

Executive Line Project Report

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The Receiver
Your Company
P.O. Box 1234
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Personal & Confidential

Bottom-Line Recommendation

Candidate: John Smith
Position: Executive Line Project Management
Bottom-Line: Recommended

The validity scales from the Self-Descriptive Index indicate that Mr. Smith went out of his way to be candid in answering the questionnaires. Therefore, the following remarks are an accurate description.

Summary of Candidate's Critical Management Skills Potential

Agreed-Upon Skills	Candidate Score
LINE ORIENTATION	87%
PROJECT APPROACH	51%
DIRECTS AND CONTROLS OTHERS IN A CORPORATE SETTING	49%
DECISION MAKING EFFICIENCY	36%
DECISION MAKING ACCURACY	53%
WRITTEN COMMUNICATIONS	58%
INSPIRES ACCOUNTABILITY AND TEAMWORK	45%
EMBRACES THE STRATEGIC VISION	84%
POLITICALLY ASTUTE	87%
PRACTICAL INTELLIGENCE	97%
ANALYTIC ABILITY	81%

In-Depth Evaluation of Critical Executive Line Project Management Skills Potential



Definition: Accepts accountability for bottom-line results; seeks control and the final authority to make decisions impacting bottom-line results; focuses on incremental but significant improvements in the efficiency, quality, and profitability of short-term results; takes an authoritative approach to enlisting the necessary support to implement decisions, using logic to address any opposition; seeks a course that softens the negative impact on others without being diverted from his objective.

Skill/Capability Level: Mr. Smith seeks to develop general management skills and takes responsibility for the processes that produce core business results. He uses his authority to implement plans that are geared toward increasing profitability and quality consistency. His style is likely to be logical and straightforward as he gathers information for decisions and provides direction to his associates.