

Management Potential

Assessment

Results Report

For:
Sample Company

Name: Doe, John T.

Position Applied For:

Assistant Dept Manager

Date Completed: 09/16/16

Location: Main



H E L M
AND ASSOCIATES, INC.

Behavior Clusters Overview

What STRENGTH, CAUTION, AND CONCERN mean:

“**Strength**” in a Behavior Cluster suggests that the person is able to balance his or her underlying preferences for the most part effectively.

“**Caution**” in a Behavior Cluster suggests that the person has some underlying preferences that may result in uneven performance on the job if they are not addressed through training and coaching.

“**Concern**” in a Behavior Cluster suggests that the person has underlying preferences that are strong enough to result in more problematic performance in this area than most people display.

1. Work Style (p. 4)



2. Management Style (p. 5)



3. Dealing with People (p. 6)



4. Problem Solving (p. 7)



5. Mental Toughness (p. 8)



Note: A behavior cluster is based on several basic personality preferences, some of which may be stronger than others. A preference that suggests concern (gray area) should not automatically be seen as a significant liability. Its potential impact should be evaluated in terms of the requirements of the job.

Note: John’s performance on the job will depend on the interaction of his or her basic work preferences, the requirements of the job, relevant work experiences, life experiences, etc. The degree to which John’s behavior varies will depend on the specific circumstances at that time.

Sample Company
MANAGEMENT ASSESSMENT POTENTIAL RESULTS REPORT

Name: Doe, John T.

Date: 09/16/16

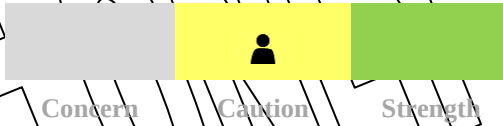
Page: 4

[Click here for Behavior Cluster Definitions \(p. 9\)](#)

[Click here for Benchmark Range Explanation \(p. 10\)](#)

[Click here to return to the Behavior Clusters-Overview \(p. 3\)](#)

1. Work Style:



Work Style Cluster Result: 'Caution' in the Work Style cluster suggests that this person has some underlying personality-driven preferences that may result in uneven performance on the job if they are not addressed through training and coaching.

The **Work Style Cluster** result is based on these cluster characteristics:

		Ratings										
		10	9	8	7	6	5	4	3	2	1	
1.	Energetic											Deliberate
2.	Open to Others' Ideas											Resistant to Others' Ideas
3.	Strongly Prefers Change											Strongly Prefers the Familiar
4.	Big Picture Approach											Detail Approach
5.	Restraint											Impulsiveness
6.	Quick Thinking											Needs Extra Time and Guidance

What John's Work Style Preferences Mean:

1. **Somewhat Limited Stamina;** cautious and deliberate work style; reserves of energy somewhat limited; work style will be characterized by a slower work pace; may tire sooner than others.
2. **Not Open to Coaching;** regards his opinion or approach as best; will not always follow suggestions or advice for improvement unless they come from a source that is credible to him; not open to others' ideas; will seem uncooperative.
3. **Values Change for Its Own Sake;** may spend more time than he should looking for changes to make in procedures that are working well as they are; sees change as a means of improvement.
4. **Most Interested in Details & Specifics;** he sees facts, specifics, and details about how to proceed as more important than discussions of the overall objective; won't always take the goal and time frame of a project into consideration.
5. **Measured Work Style;** work style will usually be deliberate and focused; good balance between being too restrained or too loose; even-keeled.
6. **Over-Uses Strong Practical Intelligence;** may be impatient with people who don't think as quickly as he does; a quick mental processor; sees patterns and makes mental connections more rapidly than most others do.