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Participant: **JOHN SAMPLE**

Position: **HUMAN RESOURCES MANAGER**

Company: **ABC COMPANY**

Date: **SEPTEMBER 19, 2008**

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Name: **JOHN SAMPLE**

Date: **September 19, 2008**

Company: **ABC Company**

Position: **Human Resources Manager**

Assessment Results

This VRH Personality Profile is a comprehensive evaluation of social behavior designed for use specifically within business settings. It should be used as part of a broad range of considerations when making decisions related to human resource talent management. This profile should be maintained in confidential files separate from personnel records; it should be accessible only to those contributing to talent management decisions. This report is **not** intended for distribution to the individual profiled. If desired, verbal feedback can be provided by professional staff at VRH.

PERSONALITY PROFILE		OVERALL SUMMARY				
		10	20	50	80	90
		Low	Moderate			High
	%					
◇ EMOTIONAL STABILITY	55					
◇ EXTROVERSION	5					
◇ CREATIVITY	15					
◇ TRUSTING	10					
◇ DISAGREEABLE	15					
◇ SELF-SUFFICIENCY	90					
◇ MECHANICAL ABILITY	0					

RECOMMENDATION FOR CONTINUED CONSIDERATION		
Low	MODERATE	High
	X	



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PERSONALITY DESCRIPTION AND IMPLICATIONS FOR BEHAVIOR

Emotional Stability

This person's score denotes a relatively consistent temperament. John is not likely to have any unusual responses to stressful events. He might keep some of his emotional reactions hidden from view or at least in check. His decision-making is likely to reflect a balance between the pragmatic issues and the imaginative or emotional content of the situation. Although John likes to maintain self-consistency, he is not beyond reconsidering his views on a matter if new situations arise.

Extroversion

John can often be regarded by others as cool, aloof and non-participative in group activities. This perception may be only partially correct, as Introverts tend to have an active inner life. John is not drawn to social events and may avoid them. As a result, he might not always be in tune with the social flow. John is likely to adopt an innovation only if it meets his self-defined standards for acceptance; he is not especially persuaded by the popularity of an idea or an activity.

This is a very low score that indicates someone who might be overly self-absorbed or likely to struggle in relatively challenging social environments.

Creativity

John is not prone to exercise a great deal of imagination and is conventional in his thinking. As such, he would prefer job assignments that are already highly structured and that could seem repetitive to most people. John likes to have his workflow planned and is particularly attentive to rules, policies and standard procedures. John would prefer traditional rather than innovative approaches to situations if given a choice. Although he is likely to express his views when asked to do so, he is not disposed to persuading others of his viewpoint.



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Trusting

John has a low level of trust in other people. As such, he might be regarded by others as suspicious or defensive. This disposition might have been the result of being burned in business or personal relationships too hard or too often. John would probably not do well in customer service environments or activities. This low level of trust would be an asset, however, in technical fields or assignments where it is imperative that the functionality and reliability of the system be verified and guaranteed.

Disagreeable

John is not domineering and could be regarded as accommodating by many people. The downside to such an easy-going nature would be discomfort in leadership or management positions where a substantial degree of directiveness would be warranted.

Self-sufficiency

John is comfortable working alone and making his own decisions without a great deal of input from others. John would be ideally suited to high-level specialist or "independent contributor" roles in organizations. If solutions to his problems require group input or support, however, he needs to remember to engage others before taking action.

Mechanical Interest

John shows a noticeable disinterest in mechanical systems and would probably prefer to work in environments that are more centered on people and information. John is indifferent to learning about new equipment and tools that might become part of the work environment.