### COMPOSITE ATTITUDE SURVEY FOR \_ DEMO

|  | ABOUT _ ATTENTIVE TO _ OVERATTENTIVE _<br>TITY _ THE CAPACITY _ TO THE CAPACITY_ |
|--|--|
| EMPATHY  | CLEAR  |
|  | _ PERCEPTIVE   |
| PRACTICAL JUDGME   | NT CRYSTAL CLEAR   |
|  | _ KEENLY _ PERCEPTIVE _ RESULTS _ ORIENTED _ PRAGMATIC _                         |
| _ PERCEPTIVE INDIVIDUALISTIC CAUTIOUS SKEPTICAL _ REACTIVE |  |

EMPATHY: The ability to see and accept others as they are

PRACTICAL JUDGEMENT: The ability to see and appreciate practical, functional, and material values

SYSTEM JUDGEMENT: The ability to see and appreciate system, order, conceptual and analytical thinking and planning

#### COMPOSITE ATTITUDE SURVEY FOR \_ DEMO

| _ INATTENTIVE TO<br>_ THE CAPACITY | _ CAUTIOUS ABOUT<br>_ THE CAPACITY | _ ATTENTIVE<br>_ THE CAPAC | _       | OVERATTENTIVE _<br>TO THE CAPACITY_ |
|------------------------------------|------------------------------------|----------------------------|---------|-------------------------------------|
| SELF                               | ESTEEM                             | 1                          | CRYSTAL | CLEAR                               |
| KEENLY                             | _                                  | _                          | _       | _                                   |
| _ PERCEPTIVE                       | _                                  | _                          | _       | _                                   |
| _ FEELINGS OF                      | _                                  | _                          | _       | _                                   |
| _ INNER SELF                       | _                                  | _                          | _       | _                                   |
| _ DOUBT                            | _                                  | _                          | _       | _                                   |
| ROLE                               | AWARENESS                          | ,                          | VISABLE |                                     |
| _ SOCIAL/ROLE                      | _                                  | _                          | _       | _                                   |
| _ TRANSITION                       | _                                  | _                          | _       | _                                   |
| _ QUESTIONING                      | _                                  | _                          | _       | _                                   |
| _ DISSATISFIED                     | _                                  | _                          | _       | _                                   |
| _ INCONSISTENT                     | _                                  | _                          | _       | _                                   |
| SELF                               | DIRECTION                          | 1                          | CRYSTAL | CLEAR                               |
|                                    |                                    | _                          |         | KEENLY _                            |
| _                                  | _                                  | _                          | _       | PERCEPTIVE _                        |
| _                                  | _                                  | _                          | _       | IDEALISTIC _                        |
| _                                  | _                                  | _                          | _       | PERSISTENT _                        |
| _                                  | _                                  | _                          | _       | INSISTENT _                         |

SELF ESTEEM: The ability to see and accept oneself as a unique and individual person

ROLE AWARENESS: The ability to see and appreciate one's role and/or social contribution

SELF DIRECTION: The ability to see where one ought to go and to feel a strong sense of persistence

#### PERSONAL WORK INVENTORY GLOBAL GRAPH

FOR: DEMO

|             |             |        |       |         |       |   |       |         | ×  |
|-------------|-------------|--------|-------|---------|-------|---|-------|---------|----|
|             | _           |        | _     |         | _     |   | _     |         | _  |
|             | _           |        | _     |         | _     |   | _     |         | _  |
| LOW         | _           |        | _     |         | _     |   | _     |         | _  |
| RISK        | _           |        | _     |         | _     |   | _     |         | _  |
|             | _           |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
| SITUATIONAL |             |        | _     |         | _     |   | _     |         | _  |
| RISK        | _           |        | _     |         | _     |   | _     |         | _  |
|             | _           |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
|             | _           |        | _     |         | _     |   | _     |         | _  |
|             | <del></del> |        | _     |         | _     |   | _     |         | _  |
|             | _           |        | _     |         | _     |   | _     |         | _  |
| CONDITIONAL | _           |        | _     |         | _     |   | _     |         | _  |
| RISK        | _           |        | _     |         | _     |   | _     |         | _  |
| 112011      |             |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
| REAL        |             |        | _     |         | _     |   | _     |         | _  |
| RISK        |             |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
|             |             |        | _     |         | _     |   | _     |         | _  |
|             |             |        |       |         |       |   |       |         |    |
|             |             | RKS    |       | WS WHAT |       |   |       | RELATE  | D_ |
|             | _ WITH      | OTHERS | S_ TO | DO      | _ DON | E | _ ATT | CITUDES | _  |

WORKS WITH OTHERS
This capacity measures the ability
to see and appreciate the needs and
interests of others and the ability
to deal with others in a concerned
but objective manner.

GETS THINGS DONE
This section measures the ability
of an individual to focus energy
on tasks and follow them to
completion dealing with the
stresses and strains without
loosing freedom of action.

KNOWS WHAT TO DO
This capacity measures a person's ability to decide what issues are relevant and need attention including intuitive insights, practical, common sense and conceptual abilities.

JOB RELATED ATTITUDES
This capacity measures a person's general work ethic and work attitudes indicating ability and willingness to take direction and work within organizational standards.

#### VALUE RESOURCE GROUP WORK SYNOPSIS FOR DEMO

|                               | _ LOW _SITUATIONAL_CONDITIONAL_ |          |   | REAL _    |   |             |        |
|-------------------------------|---------------------------------|----------|---|-----------|---|-------------|--------|
| CAPACITY                      | _                               | RISK     | _ | RISK      | _ | RISK _      | RISK _ |
| WORKING WITH OTHERS           |                                 |          |   |           |   |             |        |
| Insight Into Others           | _                               | (WE-1A)  | _ |           | _ |             |        |
| Attitude Toward Others        | _                               | (WE-2A)  | _ |           | _ |             | _      |
| Prejudice/Bias Index          | _                               | (WE-3A)  | _ |           | _ |             |        |
| Sensitivity To Others         | _                               |          | _ | (WEI-4A)  | _ | <del></del> |        |
| WORKS WITH OTHERS             |                                 |          |   |           |   |             |        |
| Common Sense Thinking         | _                               | (WE-5A)  | _ |           | _ | _           |        |
| Attention To Concrete Detail  | _                               | (WE-5b)  | _ |           | _ | _           |        |
| Intuitive Insight             | _                               | (WE-7)   | _ |           | _ | _           | _      |
| Proactive Thinking Ability    | _                               |          | _ | (WEI-8A)  | _ | _           | _      |
| GETS THINGS DONE              |                                 |          |   |           |   |             | _      |
| Results Oriented              | _                               | (WE-9A)  | _ |           | _ | _           |        |
| Persistence                   | _                               | (WE-10A) | _ |           | _ | _           | _      |
| Consistency                   | _                               |          | _ | (WEI-11A) | _ | _           | _      |
| Self Confidence               | _                               | (WE-12C) | _ |           | _ | _           | _      |
| JOB RELATED ATTITUDES         |                                 |          |   |           |   |             | _      |
| Doing Things Right            | _                               | (WE-13B) | _ |           | _ | _           | _      |
| Willing To Follow Directions  | _                               | (WE-14B) | _ |           | _ | _           | _      |
| Attitude Toward Authority     | _                               |          | _ | (WEI-15B) | _ | _           | _      |
| Responsibility, Accountabilit | У_                              | (WE-16A) | _ |           | _ | _           | _      |

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# VALUE RESOURCE GROUP PERSONAL WORK INVENTORY DEVELOPMENT COMMENTS

FOR \_\_\_ DEMO

| Sensitivity To Others: (Working With Others) (WEI-4A) Situational Risk   | _          |
|--|------------|
| <pre>Excessive sensitivity to what others think or say potential</pre>   | _<br>1 v z |
| _ making it difficulty to address difficult issues.  | ту_        |
| _ maning to difficult, to address difficult issues.  | _          |
| _ Proactive, Conceptual Thinking: (Knowing What To Do) (WEI-8A   | ) _        |
| _ Situational Risk   |            |
| _ A preoccupation with 'now' oriented thinking can lead to   | _          |
| _ reactive thinking and a lack of attention to consequences.   | _          |
|  | _          |
| _ Consistency: (Ability To Get Things Done) (WEI-11A)  | _          |
| _ Situational Risk   | _          |
| <pre>_ Inconsistent feelings about social/role image can lead one _ to shift from demanding too much too demanding too little.</pre> | _          |
| _ to shirt from demanding too much too demanding too fittle.   | _          |
| <pre> Attitude Toward Authority: (Job Related Attitudes) (WEI-15B)</pre>   | _          |
| _ Situational Risk   |            |
| _ Strong individualism can lead one to covertly or overtly   | _          |
| _ disregard existing authority, standards or rules.  | _          |
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# VALUE RESOURCE GROUP PERSONAL WORK INVENTORY CORE STRENGTHS

FOR \_\_\_ DEMO

|                  | Insight Into Others: (Working With Others) (WE-1A)  Excellent Potential  Keen insight into others combined with a positive attitude builds a realistically optimistic evaluation of others.           |
|------------------|---|
| _<br>_<br>_<br>_ | Attitude Toward Others: (Working With Others) (WE-2A)  Excellent Potential  Positive, open attitude toward others generates genuine concern about the needs and interests of others                   |
| _<br>_<br>_<br>_ | Prejudice/Bias Index: (Working With Others) (WE-3A)  Very Good Potential  An optimistic attitude combined with good awareness builds tolerance for different ideas and ways of doing things.          |
| _<br>_<br>_<br>_ | Common Sense Thinking: (Knowing What To Do) (WE-5A)  Very Good Potential  Very Good ability to see and pay attention to things in a practical, functional and common sense way.                       |
| _<br>_<br>_<br>_ | Attention To Concrete Detail: (Knowing What To Do) (WE-6B)  Excellent Potential  A compulsion for seeing things from a unique or different perspective can create novel, creative practical thinking. |
| _<br>_<br>_<br>_ | Intuitive Insight: (Knowing What To Do) (WE-7)  Very Good Potential  Very Good ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.                |
| _<br>_<br>_<br>_ | Results Oriented: (Ability to Get Things Done) (WE-9A)  Excellent Potential  Extremely results and 'now' oriented focusing time and energy on decisions which have an immediate result.               |
|                  | Persistence: (Ability to Get Things Done) (WE-10A)  Excellent Potential  Strong personal commitment to stay on track and complete goals and tasks regardless what happens.                            |
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# VALUE RESOURCE GROUP PERSONAL WORK INVENTORY CORE STRENGTHS

FOR \_\_\_ DEMO

| _ Self Confidence: (Ability To Get Things Done) (WE-12C) _ Excellent Potential  |
|---|
| <pre>_ Awareness of social and role image combined with anxiety and<br/>_ uncertainty about which role is best.</pre>                           |
| _ Doing Things Right: (Job Related Attitudes) (WE-13B)<br>_ Excellent Potential   |
| The ability to focus on doing things right is couched in a<br>tendency to covertly or overtly get around standards.                             |
| <pre>_ Willing To Follow Directions: (Job Related Attitudes) (WE-14B) _ Very Good Potential</pre>   |
| <ul><li>An understanding of organization rules and procedures is</li><li>tempered by strong individualistic thinking.</li></ul>                 |
| <pre>_ Responsibility, Accountability (Job Related Attitudes) (WE-16A) _ Very Good Potential</pre>  |
| <ul><li>A strong focus and attention on the consequences of decisions</li><li>and actions generates responsibility and accountability</li></ul> |
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## PERSONAL WORK INVENTORY INTERVIEW COMMENTS FOR \_\_\_ DEMO

#### Interview Notes (WEI-4A) The interview should be designed to test the impact of the sensitivity to others: (1) Describe to them a situation in which they have given people more commitments than they are able to fulfill. Ask them to tell you what they believe are the most important issues in the situation. (3) Describe a situation in which they have agreed to cooperate on a program or action in which they do not really want to be a part. Ask them to describe how they could resolve the issue and whether they would feel responsible if they abandoned the project in (4) Suggest to them a situation in which they have trusted the wrong people and their agreement to cooperate has placed them in a situation where the actions can become either inappropriate or outright dishonest. Ask them to tell you what they could do to maintain their relationship with those individuals while preserving their code of conduct. \_ Interview Notes (WEI-8A) The interview should examine their ability to be proactive and focus on issues from a strategical as well as a tactical perspective. The following steps are recommended: (1) Give them a problem situation in which the inability of the manager to see the consequences of their decisions cost the company. Do not let them know that failure to consider the consequences was the problem. Instead paint a picture of the problem and its effects. Ask them for their evaluation of the problem and see whether they are able to see the causes in other than 'now' oriented and results oriented terms. (2) Ask them to set long range goals for the job position for next year.

## PERSONAL WORK INVENTORY INTERVIEW COMMENTS FOR \_\_ DEMO

#### Interview Notes (WEI-11A) The interview should be designed to examine the extent of the social/role transition combined with their compulsive need to push ahead. The following steps are recommended: (1) Ask them to describe the type of position which would help feel satisfied and competent. Require them to give details of the type of activities, rewards, relationships and possibilities for advancement would be both challenging and satisfying to them. (2) Ask them to describe their current job. If they are not currently employed, require them to describe their last job. During this description, ask them to pinpoint the most satisfying aspects of the position and the improvements which could be made to make it more enjoyable. The purpose of this process is to test their ability to see the positive potential of current situations. (3) Ask them to describe their feelings of frustration and uncertainty about their social/role image. Look for the source of these feelings and ask them to tell you what they think would lead to a solution of these inner feelings of doubt and frustration. Interview Notes (WEI-15B) The interview should examine this person's willingness to covertly or overtly do things their own way. The following steps are recommended: (1) Provide them a problem situation from the work environment which has several different alternatives, one which follows company guidelines. Use a company option which is not as functional but represents a more orderly way of solving the problem. Indicate that sometimes the company alternatives are not always the most functional and suggest that sometimes employees have to go it their own way to get things done. See how they respond and how much they are willing to go around company guidelines. (2) See how willing they are to rationalize getting around or replacing company policies by appealing to practical thinking.