

Bartell & Bartell LTD

I N S T R U M E N T S

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Test Company

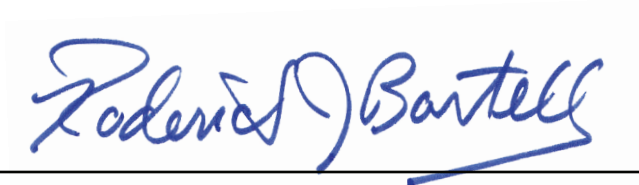
Jane Doe

May 9, 2008

Statement of Certification.

The assessment results of Jane Doe as presented herein have been developed in accordance with professional standards established by the Board of Directors of Bartell & Bartell, Ltd.

The Bartell Assessment process including but not limited to, the position analysis (where applicable,) the selection of the assessment instruments, the analysis and interpretation of the results, and the subsequent assessment portfolio has been reviewed and certified.



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*Registered Organizational Development Consultant

The Bartell Assessment Process

The following assessment results are a culmination of an extensive effort put forth by this assessed individual. The process used to develop this Assessment Portfolio is based on the logic that as an individual's skill, knowledge, ability, and personality profile approaches the "desired" profile for a given position, the greater the probability of successful performance by that individual and the more job satisfaction the individual will experience in that specific position.

First, a battery of instruments was selected to measure a core group of typically important managerial dimensions. Additional instruments may have been added in order to address key questions or concerns the individual or sponsoring client wanted answered. The individual being assessed completed these instruments, and the assessment team at Bartell & Bartell, Ltd., Center for Executive Assessment and Development analyzed the results and developed the profile as presented in the following pages.

It is important to note that no profile is "static" or unchangeable. An individual's profile can be affected by his/her current workplace and/or family situation, education, training, specific developmental activities, availability and use of appropriate role models, life stage and/or age, and experience, as well as basic personality traits. Therefore, some of the instruments reflect where the individual currently stands and presents a snapshot of how the person is responding to his/her current organizational situation. These scores will change more easily and tend to vary with the individual's position within a given organization and with developmental efforts. However, the predominant personality traits and styles (communication, managerial, leadership, conflict management, etc.,) do not change as easily and are often more predictable.

Several dimensions are measured by two or more instruments to check for consistency in responses. In other words, leadership style might be measured by three different instruments to establish a consistency in response. Due to the large number of responses, the individual would be unable to intentionally respond in a given manner, even if he/she knew the "desired" style on the sixty-plus dimensions being measured.

The purpose of this assessment process is to provide this individual with a method of benchmarking his/her progress to date, and highlight which qualities he/she may wish to develop further or extinguish. This executive development assessment is designed to give a clear picture of how the individual is operating and what his/her impact will be on those he/she supervises or manages. Ultimately, the individual's profile should be aligned with their organization, so a climate conducive for proper staff development can be established and maintained.

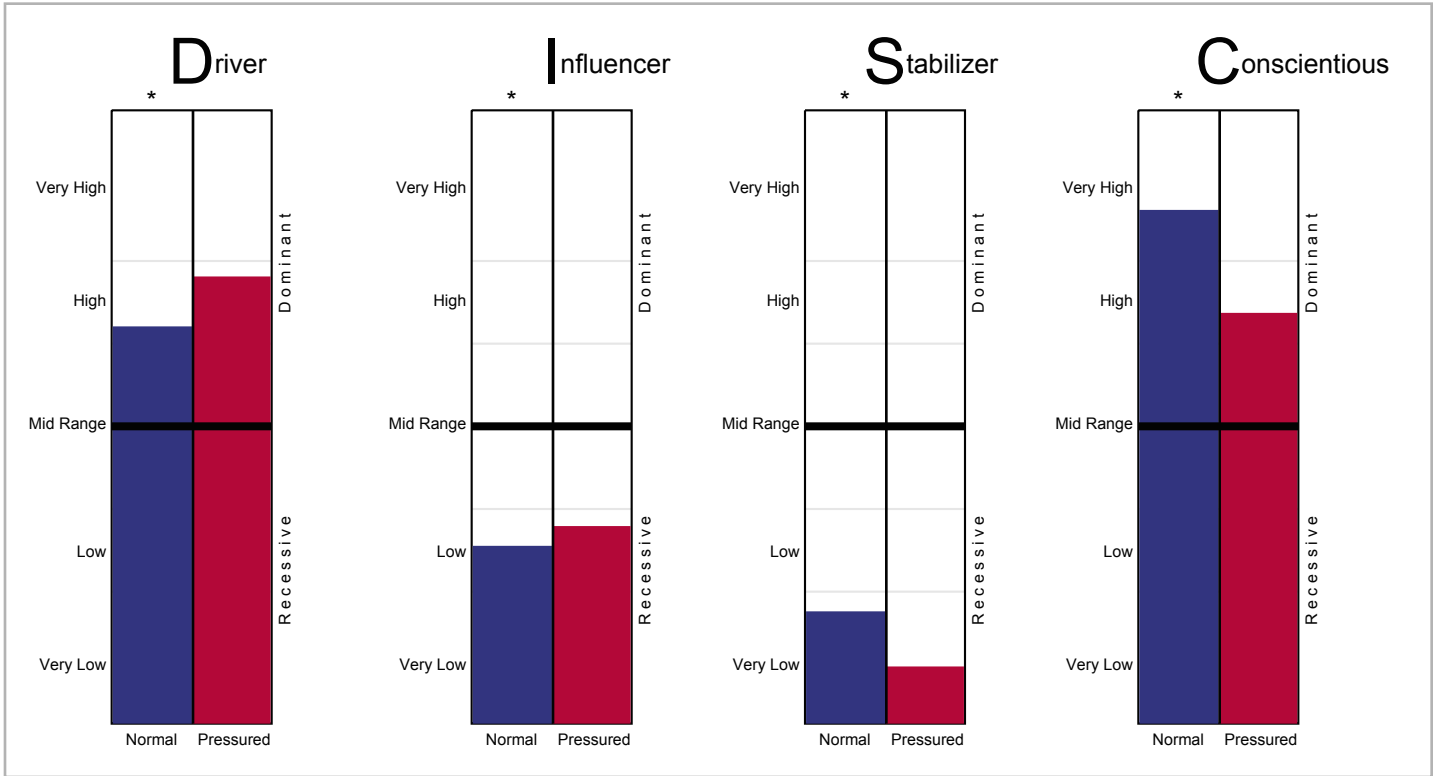
The content or specific findings of this report may only be used to benchmark, establish development needs, and track progress. These results cannot be used as the sole basis for taking adverse action against this individual or used as the basis for any disciplinary action.

March 26, 2008

Jane Doe Test Company

Under Normal Conditions: C D i s *

Under Pressure: D C i s



Temperament Characteristics

High D:
 Bottom Line
 Results Driven
 Take Charge

Low D:
 Difficulty with Closure
 Dependent
 Mild

High I:
 Verbal
 Gregarious
 Live for the Moment

Low I:
 Private
 Quiet
 Listener

High S:
 Process Driven
 Cooperative
 Service Focused

Low S:
 Spontaneous
 Rule Averse
 Enterprising

High C:
 Mood Shifts
 Self-Identity = Work
 Data Focused

Low C:
 Not Detail Oriented
 Low Probing
 Big Picture Focused

Your Temperament Traits

Take-Charge
 Fortright
 Competitive
Bold
 Independent
 Self-Starter
 Assertive

+

Reflective
 Speculative
 Reasonable
Practical
 Rational
 Quiet
 Reserved

+

Uneasy
 Anxious
 Enterprising
Doubtful
 Unsettled
 Disloyal
 Disruptive

+

Painstaking
 Exacting
 Superior
Impeccable
 Disciplined
 Meticulous
 Quality

Your Most Comfortable Role

=

Quality Control

Not a job description

Quality Control

***Most Comfortable Role: Quality Control**

Note: For general qualities or characteristics of this temperament, please review the 4 boxes on the bottom of the previous page. The qualities listed under each letter are cumulative, meaning they build upon one another. The more they appear contradictory, the more complex your DISCOVERY profile. Other people will see you from different perspectives the more complex you are.

Temperament Overview:

Quality Controllers like to operate from a plan and tend to follow a procedure in both their personal and business life. Cautious in their work, they like time to think and collect information. Quality Controllers are perfectionist; and desire specifics on what is required and expected of them. They can get bogged down in the details. Excellent at interpreting the facts and drawing conclusions, they can make major decisions but will desire feedback from their supervisors. They have a tendency to be moody and have emotional lows. Being more "close to the vest", they are often difficult to get to know. The higher the C and D characteristics, the more this will be observed.

Dominant Qualities:

Somewhat restrained and cautious, Quality Controllers take pride in doing things right. They like to control their environment and have a strong sense of justice.

Organizational Value:

Quality Controllers maintain the organizational standards. They set high standards for themselves and others. They use logical thought processes to solve problems and they have the unique ability to find system flaws. They have good judgment when they are not emotionally involved.

Under Pressure:

As a response to pressure, Quality Controllers may become diplomatic and/or self-righteous. Their need for details and information will become more intense under pressure and they become more questioning.

Discomfort/Fears:

They become uncomfortable when they sense others' lack of concern with accuracy and precision. Quality Controllers fear making a mistake or appearing incompetent. They need reassurance from others and are uncomfortable with criticism.

Suggestions for Increasing Organizational Effectiveness/Development Opportunities:

Focus less on the task and details and more on the team members to avoid appearing cold and uncaring. In order for them to avoid spending too much time "triple-checking" the quality in a project, they should ask others about acceptable levels of quality versus time.

Preferred Organizational Alignment:

Quality Controllers are most comfortable in a structured environment with procedures, defined roles and goals. They need the freedom to ask questions and collect data.

*The Comfortable Role label is not intended to be the ideal type of job for this person. It simply is an organizational role that this temperament category aligns with most comfortably.