

# Executive Profit Center Mgr. Report

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The Receiver  
Your Company  
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## Personal & Confidential

### Bottom-Line Recommendation

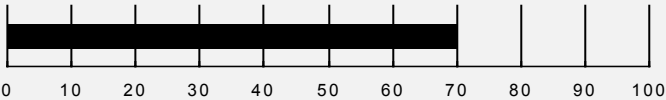
**Candidate:** John Smith  
**Position:** Executive Profit Center Management  
**Bottom-Line:** Recommended

The validity scales from the Self-Descriptive Index indicate that Mr. Smith went out of his way to represent himself as truthfully as possible. As a consequence, the following profile results are an accurate description of his work approach and motivational needs.

### Summary of Candidate's Critical Management Skills Potential

Agreed-Upon Skills	Candidate Score
PROJECT APPROACH	70%
PROFIT CONSCIOUS IN A MANAGEMENT ROLE	46%
TAKES INITIATIVE IN A BUSINESS UNIT	49%
DEVELOPS TECHNICAL COMPETENCE	90%
TAKES RESPONSIBILITY FOR RESULTS AS AN ENTREPRENEURIAL MANAGER	48%
ABILITY TO LEARN THE BUSINESS	61%
DIRECTS AND CONTROLS OTHERS IN A BUSINESS UNIT	66%
PRACTICAL INTELLIGENCE	81%
ANALYTIC ABILITY	63%
EMBRACES THE STRATEGIC VISION	97%
POLITICALLY ASTUTE	71%

### In-Depth Evaluation of Critical Executive Profit Center Management Skills Potential

	SCORE	
PROJECT APPROACH	70%	

**Definition:** Focuses on innovative or creative solutions to continuing business needs; sees improvement goals as a project or series of projects, each with distinctive beginning and ending points; demonstrates interest in growth or a turnaround situation over ongoing maintenance or process refinement; concentrates on the planning and design of an idea or project, leaving the execution, refinement, and details to others while moving on to new challenges; works to secure agreement and buy-in from colleagues impacted by an immediate or impending project so that the near-term implementation is accepted and effective; committed to minimizing others' discomfort or allaying concerns created by an evolving design plan.

**Skill/Capability Level:** Since Mr. Smith enjoys project assignments, he can generally stay focused on meeting specific project deliverables. There could be some occasions when he may ignore his intuition, opting instead for traditional ways to solve problems. He usually works to get input and to make people comfortable with the design and implementation of new processes because he wants their buy-in and support so the project can be a success.