



Individual's Feedback Report

One person

DEFINITIONS

PERSONALIZED FEEDBACK



PROVIDED BY

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INTRODUCTION

The goal of this report is to give you feedback from the assessment you took and help you achieve greater success in your work endeavors.

What's in this report?

DEFINITIONS

On the following pages, each of the styles, traits, and interests that were measured by the assessment will be defined

PERSONALIZED FEEDBACK

You will receive personalized feedback based on your results and how they should be interpreted

What did the assessment I took measure?

THINKING STYLE

- Thinking Style is the ability to process information.
- It includes problem-solving, communication, interaction, and learning skills.

BEHAVIORAL TRAITS

- Behavioral Traits are commonly observed actions that help define who you are.

INTERESTS

- This section may predict your motivation and potential satisfaction with various jobs.

RESULTS INTERPRETATION

THINKING STYLE

Composite Score A reflection of overall learning, reasoning, and problem-solving potential

- In general, you may learn best by paying attention to detail and determining how the information applies to relevant areas of your work.
- Since you tend to learn new information easily, you will probably be able to learn most requirements of a new job quickly.
- You are able to learn in different ways and readily acquire new skills from a variety of training formats.
- Most likely, you handle fairly complex tasks with relative efficiency, often demonstrating strong problem-solving abilities.

Verbal Skill A measure of vocabulary

- You probably prefer to read written material that is easily understood and uses a slightly diverse range of terminology.
- Most likely, you write using relatively straightforward and uncomplicated terminology to convey your message clearly.
- Usually, you understand most written and verbal language you encounter in your daily communications.
- You tend to communicate with others using a somewhat diverse vocabulary.

Verbal Reasoning Using words for reasoning and problem solving

- In most situations, you are able to express complex thoughts and ideas.
- Most likely, you are able to reason through detailed and complex verbal information from a variety of sources.
- You tend to be proficient in gathering all types of information and using it to make decisions or solve problems.
- When reading, you easily interpret the main points, and your writing style likely reflects a solid foundation of verbal-reasoning skills.

Numerical Ability A measure of numerical calculation ability

- You are typically very accurate when working with numerical data.
- Even under pressure, you tend to be capable of precise numerical calculations.
- Most likely, you are adept at using formulas or other equations to solve numerical problems.
- You would probably excel in a job that requires you to perform accurate calculations to solve difficult problems.

Numeric Reasoning Using numbers as a basis in reasoning and problem solving

- You are able to use complex numerical information to make decisions and address work-related issues.
- Solving complicated numerical problems likely comes easily to you.
- You probably readily understand the implications of detailed numerical information.
- Most likely, you are able to draw your own conclusions using advanced numerical concepts.

BEHAVIORAL TRAITS**Pace** Overall rate of task completion

- You appear to have a high sense of urgency.
- Most likely, you enjoy a quick pace and focus on critical deadlines and timely results.
- Sedentary or repetitive work is probably not your forte.
- You probably get started on most assignments in a timely manner.

Assertiveness Expression of opinions and need for control

- You may have a strong need to be in charge, make decisions, and lead others.
- When necessary, you are probably capable of making unpopular decisions.
- You may be highly engaged when you are held accountable for results.
- You are sometimes motivated by a desire for power, authority, and influence.

Sociability Desire for interaction with others

- You tend to be reserved in some situations, but are also willing to interact with others whenever needed.
- You probably enjoy working by yourself, at least some of the time.
- On occasion, you will probably reach out to others for feedback.
- You can function well without relying on a large network of work relationships.

Conformity Attitude on policies and supervision

- You probably feel you work best without unnecessary policies and restrictions.
- In general, you prefer to work with minimal supervision and oversight.
- Most likely, you prefer to follow your own course of action.
- You may sometimes feel that excessive advice and feedback can be a barrier to productivity.

Outlook Anticipation of outcomes and motives

- You may sometimes be skeptical about how well untested ideas will work out.
- You are rarely considered naïve.
- You may want to know the reasons and logic behind policy changes.
- At times, you may consider others' motives carefully, trying to understand their real intentions.

Decisiveness Use of speed and caution to make decisions

- You tend to be decisive, even when choosing from among many available options.
- You likely make quick decisions in response to situations.
- You are typically confident in your decisions and do not spend much time analyzing problems.
- You are able to make quick decisions, even when limited information is available.

Accommodation Inclination to tend to others' needs and ideas

- Most of the time, you will take a stand for what you feel is right.
- While you will usually listen to others' perspectives, you will likely stand by your position if you disagree.
- You probably won't let anyone take advantage of you.
- You can be agreeable and cooperative, but you likely don't go along with the group just to make everyone happy.

Independence Level of preference for instruction and guidance

- You may believe that the best work comes from an independently minded perspective.
- You usually prefer minimal guidance and coaching.
- Most likely, you are highly self-sufficient and tend to function comfortably with little instruction.
- You probably feel you work best when given the freedom to determine how you will do things.

Judgment Basis for forming opinions and making decisions

- You tend to consider the important aspects of a decision with sensitivity and personal insight.
- You often consider the "human element" when making decisions.
- You tend to emphasize the extenuating circumstances of situations.
- You have a strong tendency to rely on your intuition when you are under pressure.

INTERESTS

The assessment you took measured six possible Interests. They are listed below, along with definitions, from the area in which you expressed the most interest to the one in which you expressed the least (any ties are noted).

Your Order of Interests

- Ordered from your highest- to lowest-scoring interest
- Ties are indicated if present

Creative

A Creative interest suggests the enjoyment of imaginative and artistic activities. It often involves personal expression, emphasis on aesthetics, and novel ways of solving problems, producing ideas, and designing new things.

People Service

A People Service interest suggests the enjoyment of collaboration, compromise, and helping others. It may indicate a strong sense of empathy and support and a knack for bringing people together.

TIED

Enterprising

An Enterprising interest suggests the enjoyment of leadership, presenting ideas, and persuading others. Individuals with this interest may desire responsibility and exercise initiative, ambition, and resourcefulness.

Financial/Admin

A Financial/Admin interest suggests the enjoyment of working with numbers, organizing information, and office routines such as record-keeping and completing paperwork. It could indicate an eye for detail and a desire for accuracy.

TIED

Mechanical

A Mechanical interest suggests the enjoyment of building and repairing things and working with machinery or tools. Individuals with this interest may like tasks that involve using their hands, being outdoors, and/or breaking a sweat.

Technical

A Technical interest suggests the enjoyment of learning technical material, interpreting complex information, and solving abstract problems. Individuals with this interest may enjoy working with numbers, data, and/or computer programs.