



The  **Omnia**[®] Profile

Assessment for

Jared Houser

The Omnia Group Inc


Interpreted by: CJF

Client #: 11-11

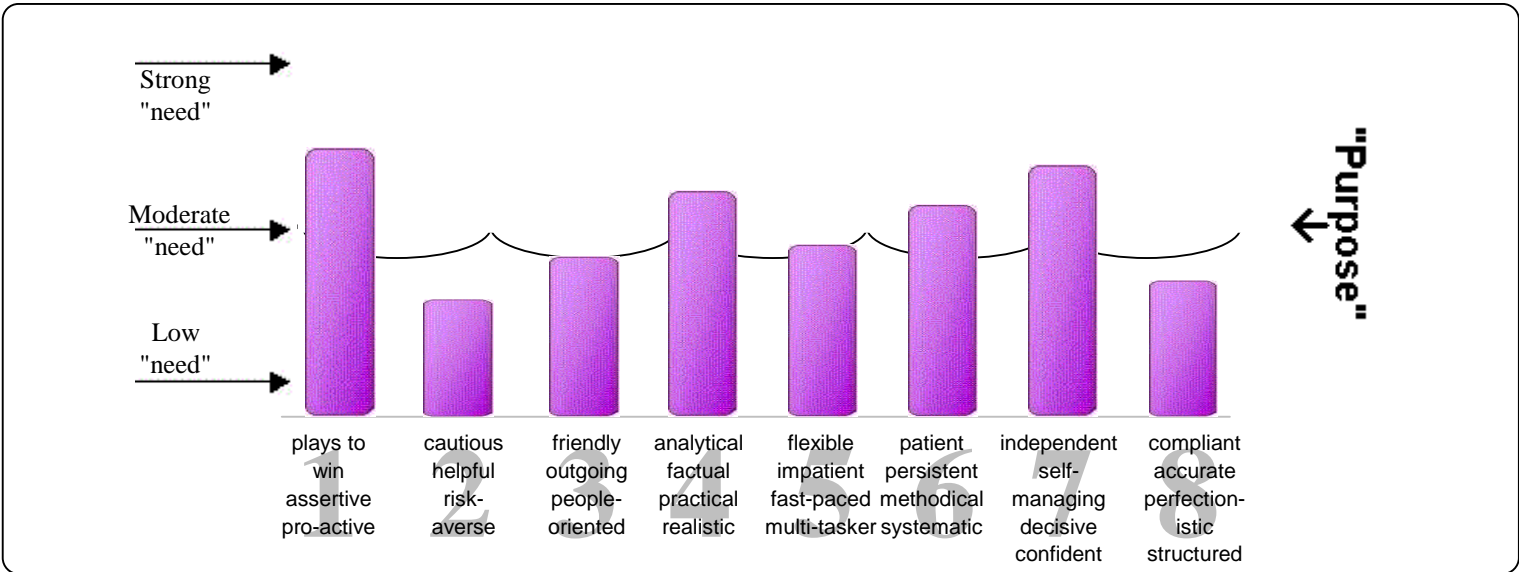
Requested by: Sean

Position: Sample Underwriter

The Omnia® Profile Compatibility Rating

Subject's Name Jared Houser	Profile Number UW101	Date Submitted 11/11/2003	Client Number 11-11
Title (C) Sample Underwriter	Analyst CJF		
Req by: Sean			

OECR® <small>Omnia® Environmental Compatibility Rating</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 40px; margin: 0 auto;">6.3</div>	OVCR® <small>Omnia® Vocational Compatibility Rating</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 40px; margin: 0 auto;">6.5</div>	Responsivity <small>Vitality, stamina, alertness, endurance</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 40px; margin: 0 auto;">fine</div>	Intensity <small>Clarity of personality definition, balance</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 40px; margin: 0 auto;">1.23</div>
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Analyst Comments

Jared's Profile results are dissimilar to your indicated needs for this position. He describes himself as goal-oriented, analytical, somewhat methodical and independent. He has the makings of a leader or a salesperson, rather than one who could fill a support role long-term. Jared has a more assertive communication style than either of the peers and does not seem as comfortable taking direction. He lacks the meticulous approach to task accomplishment and is also less detail-oriented than Coral, your top performer. That is not to say he does not have some strengths for this position. We do note potential for good analytical skills, since he seems to have the factual orientation and objectivity of a good underwriter. He should be comfortable working with complex information and data, and his task-focus is likely good. In addition, he seems patient and comfortable working within a routine. However, he might tire of answering the same questions, rating policies and ordering reports. Keep him continually challenged, and provide him with opportunities to learn and expand his skills.

He may want more autonomy than either of your top underwriters require. Agree on guidelines up front to enlist his compliance, then allow him more independence in return for cooperation. Set goals with him, not for him, as he will feel more vested in them when he has input. The most important tip we could give you is to discuss with Jared his expectations for advancement, lay out what opportunities your company can offer, and plan a career track up front. He might be able to do this job short-term if it was a stepping stone to more financial incentives and authority. His unhurried pace and ability to concentrate on dry assignments should help him catch mistakes. However, you still may want to audit his accuracy with details, particularly if the workload requires him to multi-task.

Performance Issues

Purpose

Jared shows good quality and purposefulness to his behavior. This means that he should not surprise you by behaving out of character. It also suggests that he has a considered reason for what he says or does and should typically give mature forethought to the consequences of his words and actions.

Intensity

The low intensity of his results suggests that Jared has described himself in tentative, somewhat vague terms. He might not be fully focused presently. You could have difficulty identifying his motivators, as these may change from day to day. You may need to manage him flexibly until he has spent some time on the job and his preferences and needs are more readable.

Responsivity

Individuals with "fine" responsivity normally have good mental alertness. Accordingly, we see good potential in Jared for productive behavior throughout your typical workweek for this position, without undue performance fades or burnout. Jared should be easily trainable.

Know Your People

Personality Group

Jared is a member of the behavioral type known as the Persistent Leader. As the name implies, he has some leadership qualities, provided his column 1 is significant. The more column 1 he has, the more comfortable he is apt to be with having authority and taking charge.

Jared is likely to be most compatible with positions that require a practical approach, a technical mindset, and/or a strong ability to analyze data and make fact-driven decisions.

Jared could have the task-focus, pragmatism and routine-tolerance to work in a support position. However, the greater his column 1, the more ambitious, competitive and assertive he is apt to be. Therefore, he may not be comfortable in a subordinate position for long.

Jared's need to self-direct and work independently seems strong, suggesting he would not need much supervision. He is more suited to jobs that require autonomy and a thick-skinned ability to shrug off criticism than to those that require him to strictly comply with structured guidelines.

Jared may fit in well in technical environments or in financial fields, as long as he has opportunity to self-manage, use his own judgment and carry out responsibilities he deems worthy, important and mentally challenging.

He is not naturally fast-paced and may not be a multi-tasker. The taller his column 6, the more uncomfortable he could be in a very deadline-driven, time-sensitive environment.

Jared is likely to have a direct communication style, a good deal of patience, and an ability to objectively size up people and situations. He might make a good mentor and team leader to administrative types or customer service representatives. Given a sufficiently high column 1, he might also be effective in consultative sales or financial management.

Behavioral Summary

Col.1 : A primarily proactive and assertive individual. For the most part likely to prefer individual goals rather than team goals, but not necessarily unable to function comfortably on a team. Self-starter who can accept reasonable risk, adversity, and confrontation when pursuing objectives. Inclined to look for periodic new challenges or opportunities to prove themselves, though expectations should not be unrealistic. Advancement-oriented.

Col.4 : More reserved than outgoing, this person relates well to facts, figures, equipment, or tools. Focuses well on solitary-type tasks. When interacting with unfamiliar people, he feels most comfortable providing or receiving information, rather than mainly networking. Communicates in a straightforward, practical manner. Objective and analytical; may be skeptical about taking things at face value. Tends to exhibit a logical, pragmatic approach to problem-solving. Prefers fact-based feedback rather than generalized public praise.

Col.5 = Col.6 : An evenly paced individual who deals well with both routine and change. Can work patiently and persistently on tasks that can't be completed quickly; can also sprint to finish short-term projects. Probably appreciates some notice of deadlines and change, but is not likely to be unusually frustrated by unexpected new priorities, timetables, or other circumstances requiring him to make adjustments.

Col.7 : Independent decision-maker who should be willing to abide by important rules; prefers general guidelines to formal, explicit procedures. A self-manager without an unreasonable need for autonomy. Likes being told what needs to be done rather than being told exactly how things need to get done. Should be comfortable making decisions without instructions as long as he has a basic understanding of the employer's needs. Deals relatively well with criticism. Not naturally attentive to details; may have to make an extra effort to maintain high accuracy/quality levels in tasks such as paper/processing work. Could have difficulty staying organized and motivated in positions where attention to details and strict compliance are mandatory.

Managing Jared Houser For Maximum Potential

Hot Buttons

Being able to earn bonuses or incentive pay; steady career progression; having a comfortable timetable for task completion.

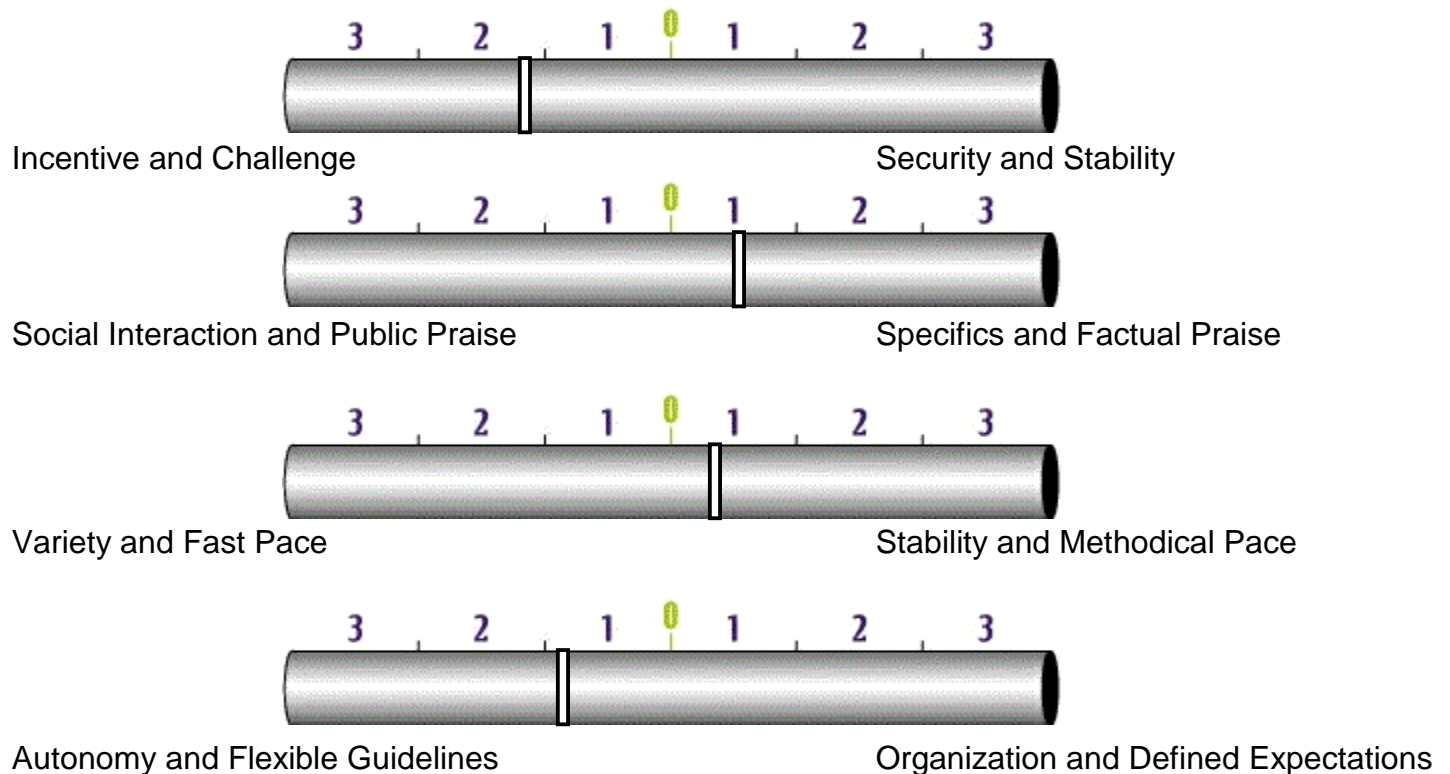
Concise, to-the-point communications; analyzing challenging problems and being given the responsibility of finding innovative solutions; working in a practical workplace with serious people; competing/keeping score.

Cold Buttons

Being told exactly how to do his job; being rushed and having deadlines or changes sprung on him at the last minute; not being able to finish his work before being interrupted with additional priorities.

Lack of career progression, extensive networking and having little or no say in plans and objectives that directly affect him.

For Best Performance Jared Houser Needs:



The Interview: Questions To Ask Jared Houser

The following behaviorally-based questions are a possible supplemental interview tool we are providing to help you better interview this candidate. They are not a substitute for a standard set of interview questions you ask all candidates but can provide additional, helpful information. These six questions have been chosen randomly from Omnia's database of behaviorally based interview questions to target required vocational traits and/or any personality issues identified by the writing analyst.

1. Tell me about a time when you delegated a project effectively.

2. What were your most memorable accomplishments in your last job?

3. What does growth in the job mean to you?

4. How do you approach your work from the standpoint of balancing your career with your personal life?

5. In what areas do you typically have the least amount of patience at work?

6. How would you grade your ability to communicate with upper-level management, customers and peers?

The Omnia® Selection Companion

Name of candidate: Jared Houser Date: _____

Interviewed by: _____

The Omnia Selection Companion is designed to help you weigh the steps of the selection process and evaluate candidates uniformly and objectively. Interviewers should examine the candidate in three categories: Past accomplishments, present interests, and future goals and timetables. Circle the appropriate scores, then add the points. At the conclusion of the interview, compare your candidate to the scoring ranges on the following page to gauge his or her probability of success.

1. Punctuality

Did the candidate arrive at the interview on time?

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

2. Appearance

Neatness and appropriateness of clothing, hair, make-up, scent.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

3. Degree of Confidence

Good eye contact, direct answers, good questions.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

4. Stamina

General vitality, ability to concentrate, alertness.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

5. Interview Results

Consistency of PAST interests, activities and experience with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

Interview Results

Consistency of PRESENT interests, activities and experience with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

Interview Results

Consistency of FUTURE goals and timetables with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

The Omnia® Selection Companion

Designed for those responsible for the selection of personnel. Helps cover and weigh the steps of the selection process.

Name of candidate: **Jared Houser**

6. Resumé and Job Application

Consistency of information with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

7. Overall Impression

Compatibility with firm, manager, peers

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

8. Judgement and Maturity

Grasp of reality, thoughtful/accurate answers

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

9. Skills, Knowledge

Poor Unimpressive Ordinary Good Excellent

0 10 20 30 40

10. The Omnia Profile

Omnia Profile Score

<6 6-6.9 7-7.9 8-8.5 >8.5

0 10 20 30 40

11. References

(1 OR 2) Should confirm past performance has been consistent with job demands (ask about judgement, reliability, commitment)

Poor Unimpressive Ordinary Good Excellent

0 10 20 30 40

Total Score:

A score above 160 is excellent: there is high probability of the Candidate's success. A score of 125 - 160 is fair: there is a reasonable probability of the Candidate's success. A score under 125 is risky: there is a low probability of the Candidate's success.

Career Development for Jared Houser

Like other "Persistent Leader" personality types, Jared must have challenge, a piece of the action (in the form of commission or bonus tied to his own performance) and a comfortable timetable for achievement. Therefore, careers in a constantly changing, frantically paced workplace that demand rapid daily decision-making or highly time-sensitive initiatives are not appropriate.

Appropriate career choices are opportunities to excel while working with or helping others, careers that take advantage of his pragmatic mindset, persistence, patience and natural tendency to mentor or that reward his methodical and systematic approach to assignments and that will not penalize him because he needs some extra time.

Training, coaching, and landing and managing large, corporate accounts are good fits, as is sales of products and services that take time because they are costly or require multiple presentations to gain final approval. Managing wherein leads and time are shared is also a good option.

Beware of pushing him faster than is comfortable or expecting a dazzling, breathtaking performance based on speed or hype.