



ManagementPro™

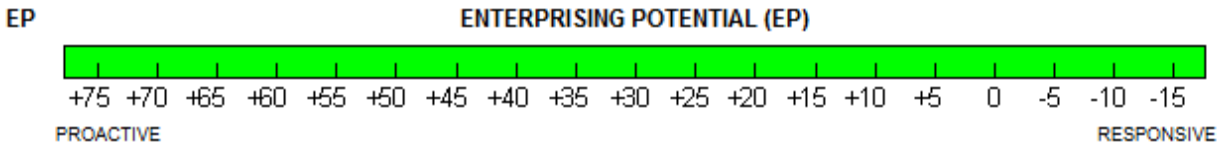
Version 3.0

Overall Recommendation 

- General Manager
- Sales Manager
- Service Manager
- HR/Administrative Manager
- Parts Manager

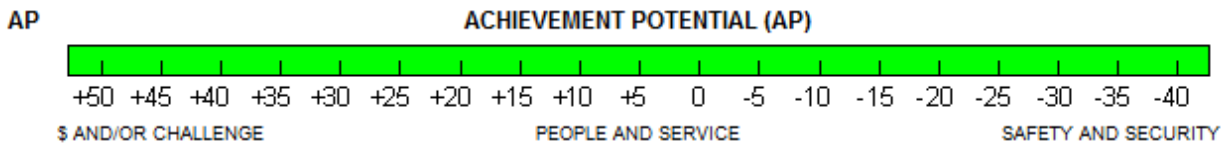
CHARACTER TRAITS – PERSONALITY

SELF-STARTING (ENTERPRISING POTENTIAL) : Competitiveness; Self-management / Enterprising potential; Initiating vs. responding; Ability to plan, organize and monitor own results.



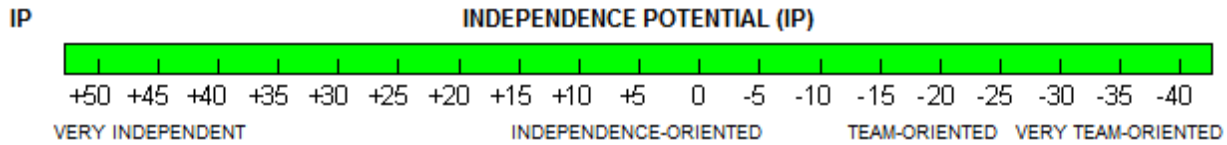
Scores	Interpretation
>50	Excellent - Strong self-manager; competitive, and proactive in setting goals.
20 - 50	Mild Caution – Average self-management potential; balance between initiating and reacting.
< 20	Strong Caution – Very responsive and needs a process to follow in order to self-manage.

WHAT MOTIVATES (ACHIEVEMENT POTENTIAL) : Motivational Structure; Sense of urgency; Relationship Building.



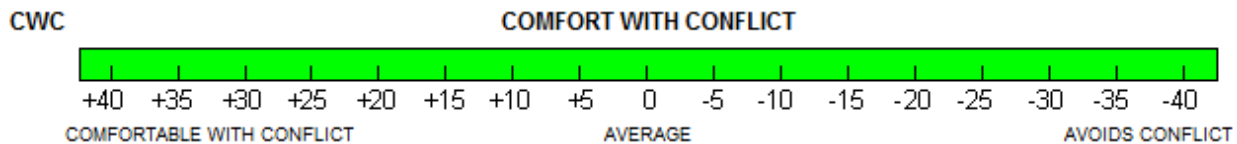
Scores	Interpretation
>20	Mild Caution – Very “bottom line” oriented; motivations are primarily towards money and challenge; high sense of urgency; will focus on addressing performance issues.
-10 - 20	Excellent – Balance between bottom line/challenge and people/relationship orientation; will consider performance and people when managing.
< -10	Mild Caution – Motivated by safety/security and the people side of the business; may have difficulty dealing with performance issues.

INDEPENDENCE POTENTIAL: Need for structure and feedback; Coaching style; Retention



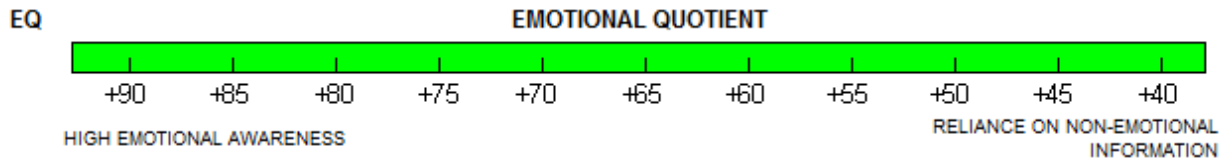
Scores	Interpretation
>10	Mild Caution – Prefers autonomy in their work environment; can act as an autocratic decision maker; may expect others to work without much direction or feedback; may resist existing structure.
-20 - 10	Excellent –Works well as a team player and within an existing structure, but can also act independently; will provide coaching and feedback.
< -20	Caution – Strongly oriented towards dependency; has a high need for structure, feedback and reassurance on a continual basis; may act more as a team member than a team leader.

COMFORT WITH CONFLICT: Level of comfort dealing with conflict



Scores	Interpretation
> 35	Mild Caution – Very comfortable with conflict, but may purposely create conflict to get results.
35 - 0	Excellent – Deals well with situations of interpersonal conflict.
0 - -15	Mild Caution – Would prefer not to deal with situation where conflict might arise. Will need some coaching.
< -15	Strong Caution – Will avoid conflict at all costs.

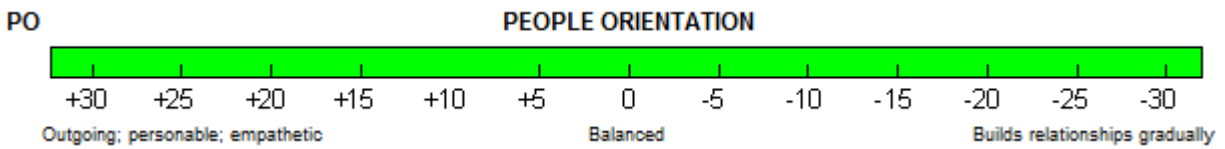
EMOTIONAL QUOTIENT: Approach to managing emotional information about one’s self and others



Scores	Interpretation
> 65	Excellent – Very good at understanding and using emotional information.
65 - 55	Mild Caution – Some potential growth opportunities.
< 55	Strong Caution – Low understanding and using emotional information.

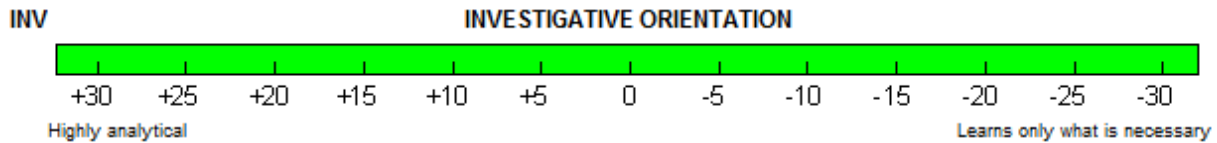
COMMUNICATION STYLE

PEOPLE ORIENTATION: A person’s natural interpersonal communication style



Scores	Interpretation
> 0	Excellent – Very sociable, outgoing and friendly.
< 0	Mild Caution - May not be comfortable dealing with other people.

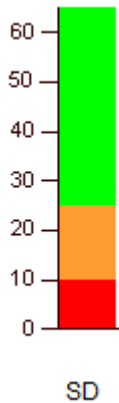
DETAIL ORIENTATION: Interest in learning technical material; Detail orientation



Scores	Interpretation
> 0	Excellent - Attentive to detail; will find satisfaction in learning new things.
< 0	Mild Caution – May only learn what is required; “big picture” orientation; not very detail oriented.

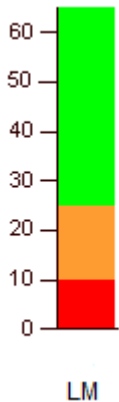
ATTITUDES

SELF DIRECTED: The degree of feeling in control of one's own environment.



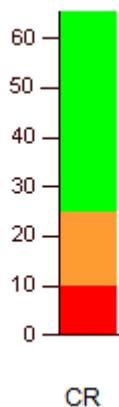
Scores	Interpretation
> 25	Excellent – Feels in control of environment, responsible for actions, accountable for behavior.
10 - 25	Mild Caution - May not be feeling in control. Explore Caution.
< 10	Strong Caution – does not feel in control of their environment. Explore cautions.

LIFESTYLE MANAGEMENT: Effectiveness in coping with a demanding lifestyle; handling stress



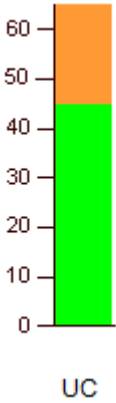
Scores	Interpretation
> 25	Excellent – Handles stress and lifestyle demands very well.
10 - 25	Mild Caution – May not be dealing with current stress or typically has some difficulty dealing with lifestyle demands.
< 10	Strong Caution – Has few stress-coping skills or very high current stress level.

COMMITMENT RELUCTANCE: Attitude and approach to asking for and getting commitment from others.



Scores	Interpretation
> 25	Excellent – Understands how to approach the issue of commitment; can hold people to commitments.
10 - 25	Mild Caution – Has some difficulties asking for commitments from others.
< 10	Strong Caution – Appears unable to obtain commitment from others. Explore caution.

UNCERTANTY COEFFICIENT (Honesty): Reliability of Results



Scores	Interpretation
> 45	Excellent – Results are reliable.
< 45	Caution – Results warrant further exploration.