



Candidate Name: Test10  
Email: rbern@selfmgmt.com  
Report ID: 10016026  
Test Date: 2022/03/07

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Position

Sales Management ▼

Create Report



Predictive Snapshot 3

## Sales Management Suitability

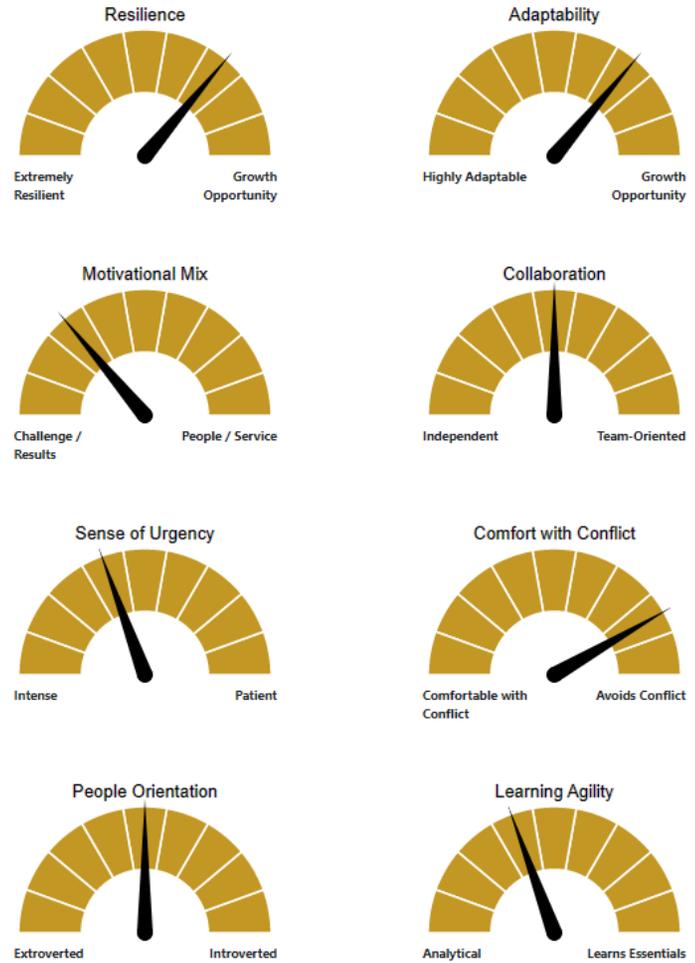


## Recommendation



Proceed

Personality 4



## Coaching Remotely Tips

5



### Based on the Enterprising Potential (E.P.) Results

This individual prefers to follow established processes and responds best when there is an external source of guidance and reinforcement. It will be important to help this individual establish a consistent routine when working remotely.



### Based on the Achievement Potential (A.P.) Results

This individual could become bored with a job that is repetitious even if the outcome of the job is a good outcome. To stay with you in the long run, this individual will have to be challenged by both the performance demands of the job and by a requirement to develop new and creative business of personal opportunities.



### Based on the Independence Potential (I.P.) Results

This individual will prefer frequent feedback and support from management. Without it, this individual will likely become frustrated and potentially feel less supported by the business. Help this individual establish some structure and routine to help replicate the on-site work experience.



### Based on the People Orientation (P.O.) Results

This individual is naturally more introverted. For new employees, allow them to build the relationship gradually at their own pace. For more established employees, they will likely feel comfortable interacting with people they have known for a long time, but may be less likely to connect to newer team members. Just be aware of this and try and establish strong team dynamics and lines of communication during team meetings.



### Based on the Analytical Orientation (A.O.) Results

This individual is analytical and curious. Ensure that you are providing this individual with ample learning and growth opportunities and be very thorough in how you communicate tasks remotely.

#### Note:

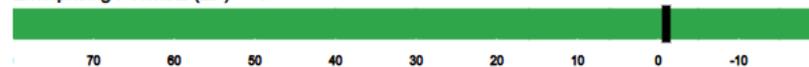
The number one competency for working remotely is self management. Click on the following links for an introduction to our Self Management training programs or contact your self management consultant.

[Principles of Self Management](#)  
[Remote Coaching Programs](#)

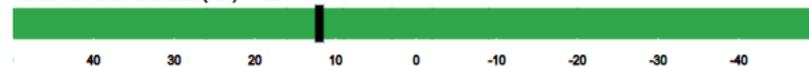
## Summary of Scores

6

### Enterprising Potential (EP) = -1



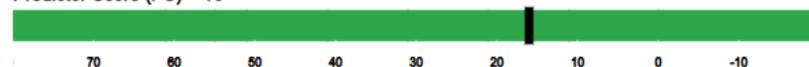
### Achievement Potential (AP) = 12



### Independence Potential (IP) = -2



### Predictor Score (PS) = 16

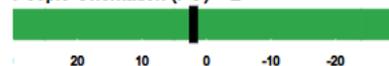


### Comfort with Conflict (CWC) = 0

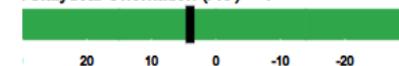


### Communication Style

#### People Orientation (PO) = 2



#### Analytical Orientation (AO) = 4





## Candidate Feedback ExpressPOP™

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Thank you for taking the time to complete the POP™.

The following information identifies several of your personal strengths that are important to your career planning. The objective of the POP™ is to match you to the "best fit" position that will capitalize on your strengths and maximize your chances for a successful, rewarding career.

John C. Marshall, Ph.D.

### Personal Strengths / Career Needs



#### In Terms of Enterprising vs. Support Role Possibilities

People see you as being occasionally assertive, determined and goal-oriented within well-defined situations. More often, you appear to be generally accepting, agreeable, considerate, mild-mannered and cautious in any less-clearly-defined work or personal situations. Given a requirement or objective and a plan of how to reach the objective, you can be depended upon to work diligently to achieve the stated goals. Your talents probably find their best use in the service or support aspects of a company.



#### In Terms of Your Style & Strength of Various Motivations

People see you as being an achieving person, one who can be quite hard-driving, eager, active and occasionally impatient. Challenge for you can involve doing some things simply because they are demanding, and many things because they have a concrete financial reward. You occasionally accept a challenge because it has a people-oriented element to it. Financial rewards are important to you, but sometimes you direct your energies toward things that have no payoff for you, but that have this people-oriented focus. You evaluate how well you are doing in life and in your career by what you accomplish, by how you feel about yourself and by the good you have done for others.



#### In Terms of Your Independence vs. Your Need to Be in the Team

You can be described as cooperative, obliging, efficient, conscientious, painstaking and team-oriented. You follow company rules and highly value security in your work. You must be careful not to allow a heavy dependency to develop between you and your fellow workers and/or your supervisor.



#### In Terms of Your Orientation Toward the "People" Side of Business

You can be described as somewhat sociable, enthusiastic, cheerful, lively and entertaining. While valuing social interactions, you may be somewhat reserved in your initial contacts with new people. You achieve goals through personal relationships developed over a longer period of time.



#### In Terms of Your Orientation Toward Technical & Practical Concerns

You can be described as quite logical, reflective, analytical, factual and practical. A job requiring the solving of intellectual or conceptual problems would stimulate someone like you. You have a flair for technically-oriented, detailed work. Taking on challenges to learn and use new information in a field that interests you would be rewarding in itself.

## What To Seek / What To Avoid In Jobs

### What Should You Look for In a Job/Career that Matches You Best?

- + Look for eventual employment with an organization that has an established work objective and detailed work plan; preferably one that uses your special talents in an ongoing service or support role, rather than in a short-term, repeating and pressured goal-attainment requirement.
- + Look for a career path that has the opportunity for you to undertake important challenges that will reward you financially, allow you to prove yourself and your worth and that also have real social value.
- + You should look for an opportunity to be part of a team and to provide a really important service to fellow workers and to clients of the company.
- + You should look for employment that calls for an average amount of "people" contact and a limited number of new contacts with people you don't know. However, some of your satisfaction would be found in the interaction with people at work.
- + A job with some learning and technical requirements would be quite satisfying. The opportunity to be creative and to put your new-found knowledge into action would also be appealing to you.

## What To Seek / What To Avoid In Jobs

### What Should You Avoid in Jobs/Careers that Don't Match You?

- Avoid working in an environment that requires you to be responsible for your own work planning and/or that requires you to repeatedly attain high-pressure goals. Unstructured or apparently disorganized work environments would not be able to employ your talents to the best degree.
- Avoid positions that are essentially non-challenging and repetitive or that you determine are without real social merit. Even some apparently strongly challenging kinds of jobs may not satisfy you if they lack real human values in their purpose.
- Avoid work situations where you might be required to often work independently and be deprived of the opportunity for teamwork.
- You should avoid a position where you are expected to perform an exclusively public relations role.
- You should avoid jobs that are not intellectually challenging or creative, and those that do not offer a chance for personal growth in a technical or practical sense.