

Profit Center Manager Report

Personal & Confidential

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The Receiver
Your Company
P.O. Box 1234
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Bottom-Line Recommendation

Candidate: John Smith
Position: Profit Center 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
PROJECT APPROACH	70%
PROFIT CONSCIOUS IN A MANAGEMENT ROLE	51%
TAKES INITIATIVE IN A BUSINESS UNIT	49%
DEVELOPS TECHNICAL COMPETENCE	93%
TAKES RESPONSIBILITY FOR RESULTS AS AN ENTREPRENEURIAL MANAGER	33%
ABILITY TO LEARN THE BUSINESS	67%
DIRECTS AND CONTROLS OTHERS IN A BUSINESS UNIT	84%
PRACTICAL INTELLIGENCE	81%
ANALYTIC ABILITY	63%

In-Depth Evaluation of Critical Profit Center Management Skills Potential

PROJECT APPROACH

SCORE
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 typically engages his colleagues in the design and development phases of his projects so that the processes or procedures that result will meet the desired objective and improve overall results.