

The Achiever

Pre-Employment Testing & Mentoring



Our Philosophy

“Leaders are agents of positive change. Their leadership is through beneficial influence. They understand that change is a process and not an event. A leader’s passion is to grow everything and everyone around them to achieve a greater and enriched potential.”



BOTH A COGNITIVE AND A BEHAVIORAL ASSESSMENT

Achievement = a thing done successfully, by effort, or skill.

The Achiever - is an analysis of an individual taken online. The Achiever is an in-depth pre-employment assessment that **measures six mental aptitudes (cognitive abilities) and ten personality dimensions** as they relate to the job the individual is being assessed for. Those mental aptitudes and personality dimensions are listed below.

Mental Aptitudes

- ❖ Mental Acuity
- ❖ Business Terms
- ❖ Memory Recall
- ❖ Vocabulary
- ❖ Numerical Perception
- ❖ Mechanical Interest
- ✓ Validity Scale measures distortion

Personality Dimensions

- ❖ Energy
- ❖ Flexibility
- ❖ Organization
- ❖ Communication
- ❖ Emotional Development
- ❖ Assertiveness
- ❖ Competitiveness
- ❖ Mental Toughness
- ❖ Questioning/Probing
- ❖ Motivation

It is also used as an objective evaluation of existing employees who are being considered for promotion, transfer or annual performance reviews. Here are some reporting results you will receive:

- ❖ A Personal Development Plan
- ❖ Behavioral interview questions are included that can be asked in a secondary interview process.

Leadership Excellence, Ltd. is the premier training, development and coaching organization for 21st century leaders. We effectively build individuals and organizations to reach their highest leadership potential.

Leadership Excellence, Ltd. is proudly partnered with Leadership Management International (LMI). We have the proven development tools and processes for positive and lasting change.

For more information on other courses and services we offer, visit LeadershipExcellenceNow.com or contact:

Greg L. Thomas
info@leadershipexcellencenow.com
330-722-8764

The Achiever

Name: Jonathan Doe

Date: 1/22/2015

Company: Anywhere USA

Page: 5 of 17

Achiever Score Sheet

Mental Aptitudes											
		1	2	3	4	5	6	7	8	9	
MENTAL ACUITY	Slow Learn	X									Fast Learn
BUSINESS TERMS	Uninformed				X						Knowledgeable
MEMORY RECALL	Unaware				X						Aware
VOCABULARY	Limited	X									Strong
NUMERICAL PERCEPTION	Imprecise			X							Accurate
MECHANICAL INTEREST	Indifferent							X			Interested
Personality Dimensions											
		1	2	3	4	5	6	7	8	9	
ENERGY	Restless								X		Calm
FLEXIBILITY	Flexible					X					Rigid
ORGANIZATION	Disorganized		X								Planful
COMMUNICATION	Reserved					X					Interactive
EMOTIONAL DEV	Impatient							X			Tolerant
ASSERTIVENESS	Cooperative				X						Authoritative
COMPETITIVENESS	Team Player							X			Individualist
MENTAL TOUGHNESS	Sensitive							X			Tough
QUESTIONING /PROBING	Trusting	X									Skeptical
MOTIVATION	Security					X					Recognition
Validity Scales											
		1	2	3	4	5	6	7	8	9	
DISTORTION	Frank Answer							X			Exaggerates
EQUIVOCATION	Choose Alter.				X						Choose Middle

STANINE: The STANINE is a system of measurements which divides the population into nine parts.

NOTE: Areas with dots and brackets ([.....]) are of primary importance with the dots and brackets reflecting the most desirable range for an individual to score in to have those characteristics. Areas without dots and brackets are secondary areas that provide additional information regarding the individual.

AREAS OF CONCERN - Scores of 1 OR 2 in any of the following dimensions:
Energy, Flexibility, Emotional Development OR Mental Toughness are areas of concern.