

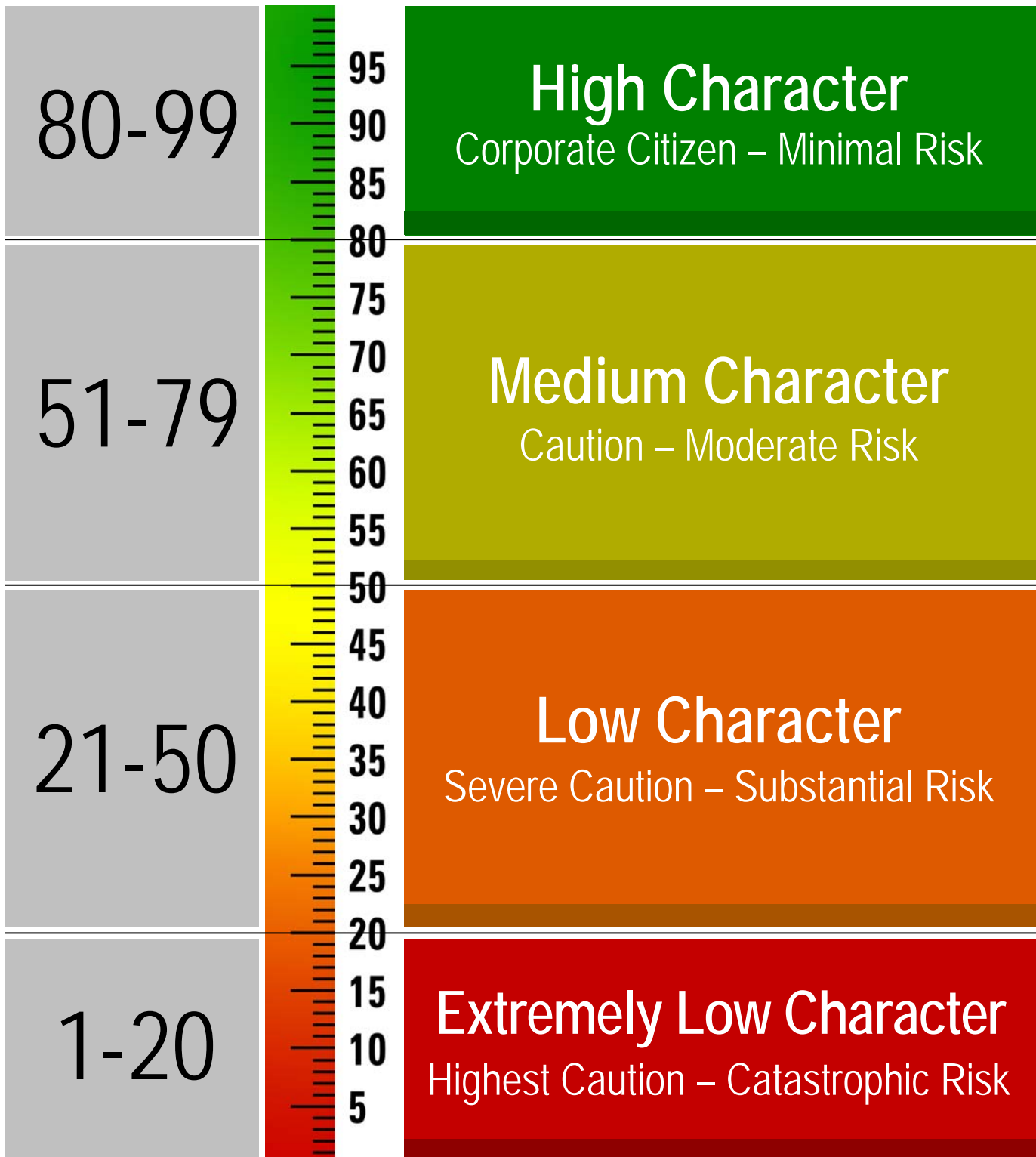
Date: 08.03.10

Acct #: 98652-1235

Client: Dollar Store #1240  
Columbus, OH 54237

CHARACTER  
RISK RATING

95



Character Risk Report™

Job ID: **Withheld**      Date: **02-03-11**  
 Client: **Withheld**  
 Position: **Quality Control Specialist**  
 Location: **Withheld**

**CHARACTER RISK RATING**  
**35**

**NATURAL SUITABILITY**  
**5**

**QUALITY OF EXPERIENCE**  
**NOT KNOWN**  
PRESUMING GOOD MATCH

**PROBABILITY OF SUCCESS**

**= 25%**

## Job Performance Rating™ for Quality Control Specialist

It takes four things to make a great hire: Personality, Aptitude, Character, and Experience. The **Natural Suitability** rating of 1 to 7 Stars (*with 7+ being the most naturally-suited*) is based on the Personality, Aptitudes and Character traits that correlate strongly with top performance for the above target position. These top performing traits were taken from Custom Target Profiles for positions with similar job specs. The **Character Risk Rating** ranges from 1 to 99 (*the higher the rating, the lower the risk – regardless of the candidate's Natural Suitability for the position*). **Quality of Experience** rates how well the job candidate's work history and education match the job specs. Combining all three ratings gives you the candidate's **Probability of Success** or overall **Job Performance Rating**.

<b>Natural Suitability</b>	
A bottom-line suitability assessment of the candidate's Personality, Aptitudes and Character traits and how well they correlate with top performance in the target position.	
7-Star Rating	Expected Level of Performance <i>(provided candidate has the Right Experience)</i>
	<b>TOP QUALITY HIRE</b> – You can expect a hire with all The Right Stuff for the target position, who will make a big difference on the job and be a consistent top performer for your company.
	<b>QUALITY HIRE</b> – You can expect that more than 8 out of every 10 hires with a 6-star rating will have The Right Stuff for the target position and be consistent top performers for your company.
	<b>COMPETENT</b> – You can expect that half the hires with a 5-star rating will be competent and diligent workers, while the other half will underperform in the target position.
	<b>AVERAGE</b> – Only 1 out of every 3 hires with a 4-star rating will turn out to be a competent and diligent worker, while the other 2 hires will underperform in the target position.
	<b>UNSUITABLE</b> – You can expect more than 8 out of every 10 hires with a 3-star rating will underperform in the target position and be a waste of your company's resources.
	<b>INCOMPETENT</b> – You can expect that virtually all the hires with a 2-star rating will vastly underperform in the target position and be a total waste of your company's resources.
	<b>COUNTERPRODUCTIVE</b> – You can expect that all the hires with a 1-star rating will be counterproductive in the target position and be a total waste of your company's resources.

<b>Character Risk Rating</b>	
A bottom-line character assessment of how prone the candidate is to commit one or more of the 6 major workplace crimes: Fraud, Sabotage, Theft, Harassment, Drugs, and Violence.	
Score	Level of Character Risk
<b>80 to 99</b>	<b>High Character Rating</b>
<b>51 to 79</b>	<b>Medium Character Rating</b>
<b>20 to 50</b>	<b>Low Character Rating</b>
<b>1 to 20</b>	<b>Extremely Low Character Rating</b>

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### Questions about this report?

Please email John Thomas at:  
jthomas@bostonbiometrics.com



Job ID: **291-734**      Date: **08-03-10**  
 Client: **Morgan Financial**  
 Position: **Insurance Sales Producer**  
 Location: **Chicago, IL**

**CHARACTER RISK RATING**  
**95**

**NATURAL SUITABILITY**



**QUALITY OF EXPERIENCE**

**NOT KNOWN**  
PRESUMING GOOD MATCH

**PROBABILITY OF SUCCESS**

**= 99%**

## Job Performance Report for Insurance Sales Producer

<b>Personality Type</b>	<b>1. Extrovert – Introvert</b> <i>Prefers to engage in conversation OR prefers to listen</i>	EEE	<b>EE</b>	E	EI	I	II	III			
	<b>2. iNtuitive – Sensory</b> <i>Prefers to see things as they could be OR as they are</i>	NNN	NN	N	NS	<b>S</b>	SS	SSS			
	<b>3. Tough-minded – Feeler</b> <i>Prefers to make decisions with cold objectivity OR not</i>	TTT	TT	T	<b>TF</b>	F	FF	FFF			
	<b>4. Judicious scheduler – Prober</b> <i>Prefers to plan and execute tasks OR explore options</i>	JJJ	JJ	<b>J</b>	JP	P	PP	PPP			
	<b>5. Questioner – Acceptor – Logician</b> <i>Analyzes both people &amp; things OR neither OR just things</i>	QQQ	QQ	QA	AL	LL	<b>LLL</b>	QL	QQL		
	<b>6. Big picture – Ground-level focus</b> <i>Prefers to focus on the big picture OR the task at hand</i>	BBB	BB	<b>B</b>	BG	G	GG	GGG			
<b>Character Traits</b>	<b>7. Work Skills</b> ( <i>organization, focus and efficiency</i> )	7++	7+	<b>7</b>	6+	6	5	4	3	2	1
	<b>8. Motivation</b> ( <i>ambition, willpower, and energy level</i> )	7++	<b>7+</b>	7	6+	6	5	4	3	2	1
	<b>9. Aptitude</b> ( <i>general intelligence level</i> )	7++	<b>7+</b>	7	6+	6	5	4	3	2	1
	<b>10. People Skills</b> ( <i>ability to work with others</i> )	7++	7+	<b>7</b>	6+	6	5	4	3	2	1
	<b>11. Trustworthiness</b> ( <i>integrity to employer</i> )	7++	7+	<b>7</b>	6+	6	5	4	3	2	1
	<b>12. Self-Confidence</b> ( <i>positive self-ego</i> )	7++	<b>7+</b>	7	6+	6	5	4	3	2	1
	<b>13. Tenacity</b> ( <i>won't take NO for an answer</i> )	7++	7+	<b>7</b>	6+	6	5	4	3	2	1

It takes 3 things to make a great hire: the Right Character, the Right Personality, and the Right Experience. The personality and character traits that correlate strongly with top performance (*for the above target position*) are shown by the **Colored Target Zones**. Taken together, these zones make up the **Golden Target Profile** for the target position. The red circles show how well the candidate fits the Profile and form the basis for the **Natural Suitability** rating of 1 to 7 Stars (*with 7+ being the best*). The red circles also form the basis for the **Character Risk Score** of 1 to 99 (*with 99 being the very best corporate citizen, regardless of the candidate's natural suitability for the position*). **Quality of Experience** grades how well the candidate's work history and education match the job specs. Combining all 3 elements gives you the candidate's **Probability of Success** or **Job Performance Score**.

### Correlation to Success

CRITICAL	STRONG	MODERATE	NONE
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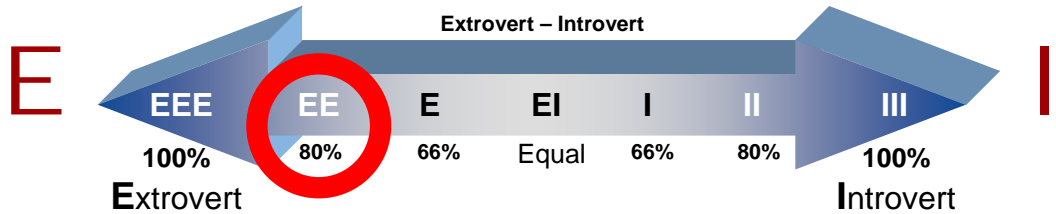
### Key to "Character" Ratings

7++ = Top 1%	5 = Middle 50%
7+ = Top 1%	4 = Bottom 33%
7 = Top 5%	3 = Bottom 20%
6+ = Top 12%	2 = Bottom 10%
6 = Top 20%	1 = Bottom 1%

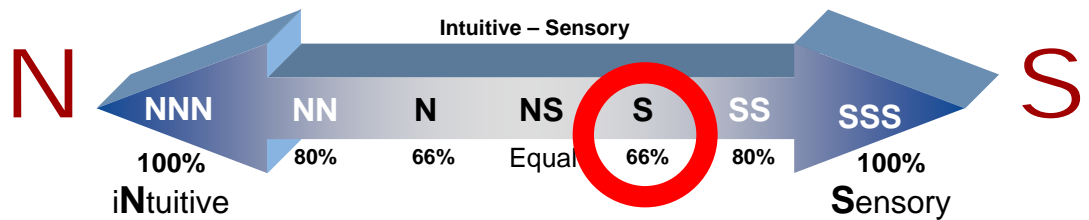
# Brief explanation of Golden Target Profile<sup>SM</sup>

The Golden Target Profile (GTP) is a **custom hiring template** that readily separates **top performers** from marginal and mediocre candidates. The colored target zones are different for every job and position. The GTP is built from **6 Personality Factors** and **7 Talent/Character Factors**. Talent/Character Factors include Work Skills, Motivation, Aptitude, People Skills, Trustworthiness, as well as Custom Factors *specific to the position*. GTP's 6 Personality Factors expand and correct the 4 basic **Jungian Typology** Factors used in Myers-Briggs Type Indicator (MBTI) and Keirsey Temperament Sorter. The GTP also differs from these tools in that it measures each Factor with **7 gradational choices** instead of just 2 polar-opposite choices. GTP's resulting **117,649 possible types** is far more exacting for personnel selection than MBTI's basic "16 types".

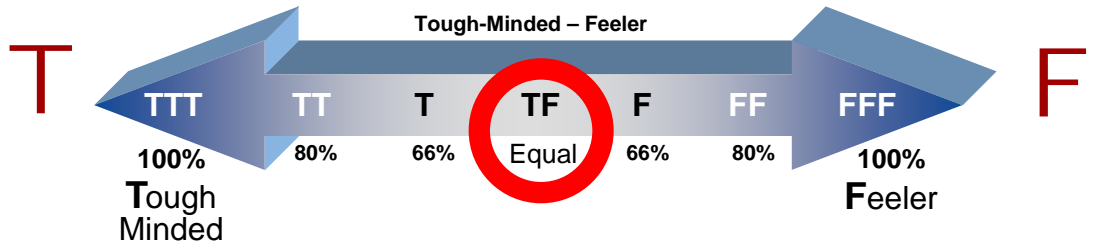
Do you prefer to engage in conversation (*expressive*) OR do you prefer to listen (*reserved*)?



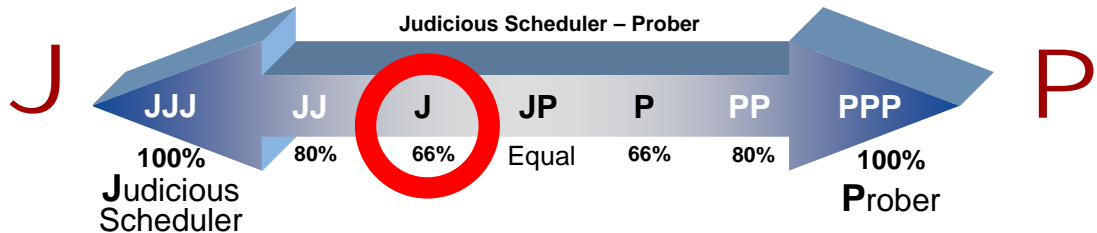
Do you prefer to see things as they could be (*abstract-minded*) OR do you prefer to see things as they are (*observant*)?



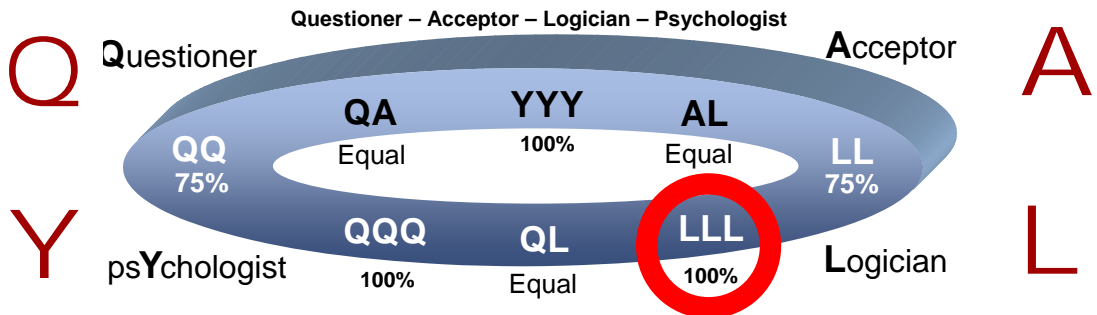
Do you prefer to make your decisions with cold objectivity (*impersonal*) OR with the human side of the equation (*personable*)?



Do you prefer to plan and execute tasks right away (*Judicious Scheduler*) OR do you prefer to delay and explore more options (*Prober*)?



Do you prefer to analyze both people and things (*Questioner*) OR do you prefer to accept them at face value (*Acceptor*) OR do you prefer to just analyze things (*Logician*) OR do you prefer to just analyze people (*Psychologist*)?



Do you prefer to look at the big picture (*overview*) OR do you prefer to focus on the task close at hand (*details*)?

