



Axiometrics International, Inc.

“Changing the World and the Future”

Executive Management Synopsis

Prepared for:

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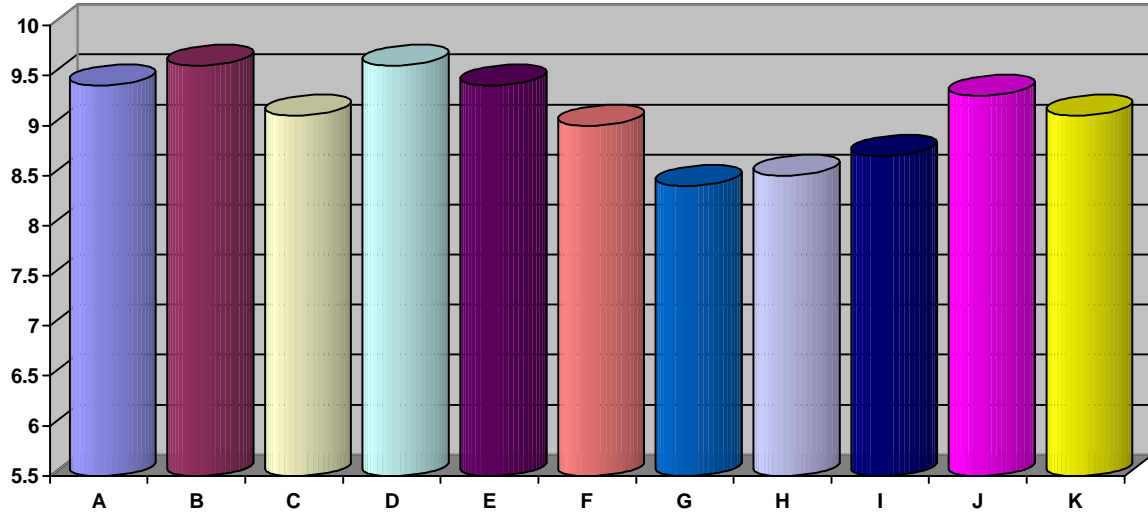
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Executive Management Synopsis

OVERVIEW GRAPH

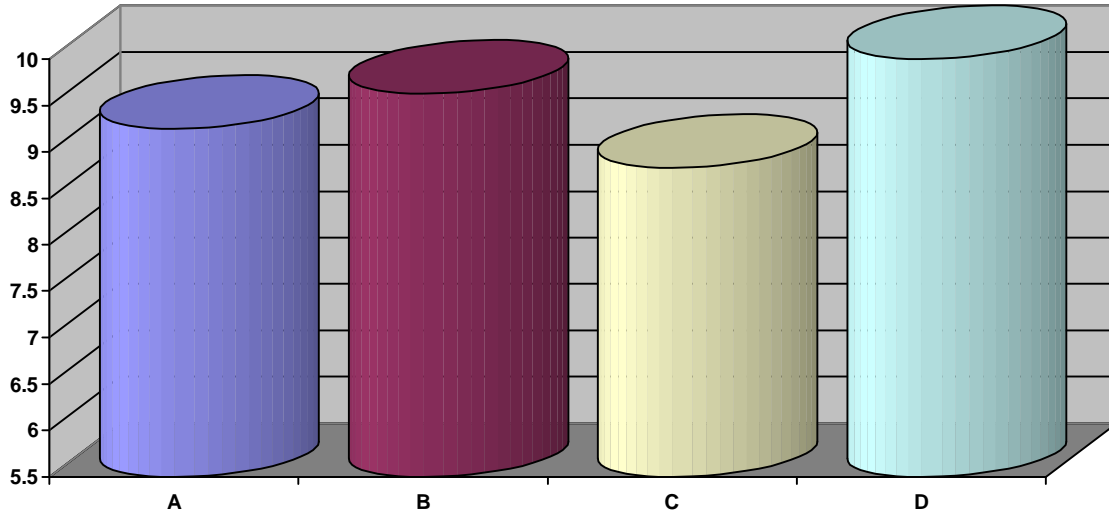


Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	6.0 to 8.29

A) Deciding What Needs To Be Done (Primary Strength) — Identifies the issues that are relevant and need attention.
B) Developing A Strategy (Primary Strength) — Measures the ability to pay attention to, and plan for, long range issues.
C) Managing Activities (Secondary Strength) — Measures the ability to see what is needed to get things done.
D) Planning & Organizing (Primary Strength) — Measures the ability to set goals, build plans, and translate them into action.
E) Organizational Attitudes (Primary Strength) — Measures willingness to work with the organization to get things done.
F) Achievement Drive (Secondary Strength) — Identifies the primary sources of drive which push an individual to act.
G) Self Starting Ability (Secondary Development) — Measures the ability to marshal energy to consistently get things done.
H) Stress Factors (Secondary Development) — Identifies issues which generate anxiety and how one manages the anxiety.
I) Sources of Motivation (Secondary Development) — Identifies issues and values that are important.
J) Relating With Others (Secondary Strength) — Measures the ability to see and appreciate others and deal with them on a daily basis.
K) Communicating With Others (Secondary Strength) — Measures the ability to listen and respond objectively and effectively.

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DECIDING WHAT NEEDS TO BE DONE



DECIDING WHAT NEEDS TO BE DONE: These capacities measure the ability to decide what issues are relevant and need attention from an intuitive, practical, conceptual and analytical perspective.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Intuitive Insight (Secondary Strength) — The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.

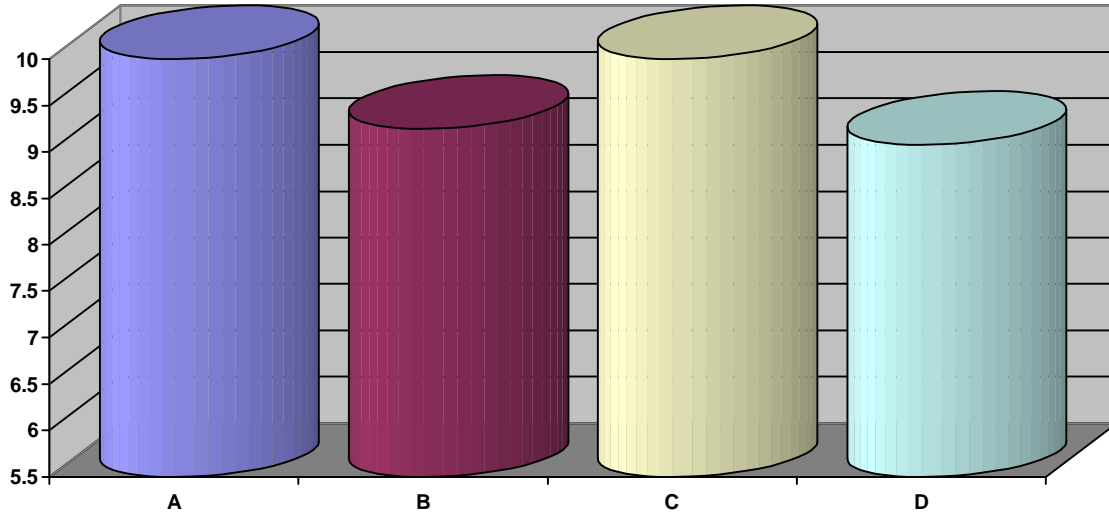
B) Seeing The Big Picture (Primary Strength) — This capacity measures the ability to not only see all of the pieces and angles of the picture but also the ability to see how the pieces fit together to make a whole.

C) Common Sense Thinking (Secondary Development) — The ability to use one's practical thinking ability to see and understand what is happening.

D) Long Term Goal Assessment (Primary Strength) — The ability to project a goal into the future and understand not only future consequences but also see how to plan to attain their goals.

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DEVELOPING A STRATEGY



DEVELOPING A STRATEGY: These capacities measure the ability to plan for and manage long range, strategic issues.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Proactive Thinking (Primary Strength) — The ability to plan for consequences of actions and decisions rather than reacting to crises.

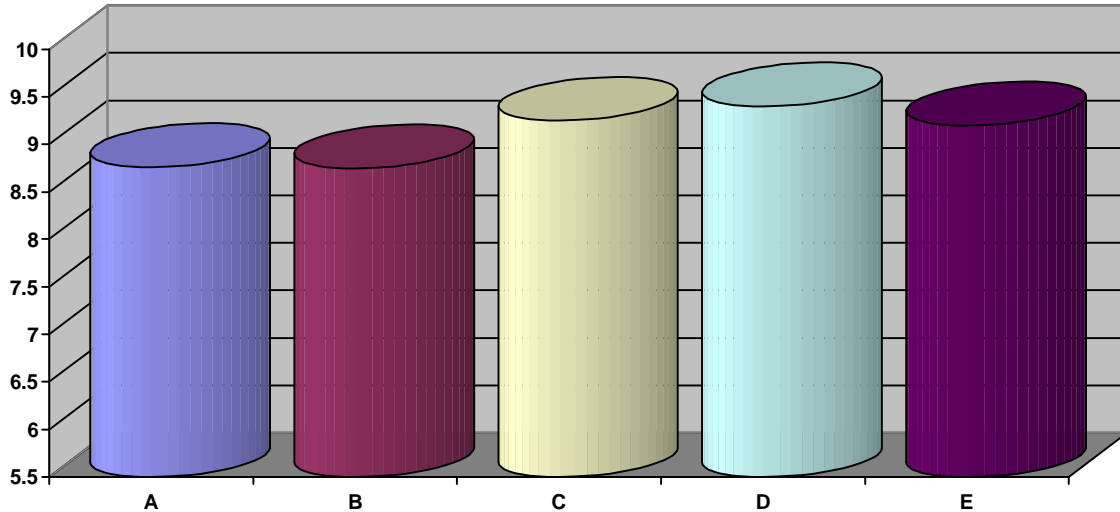
B) Integrative Ability (Secondary Strength) — The ability to readily identify the heart of the problem, the critical elements of a situation and to generate alternatives for problems.

C) Strategic Planning (Primary Strength) — This capacity measures one's ability to pay attention to planning activities and long term goals.

D) Realistic System Management (Secondary Strength) — The ability to realistically see what is needed to organize activities and control the flow of events, such that projections and expectations are met.

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MANAGING ACTIVITIES



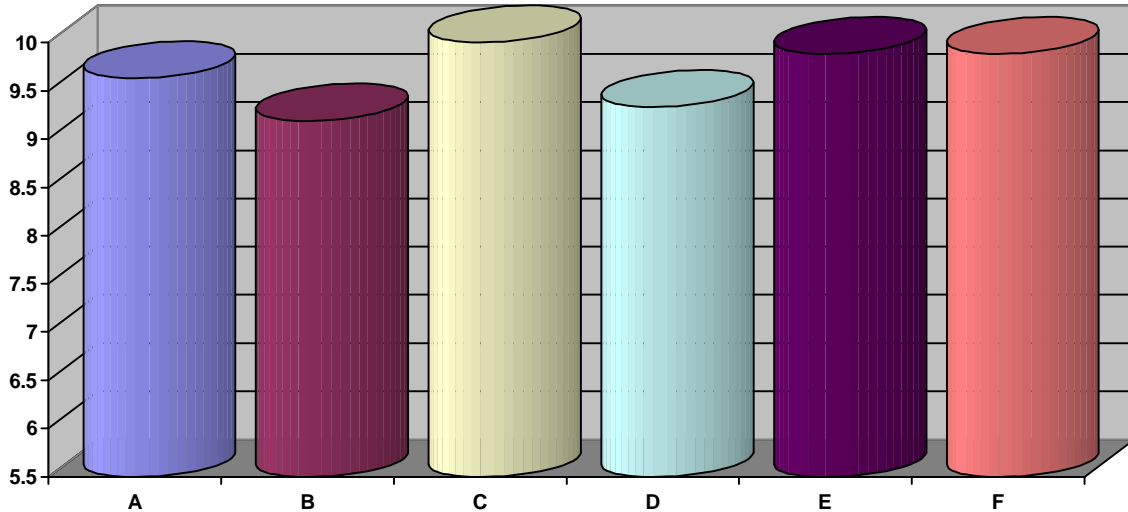
MANAGING ACTIVITIES: These capacities measure a person's ability to see what needs to be done, who needs to do the work and how things need to be done.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Evaluating What To Do (Secondary Development) — The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.
B) Attention To Concrete Detail (Secondary Development) — The ability to clearly see and pay attention to flaws in things, people and situations.
C) Logistical Planning (Secondary Strength) — The ability to accurately see and understand what is needed to carry out objectives and meet the demands of situations.
D) Personnel Assessment (Primary Strength) — The ability to assess the potential of an individual to function in a given situation and to understand how to develop that potential.
E) Developing Procedures (Secondary Strength) — The ability to translate what needs to be done into effective and efficient procedures.

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PLANNING AND ORGANIZING



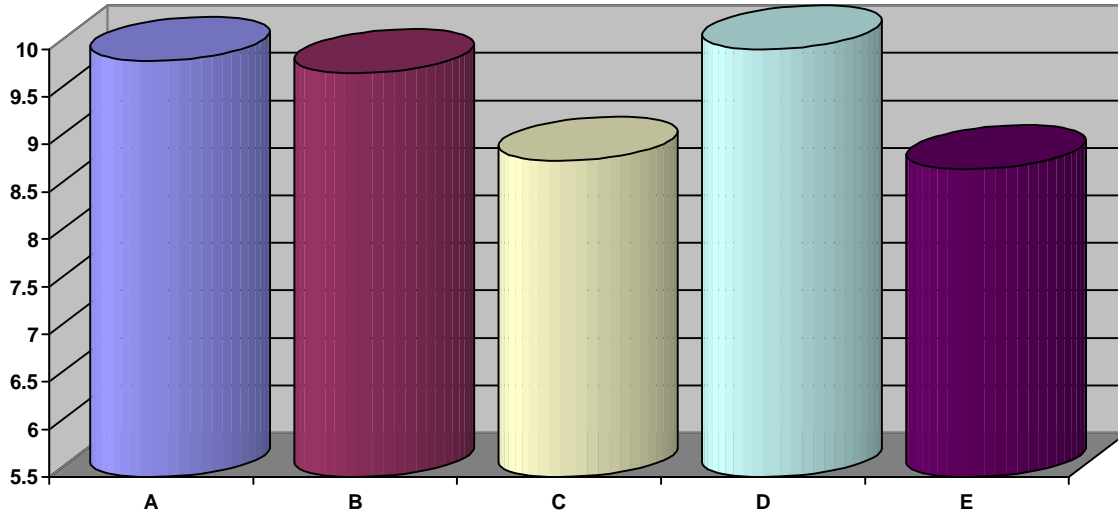
PLANNING AND ORGANIZING: These capacities identify the short range and long range needs and implications of a situation, to set goals which are realistic and to develop plans of action which attain these goals in an effective and efficient manner.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Realistic Goal Setting (Primary Strength) — The ability to set goals which are within the boundary of available resources and which can be achieved within the projected time.
B) Short Range Planning (Secondary Strength) — The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.
C) Long Range Planning (Primary Strength) — The ability to see long range goals and to design plans and strategies for attaining these goals.
D) Concrete Organization (Secondary Strength) — The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.
E) Conceptual Organization (Primary Strength) — The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.
F) Attention To Planning (Primary Strength) — The ability to keep one's focus and attention on planning details and activities.

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ORGANIZATIONAL ATTITUDES



ORGANIZATIONAL ATTITUDES: These capacities measure a general work ethic and attitudes indicating their willingness to get things done in an effective and efficient manner.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Meeting Standards (Primary Strength) — This component measures the degree to which an individual respects and conforms to established norms, values, rules and principles.

B) Doing Things Right (Primary Strength) — This component measures one's insistence that things are done right; i.e., the desire for excellence and perfection.

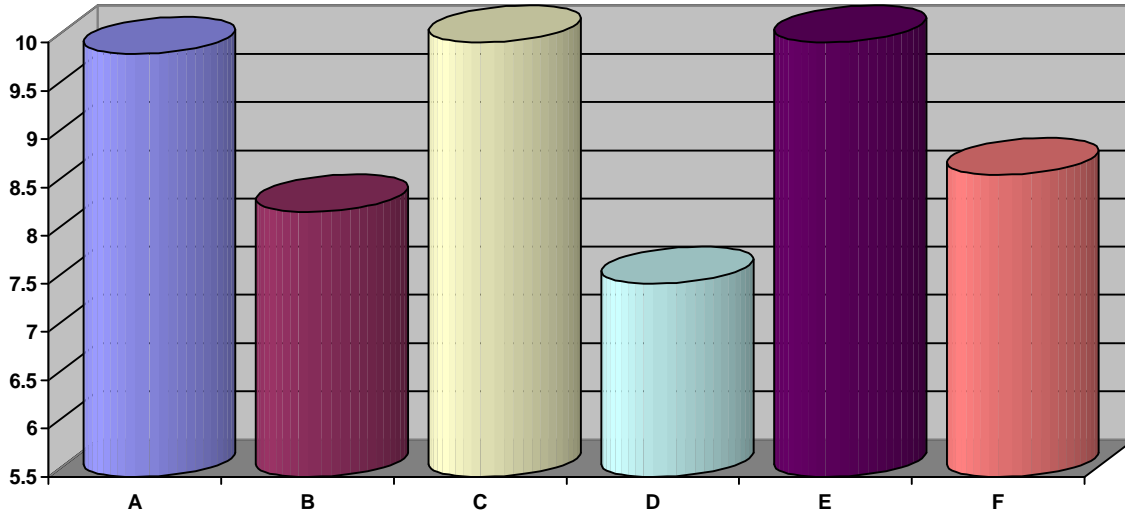
C) Respect For Procedures (Secondary Development) — This component measures one's sense of respect for and commitment to organizational policies and procedures.

D) Attitude Toward Authority (Primary Strength) — This capacity measures one's willingness to conform to existing sources of authority, order and control.

E) Meeting Deadlines (Secondary Development) — This component measures the ability and willingness to accept one's responsibility for meeting schedules and deadlines.

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ACHIEVEMENT DRIVE



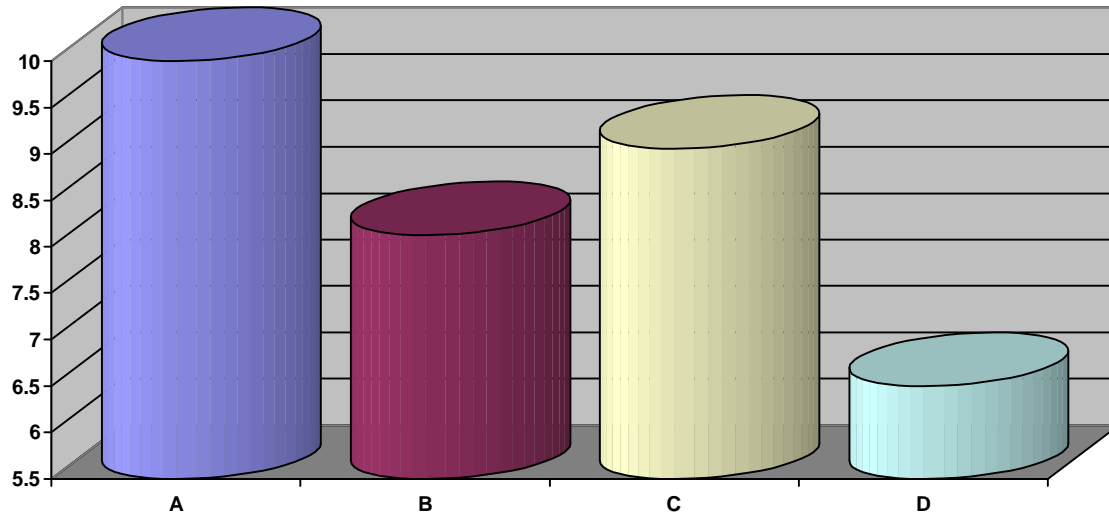
ACHIEVEMENT DRIVE: These capacities are a composite of several internal value structures which provide the primary driving impetus for a person to continually strive for and perform at a higher than average level.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Goal Directedness (Primary Strength) — The ability to be excited about and committed to personal and organizational goals and to marshal energy to push toward the attainment of these goals.
B) Results Oriented (Primary Development) — The ability to pay attention to the achievement of concrete results making results a major factor motivating one to action.
C) Need To Achieve (Primary Strength) — Measures how strongly one needs to attain success; to feel valuable and worthwhile.
D) Social Recognition (Primary Development) — The ability to clearly identify role functions and pay attention to social/role achievements.
E) Self Attitude (Primary Strength) — Self Attitude indicates the degree to which a positive self attitude will act as a driving, motivating factor.
F) Ambition (Secondary Development) — The ability to set inner ideals, which become the standard for achievement and success. It is the strong sense of expectation and drive pushing one toward excellence.

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SELF STARTING ABILITY



SELF STARTING ABILITY: These capacities measure the ability to marshal energy to attain personal and organizational goals on one's own; the ability to be persistent and consistent.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Persistence (Primary Strength) — The ability of an individual to maintain direction in spite of the obstacles and to stay on target regardless of circumstances.

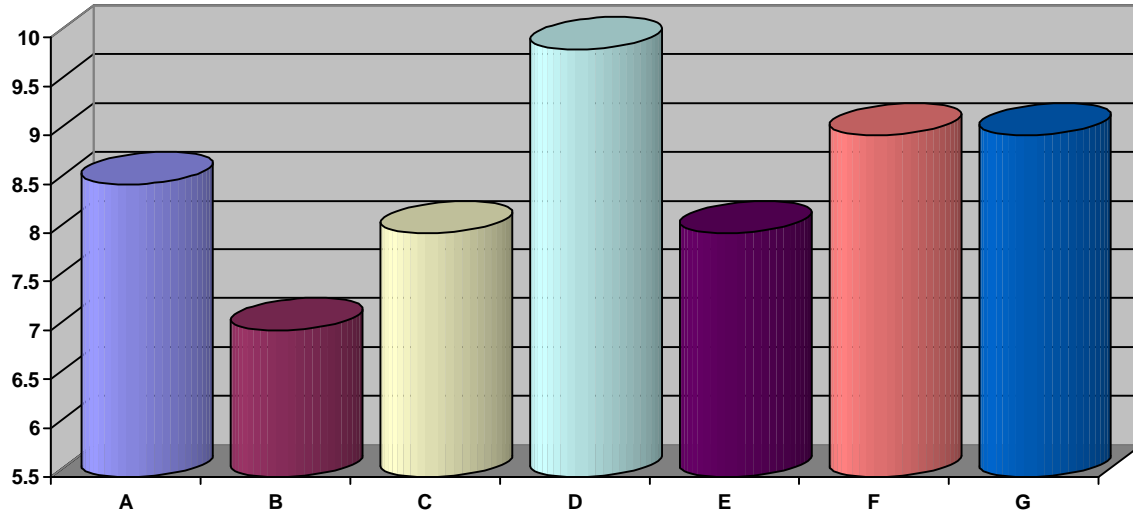
B) Consistency (Primary Development) — The ability to maintain a sense of order, constancy and continuity in one's actions.

C) Initiative (Secondary Strength) — The ability to direct one's energies toward the completion of a task with a sense of urgency and mission.

D) Role Satisfaction (Primary Development) — The ability to feel that one's social/role function is fulfilling and rewarding; the belief that what one is doing has a benefit.

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STRESS FACTORS



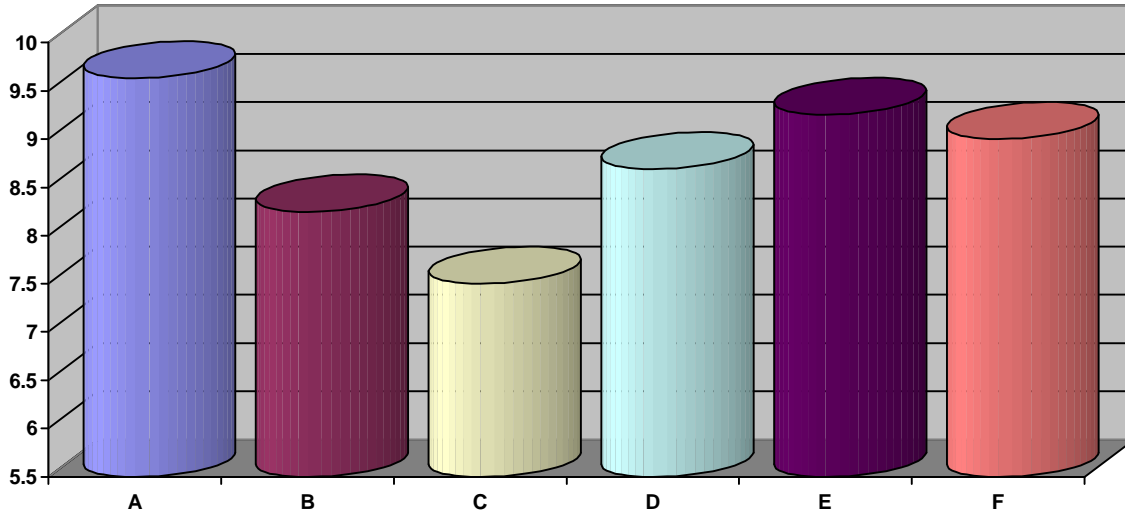
STRESS FACTORS: These capacities measure different types of anxieties and frustrations. The degree or level of anxiety and stress and the effect of the stress levels on an individual are identified.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Self Sufficiency (Secondary Development) — This capacity indicates the degree of anxiety caused by self depreciation and the need for reassurance of self worth.
B) Role Satisfaction (Primary Development) — This capacity measures the effect of social/role dissatisfaction or of false and unrealistic expectations.
C) Goal Achievement (Primary Development) — This capacity measures the effect of setting personal goals which are either unrealistic or do not demand one's best.
D) Flexibility (Primary Strength) — This capacity measures the effect of rigid self views and the imposition of these views on others.
E) Handling Despair (Primary Development) — This capacity measures how well one can manage anxiety and frustration when things do not work out as planned.
F) Attitude Index (Secondary Strength) — This capacity measures the anxiety which results from negative attitudes.
G) Health Tension Index (Secondary Strength) — This capacity measures how well one can balance and manage anxiety and frustration.

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SOURCES OF MOTIVATION



SOURCES OF MOTIVATION: These capacities are a composite of six motivators. They are a measurement of a person's attitude toward service, material possessions, recognition and status, personal development, sense of mission, and sense of belonging.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Service (Primary Strength) — This capacity measures the importance of seeing, appreciating and meeting the needs and interests of others.

B) Money, Material Things (Primary Development) — This capacity measures the degree to which money and material wealth are important to an individual.

C) Status, Recognition (Primary Development) — This capacity indicates the importance of receiving awards, plaques and other forms of social/role recognition.

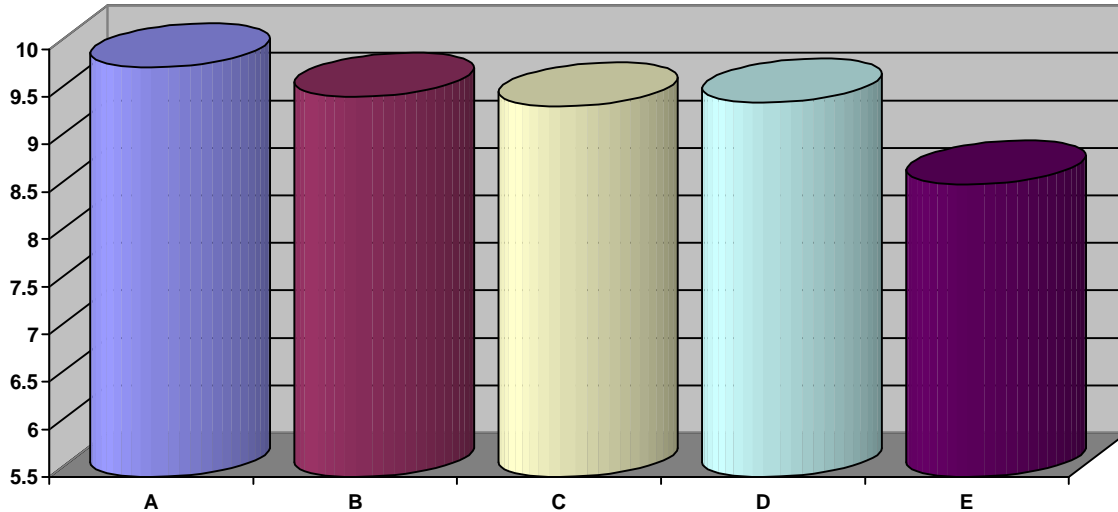
D) Personal Development (Secondary Development) — This capacity measures the importance of a well designed plan for one's career development.

E) Sense Of Mission (Secondary Strength) — This capacity measures the degree of commitment to personal ideals, goals and principles.

F) Sense Of Belonging (Secondary Strength) — This capacity measures the importance of being a member of a team and working in a comfortable place where one is liked and accepted.

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RELATING WITH OTHERS



RELATING WITH OTHERS: These capacities measure 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.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Attitude Toward Others (Primary Strength) — This component measures the ability to be positive, objective and tolerant in interactions with others.

B) Prejudice/Bias Index (Primary Strength) — This component measures the degree of prejudice and bias in attitudes toward others, indicating the degree to which these prejudices can interfere with relationships.

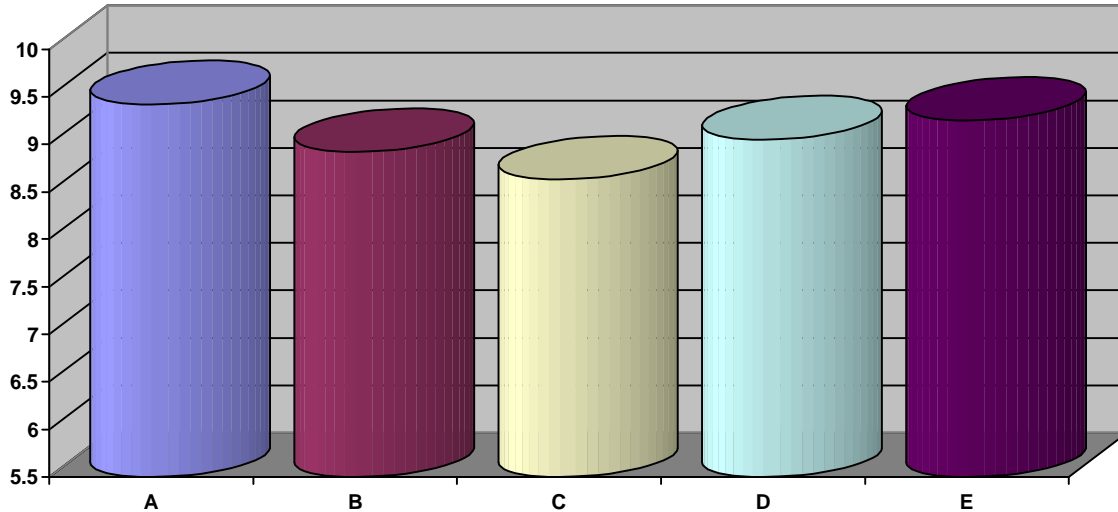
C) Insight Into Others (Primary Strength) — This component measures the ability to see, understand and relate to the needs and interests of others.

D) Patience With Others (Primary Strength) — The ability to see and accept others as they are and to allow others to proceed at their own pace.

E) Sensitivity To Others (Secondary Development) — The degree to which one can be objective about others without allowing personal feelings, positive or negative, to interfere with making decisions.

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COMMUNICATING WITH OTHERS



COMMUNICATING WITH OTHERS: These capacities measure the ability to listen and respond to others in an objective, effective and efficient manner.

Primary Strengths	9.4 to 10.0
Secondary Strengths	8.9 to 9.39
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

A) Listening To Others (Primary Strength) — This component measures how well an individual listens to another person's point of view without imposing personal biases and expectations.

B) Evaluating What Is Said (Secondary Strength) — This component measures the ability to focus on crucial issues and develop an objective evaluation about what is said.

C) Developing A Response (Secondary Development) — This component measures how well one can organize constructive alternatives and incorporate them into a response that addresses the issues, is understandable, and is clear.

D) Talking At The Right Time (Secondary Strength) — This component measures how well an individual can determine the correct thing to say and then say it at the right time.

E) Understanding Attitudes (Secondary Strength) — This component measures one's ability to be tolerant and understanding of others who have alternative or opposing viewpoints.

Executive Management Synopsis
PRIORITIZED STRENGTHS
(1-4)

(1)Strategy Planning Orientation: (Developing A Strategy)

You have a well developed capacity to see and understand the need for long range, strategic thinking and planning. Moreover, you are likely to spend your time and energy on strategic issues. Planning for the future is a priority for you and will occupy a key place in your day-to-day activities.

(2)Proactive, Conceptual Thinking: (Developing A Strategy)

You have a strong need to make certain that things work out according to plans and expectations. As a result you understand the value of proactive thinking and planning and will focus time and energy on identifying and understanding the consequences of your ideas and plans.

(3)Long Term Goal Assessment: (Deciding What Needs To Be Done)

You not only have the ability to identify fruitful goals but also have the ability to see and understand the effects and consequences of goals and plans. You are extremely concerned about making certain that things work out as they should; therefore, you tend to pay attention to goal setting and long range thinking.

(4)Persistence: (Self Starting Ability)

Your strong commitment to your inner ideals, your personal goals and beliefs about the future and your sense of what is right provides a compulsive need to push ahead. This will also act as a beacon to keep you on track in difficult and confusing situations.

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PRIORITIZED STRENGTHS
(5-8)

(5)Self Attitude: (Drive Centers)

You have a very dynamic, positive overall attitude that can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

(6)Need To Achieve: (Drive Centers)

You tend not to give yourself enough credit, to blow up your own imperfections and to be extremely hard on yourself when you do not measure up. This tendency builds a compelling drive to achieve such that you can receive recognition and credit from others.

(7)Attitude Toward Authority: (Organizational Attitudes)

Your strong sense of perfectionism and drive toward making certain that things are done right will build a strong sense of belief in and loyalty to authority and a willingness to work to maintain consistency and constancy in actions and decisions.

(8)Long Range Planning: (Planning and Organizing)

You have a strong combination of attentiveness to conceptual and analytical thinking and planning as well as a very well developed capacity to see and understand how to set long range objectives and plans. You are likely to build your actions around the translation of strategic issues into specific long term plans.

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PRIORITIZED STRENGTHS
(9-12)

(9)Flexibility, Adaptability: (Stress Factors)

You have a strong sense of personal commitment to what you believe is right but you also have the ability to refocus your energy and direction when you discover that what you are doing is not working. You also have the ability to see and accept your mistakes and use them as opportunities for pushing ahead.

(10)Goal Directedness: (Drive Centers)

Your self perfectionism and idealism, combined with a keen appreciation for structured, analytical thinking, generates a strong drive toward your personal goals, objectives, and commitment to the goals and objectives that you adopt from organizational or other sources.

(11)Meeting Established Standards: (Organizational Attitudes)

Your strong sense of perfectionism generates attention to making certain that things are done right and as a result builds a keen appreciation of the need for standards and norms as well as a willingness to make certain that standards and

(12)Attention To Planning: (Planning and Organizing)

A combination of attentiveness to structured, analytical thinking and planning and an innovative, unconventional attitude to system and structure will generate the ability and willingness to pay attention to planning and an innovative, novel approach to creating plans, strategies and objectives.

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PRIMARY STRENGTH COMMENTS

Seeing The Big Picture: (Deciding What Needs To Be Done)

You have the ability to see all of the pieces and angles of a picture, and at the same time, understand how all of these pieces fit together to form a total picture. You have the ability to understand how the parts of a puzzle can be fit together to form the puzzle itself.

Long Term Goal Assessment: (Deciding What Needs To Be Done)

You not only have the ability to identify fruitful goals but also have the ability to see and understand the effects and consequences of goals and plans. You are extremely concerned about making certain that things work out as they should; therefore, you tend to pay attention to goal setting and long range thinking.

Proactive, Conceptual Thinking: (Developing A Strategy)

You have a strong need to make certain that things work out according to plans and expectations. As a result you understand the value of proactive thinking and planning and will focus time and energy on identifying and understanding the consequences of your ideas and plans.

Strategy Planning Orientation: (Developing A Strategy)

You have a well developed capacity to see and understand the need for long range, strategic thinking and planning. Moreover, you are likely to spend your time and energy on strategic issues. Planning for the future is a priority for you and will occupy a key place in your day-to-day activities.

Personnel Assessment: (Managing Activities)

You have the ability to realistically assess both the positive and negative potential of individuals giving you an objective understanding of what people are capable of accomplishing as well as clear insight into what is needed to allow an individual to develop to full potential.

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PRIMARY STRENGTH COMMENTS

Realistic Goal Setting: (Planning and Organizing)

Your strong need to set goals which are challenging, combined with your perfectionism and insistence that things be done the way which you believe to be right will build commitment and attentiveness to setting goals and plans which reflect the ideas, ideals, and principles that are important to you.

Long Range Planning: (Planning and Organizing)

You have a strong combination of attentiveness to conceptual and analytical thinking and planning as well as a very well developed capacity to see and understand how to set long range objectives and plans. You are likely to build your actions around the translation of strategic issues into specific long term plans.

Conceptual Organization: (Planning and Organizing)

You have a very strong need for planning and organizing things according to a preorganized plan or strategy. This need for organization combined with your capacity for conceptual and analytical thinking and planning reinforces the capacity to see and focus your energy on conceptual organization.

Attention To Planning: (Planning and Organizing)

A combination of attentiveness to structured, analytical thinking and planning and an innovative, unconventional attitude to system and structure will generate the ability and willingness to pay attention to planning and an innovative, novel approach to creating plans, strategies and objectives.

Meeting Established Standards: (Organizational Attitudes)

Your strong sense of perfectionism generates attention to making certain that things are done right and as a result builds a keen appreciation of the need for standards and norms as well as a willingness to make certain that standards and preorganized strategies and expectations are met.

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PRIMARY STRENGTH COMMENTS

Doing Things Right: (Organizational Attitudes)

You are a perfectionistic thinker who pays attention to making certain that things are done right. As a result, you are likely to spend time and energy developing respect for accepted standards and ways of getting things done.

Attitude Toward Authority: (Organizational Attitudes)

Your strong sense of perfectionism and drive toward making certain that things are done right will build a strong sense of belief in and loyalty to authority and a willingness to work to maintain consistency and constancy in actions and decisions.

Goal Directedness: (Drive Centers)

Your self perfectionism and idealism, combined with a keen appreciation for structured, analytical thinking, generates a strong drive toward your personal goals, objectives, and commitment to the goals and objectives that you adopt from organizational or other sources.

Need To Achieve: (Drive Centers)

You tend not to give yourself enough credit, to blow up your own imperfections and to be extremely hard on yourself when you do not measure up. This tendency builds a compelling drive to achieve such that you can receive recognition and credit from others.

Self Attitude: (Drive Centers)

You have a very dynamic, positive overall attitude that can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

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PRIMARY STRENGTH COMMENTS

Persistence: (Self Starting Ability)

Your strong commitment to your inner ideals, your personal goals and beliefs about the future and your sense of what is right provides a compulsive need to push ahead. This will also act as a beacon to keep you on track in difficult and confusing situations.

Flexibility, Adaptability: (Stress Factors)

You have a strong sense of personal commitment to what you believe is right but you also have the ability to refocus your energy and direction when you discover that what you are doing is not working. You also have the ability to see and accept your mistakes and use them as opportunities for pushing ahead.

Service: (Motivators)

You not only have the ability to see and accept the needs and interests of others but you also are extremely concerned about making certain that the personal needs and concerns of others are fulfilled. As a result, you are likely to be highly motivated by activities that give you an opportunity to help others.

Attitude Toward Others: (Relating With Others)

You have a very dynamic, optimistic attitude toward others which gives you the ability to see and understand their positive potential, to be concerned about and attentive to their needs and interests, and to be open and available to them.

Prejudice/Bias Index: (Relating With Others)

You have the ability to see and understand the uniqueness and individuality of others and you are also willing to be open to their viewpoints. You do have strong perfectionistic ideas about what is right or wrong. These ideas can lead you to be open to others more readily if they live up to your expectations and standards.

Executive Management Synopsis **PRIMARY STRENGTH COMMENTS**

Insight Into Others: (Relating With Others)

You have very keen insight into others which gives you the ability to evaluate their potential for both good and bad, to functionally evaluate their ability, to see opportunities for development with others that are good for you and for them, and to be aware of their needs and concerns.

Patience With People: (Relating With Others)

You have the ability and the willingness to be open and available to the needs and interests of others to be accepting of their viewpoints. As a result, you are likely to be more patient with them when they need attention to issues which are not of concern to you or when they express viewpoints contrary to your own.

Listening To Others: (Communicating With Others)

You have the ability and willingness to listen to what others are saying paying attention to their own unique viewpoints and their needs and concerns. You are likely to spend time and energy allowing others to express their viewpoints even when those viewpoints and perspectives are contrary to your own.

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SECONDARY STRENGTH COMMENTS

Intuitive Insight: (Deciding What Needs To Be Done)

You have a well developed ability for intuitive thinking. This gives you the capacity for identifying a fruitful direction or a potential problem area by the strength of your inner, gut feelings and instincts about what is right or wrong.

Integrative Ability: (Developing A Strategy)

You have a good capacity for identifying what the crucial issues are in complex and confusing situations and how these issues are integrated into the overall perspective of the problem situation. You know what is important and needs attention, can see the heart of the problem and can identify alternatives for resolving the problem in an effective manner.

Realistic System Management: (Developing A Strategy)

You have a well developed ability to pay attention to making certain that things are done right, that there is a consistent, organized plan for action and for concretely organizing situations such that things work out effectively and efficiently. The balance in your thinking helps you see the need for action as well as order and organization.

Logistical Planning: (Managing Activities)

Your attention to doing things right and ability to pay attention to the consequences of plans and ideas builds a keen capacity for paying attention to planning ahead for what is needed to carry out plans, programs and strategies. You will likely delay decisions and actions until you believe the necessary support is available to meet goals and expectations.

Personnel Assessment: (Managing Activities)

You have the ability to realistically assess both the positive and negative potential of individuals giving you an objective understanding of what people are capable of accomplishing as well as clear insight into what is needed to allow an individual to develop to full potential.

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SECONDARY STRENGTH COMMENTS

Developing Functional Policy: (Managing Activities)

You have a strong commitment to making certain that things are done right. This commitment combined with your analytical, conceptual thinking and planning ability form the key to your capacity for building clear, consistent policies and procedures that will be both efficient as well as effective.

Short Range Planning: (Planning and Organizing)

You tend to be idealistic and perfectionistic in your thinking. You will likely focus, organize and structure things according to a preorganized plan or strategy. As a result, planning for short term results is necessary to guarantee that things will happen effectively and efficiently.

Concrete Organization: (Planning and Organizing)

A combination of your need for things to work according to preset plans and strategies and your capacity for conceptual thinking and planning gives you the ability to develop a plan for organizing your current environment and the willingness to spend the time and energy carrying out organizational tasks.

Initiative: (Self Starting Ability)

You have the ability to identify those goals, ideals, actions, and activities that not only give your life a sense of meaning and purpose, but also provide you a sense of urgency to act. However, you are currently in social/role transition uncertain about which social/role image is best and this indecisiveness can lead you to delay your decisions.

Attitude Index: (Stress Factors)

You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

Executive Management Synopsis **SECONDARY STRENGTH COMMENTS**

Health Tension Index: (Stress Factors)

You have a unique combination of clear personal identity and an excellent sense of balance in your life which gives you the ability to see and accept not only your personal successes but also the successes and mistakes which happen in the world. You have a realistic, optimistic belief that things will work for the best.

Sense of Mission: (Motivators)

You have a strong, compulsive need to commit yourself to attain your personal goals such that actions and activities which give you a sense of personal mission, add meaning to your life. Your goals are not only highly rewarding, but are strong motivators that can propel you consistently to action.

Sense Of Belonging: (Motivators)

You have a strong need to spend time and energy in situations which make you feel comfortable and which will give you a sense of worth and value. As a result, you are motivated by actions, activities and situations which will provide the personal feedback and comfort that you need.

Evaluating What Is Said: (Communicating With Others)

You have the ability to realistically and objectively evaluate what others are saying identifying any potential problem areas, generating constructive alternatives for solutions and maintaining an openness to viewpoints even when they are contrary to your own and seeing and all sides of an issue.

Talking At The Right Time: (Communicating With Others)

You have the ability to correctly and immediately identify both what is the correct or appropriate response and when the time is right to make your point. Moreover, you have a strong commitment to what you believe is right which will give you the confidence and assurance to say what you believe you need to say.

Executive Management Synopsis
SECONDARY STRENGTH COMMENTS

Understands Other Attitudes: (Communicating With Others)

You have the ability not only to see and understand the attitudes of others but you are also extremely concerned about meeting their needs and interests. As a result, you will likely spend time and energy making certain that you have taken into consideration other points of view and that you have maintained an openness and availability to others.

Executive Management Synopsis

PRIORITIZED DEVELOPMENT

(1-4)

(1)Role Satisfaction: (Self-Starting Ability)

You are currently in social/role transition uncertain about what you want to do and feeling frustrated and dissatisfied about your current circumstances. Seek feedback either individually or in a workshop on self development to evaluate what you want to do, what you feel you should do and what opportunities for action exist around you.

(2)Role Frustration: (Stress Factors)

You are currently in social/role transition uncertain about what type of social/role accomplishments will make you feel comfortable. As a result, you are likely to feel anxiety, frustration and despair. Seek feedback to identify the source of your uncertainty and to help you identify opportunities for action.

(3)Social Recognition: (Drive Centers)

You are in social/role transition feeling frustrated and uncertain about what you want to do. As a result of this transition, your decisions and actions can be inconsistent. Seek feedback either individually or in a workshop on self development to help you decide what you want to do and to help you see the opportunities for action.

(4)Social Recognition: (Motivators)

You are currently in social/role transition leaving you uncertain about what type of social/role image will make you feel comfortable and motivate you consistently to action. Seek feedback to find out why you are feeling this social/role uncertainty and to help you see opportunities for development in your current environment.

Executive Management Synopsis

PRIORITIZED DEVELOPMENT

(5-8)

(5)Goal Achievement: (Stress Factors)

Your strong sense of self perfectionism can lead you to feel a compulsion to push toward goals that may or may not be realistic or fulfilling. As a result, you will feel anxiety, frustration and despair when you do not meet your expectations. Set short term goals based on past successes which can be fulfilling and rewarding to you.

(6)Despair Index: (Stress Factors)

Your overall attitude tends to be somewhat cautious and skeptical leading to anxiety and frustration, especially when things do not work out as you expect. Spend time and energy evaluating the positive things you are accomplishing, the positive things which are happening around you and the opportunities for positive development in your life.

(7)Consistency: (Self-Starting Ability)

A combination of a compulsive need to push ahead and a feeling of frustration and dissatisfaction about your current circumstances can lead to inconsistencies in your decisions and actions. Take the time to examine your priorities and expectations to make certain that you can realistically accomplish what you set out to do.

(8)Results Oriented: (Drive Centers)

Your unconventional, individualistic and inventive common sense, practical thinking can cause you to be inconsistently driven by the need to create results. Develop a checklist or reminder system to help you identify those occasions when the skepticism and cautious attitudes which can result from your inventiveness are interfering with your ability to act.

Executive Management Synopsis **SECONDARY DEVELOPMENT COMMENTS**

Common Sense Thinking: (Deciding What Needs To Be Done)

You need to develop a more balanced view of practical, common sense thinking such that you do not feel the need to reinvent things and see them from a different perspective. Seek feedback to make certain that you are paying attention to crucial issues.

Evaluating What Needs To Be Done: (Managing Activities)

Your thinking can become clouded either by excess attention or by the lack of attention to people, results or structure. As a result, your ability to evaluate and decide what needs to be done can be restricted. Seek feedback to assess alternatives for action to make certain that you are seeing things from all perspectives.

Attention To Concrete Detail: (Managing Activities)

Your compulsion for seeing things in an unconventional and possibly creative manner can cause you to overlook concrete detail. Build a reminder system to help maintain a sense of balance in your thinking. Seek feedback from others to check your strong compulsion to be inventive.

Attention To Policies And Procedures: (Organizational Attitudes)

Your perfectionistic need for order and structure can lead you to dogmatically insist on obeying rules, policies and procedures to the letter of the law and without exception. Make certain that your zeal for conformity does not interfere with common sense and the natural flow of circumstances which are not always predictable.

Meeting Schedules And Deadlines: (Organizational Attitudes)

You have a strong sense of perfection and idealism that can lead you to have very perfectionistic and insistent attitudes toward schedules and time tables. Rely on common sense to keep an open, flexible attitude toward getting things done on time.

Executive Management Synopsis **SECONDARY DEVELOPMENT COMMENTS**

Ambition: (Drive Centers)

You have such a perfectionistic attitude toward yourself that you restrict your options for action and hesitate until you believe the perfect conditions exist. Examine your priorities for deciding and acting to make certain that you are being realistic about what you expect to occur.

Self Sufficiency: (Stress Factors)

You are currently depreciating your own inner worth leading you to not give yourself enough credit and to be too hard on yourself. As a result, you are likely to feel frustration, anxiety and despair when you do not live up to expectations. Spend time with people who make you feel good and doing things which are fulfilling and enjoyable.

Personal Development: (Motivators)

Your uncertainty about what is best for you can cause you to delay development activities and as a result can reduce the power of personal development as a motivator. Seek feedback to generate a realistic appraisal of what you can do and to help you decide what you want to do.

Sensitivity To Others: (Relating With Others)

You tend to be too trusting of others and too accountable for what happens to others. As a result, you will likely be oversensitive to meeting the needs and interests of others and too sensitive about what others think and say about you. Seek input directly from others or a course on building relational skills to develop a more realistic attitude toward others.

Developing A Response: (Communicating With Others)

Your strong sense of compassion and concern for others can cause you to be subjective in your judgments, be too concerned about meeting the needs and interests of others, and to expect more out others than they can give. Rely on your common sense to develop techniques to remind you that you are being too trusting and sympathetic.

Executive Management Synopsis

PRIMARY DEVELOPMENT COMMENTS

Results Oriented: (Drive Centers)

Your unconventional, individualistic and inventive common sense, practical thinking can cause you to be inconsistently driven by the need to create results. Develop a checklist or reminder system to help you identify those occasions when the skepticism and cautious attitudes which can result from your inventiveness are interfering with your ability to act.

Social Recognition: (Drive Centers)

You are in social/role transition feeling frustrated and uncertain about what you want to do. As a result of this transition, your decisions and actions can be inconsistent. Seek feedback either individually or in a workshop on self development to help you decide what you want to do and to help you see the opportunities for action.

Consistency: (Self-Starting Ability)

A combination of a compulsive need to push ahead and a feeling of frustration and dissatisfaction about your current circumstances can lead to inconsistencies in your decisions and actions. Take the time to examine your priorities and expectations to make certain that you can realistically accomplish what you set out to do.

Role Satisfaction: (Self-Starting Ability)

You are currently in social/role transition uncertain about what you want to do and feeling frustrated and dissatisfied about your current circumstances. Seek feedback either individually or in a workshop on self development to evaluate what you want to do, what you feel you should do and what opportunities for action exist around you.

Role Frustration: (Stress Factors)

You are currently in social/role transition uncertain about what type of social/role accomplishments will make you feel comfortable. As a result, you are likely to feel anxiety, frustration and despair. Seek feedback to identify the source of your uncertainty and to help you identify opportunities for action.

Executive Management Synopsis **PRIMARY DEVELOPMENT COMMENTS**

Goal Achievement: (Stress Factors)

Your strong sense of self perfectionism can lead you to feel a compulsion to push toward goals that may or may not be realistic or fulfilling. As a result, you will feel anxiety, frustration and despair when you do not meet your expectations. Set short term goals based on past successes which can be fulfilling and rewarding to you.

Despair Index: (Stress Factors)

Your overall attitude tends to be somewhat cautious and skeptical leading to anxiety and frustration, especially when things do not work out as you expect. Spend time and energy evaluating the positive things you are accomplishing, the positive things which are happening around you and the opportunities for positive development in your life.

Money, Material Things: (Motivators)

Your unconventional, individualistic practical thinking can lead you to inconsistent attitudes toward money and material things. You tend to shift from valuing money as an important motivator to discounting the importance of money and material things. Develop a system of checks and balances to help maintain a positive attitude toward money.

Social Recognition: (Motivators)

You are currently in social/role transition leaving you uncertain about what type of social/role image will make you feel comfortable and motivate you consistently to action. Seek feedback to find out why you are feeling this social/role uncertainty and to help you see opportunities for development in your current environment.