

COMPOSITE ATTITUDE SURVEY  
FOR \_ DEMO

|                    |                  |                |                    |
|--------------------|------------------|----------------|--------------------|
| _ INATTENTIVE TO   | _ CAUTIOUS ABOUT | _ ATTENTIVE TO | _ OVERATTENTIVE    |
| _ THE CAPACITY     | _ THE CAPACITY   | _ THE CAPACITY | _ TO THE CAPACITY_ |
| EMPATHY            |                  | CLEAR          |                    |
| _                  | _                | _ PERCEPTIVE   | _                  |
| _                  | _                | _ BALANCED     | _                  |
| _                  | _                | _ CAUTIOUSLY   | _                  |
| _                  | _                | _ OPTIMISTIC   | _                  |
| _                  | _                | _ DISCRETE     | _                  |
| PRACTICAL JUDGMENT |                  | CRYSTAL CLEAR  |                    |
| _                  | _                | _ KEENLY       | _                  |
| _                  | _                | _ PERCEPTIVE   | _                  |
| _                  | _                | _ RESULTS      | _                  |
| _                  | _                | _ ORIENTED     | _                  |
| _                  | _                | _ PRAGMATIC    | _                  |
| SYSTEM JUDGMENT    |                  | CLEAR          |                    |
| _ 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

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FOR \_ DEMO

\_ INATTENTIVE TO \_ CAUTIOUS ABOUT \_ ATTENTIVE TO \_ OVERATTENTIVE \_  
\_ THE CAPACITY \_ THE CAPACITY \_ THE CAPACITY \_ TO THE CAPACITY\_

| SELF ESTEEM    |   | CRYSTAL CLEAR |              |
|----------------|---|---------------|--------------|
| _ KEENLY       | - | -             | -            |
| _ PERCEPTIVE   | - | -             | -            |
| _ FEELINGS OF  | - | -             | -            |
| _ INNER SELF   | - | -             | -            |
| _ DOUBT        | - | -             | -            |
| ROLE AWARENESS |   | VISABLE       |              |
| _ SOCIAL/ROLE  | - | -             | -            |
| _ TRANSITION   | - | -             | -            |
| _ QUESTIONING  | - | -             | -            |
| _ DISSATISFIED | - | -             | -            |
| _ INCONSISTENT | - | -             | -            |
| SELF DIRECTION |   | 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



VALUE RESOURCE GROUP  
WORK SYNOPSIS  
FOR DEMO

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

FOR \_\_ DEMO

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

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

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— 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 —  
— midstream. —
- (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

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— 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. —