I am flexible and can adapt to change."

Steps to Effect Change

1. You need to learn that handling life's ever-changing demands requires that you become more flexible and expedient. This enables you to handle sudden, critical demands placed on you. Outlining "what if" emergency events and role-playing can start you thinking about alternative solutions to common problems or sudden changes in your personal environment.
2. You need reinforcement discussions when changes occur in your life. You should constantly remind yourself of the need to maintain a flexible, less rigid approach to life.
3. To develop the confidence to create and implement change, commit to making one minor change in your life each month. For instance, if you always follow a certain routine in the mornings when getting ready for work, reverse two activities. Once you see that minor changes do not cause major problems and may actually be beneficial, you will become more willing to make significant changes when necessary.



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Organization - Measures a person's attitude about organization, planning, how tasks are performed and how one's life is lived.

Planning your time and activities in advance does not come naturally to you. Since your plans are not always thorough, you may not take full advantage of the time and resources you have available to you to reach goals and objectives. A high score in Mental Acuity may help you compensate for a low score in this dimension.

Your self-affirmation sentence:

"I am organized in my life so I achieve more."

Steps to Effect Change

1. Good time and space management calls for a specific activity plan to identify priorities by the day or week. For sixty days, list daily plans on paper, then mentally list the six most important things to be done the following day, ranking them by priority, and the time allotted to each item. You will then have a good grasp of what must be done, prior to beginning each day.
2. To avoid losing track of important details you might need for certain tasks, such as filing your income tax, good recordkeeping is mandatory. Select a certain place to keep important records and discipline yourself to always put important papers in that one location.
3. Daily, weekly and monthly planning - even yearly planning - will help keep you on an organized and productive basis. Set goals and reach them.
4. Avoid any distractions which take you off track. If necessary, tell people around you what you are attempting to accomplish, so you will be less likely to be interrupted.



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Communication - Measures introversion vs. extroversion and the ability to meet and deal with people.

You are a very interactive communicator who seldom tires of sharing ideas and information with others. You may not listen to, or take seriously, what other people are saying, however. You comfortably articulate thoughts to people, genuinely enjoy being around people and would be unhappy working alone.

Your self-affirmation sentence:

"I listen well."

Steps to Effect Change

1. Your priority is to learn not to be overly talkative at any time, especially at the wrong time.
2. Role playing can take place to stress the need for allowing others to take their turn communicating. An overly talkative individual should especially take heed not to divulge confidential information to others.
3. People who are too sociable can over talk at the expense of others and true communication can suffer because of it. When in a discussion with someone, periodically ask yourself if you are responding to everything the other person is saying with a "story" of your own. If you are, there's a good chance you're thinking about what you want to say next, rather than really listening to what the other person is saying.
4. Pay close attention to your actions to see if you find yourself interrupting others or monopolizing the conversation. One clue that you are not a good listener is when misunderstandings frequently occur when the other person says they told you something, but you don't remember. Developing good listening skills begins by admitting that such skills are needed.



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CRI is known across America for their assessments provided to employers for:

- Applicant Selection
- Employee management, training and development

For more information contact:

Milt Cotter
mcotter@criw.com
(972) 641-5494 x 199