



**Axiometrics International, Inc.**

*“Changing the World and the Future”*

# **Leadership Screen with Nine Pathways**

**Prepared for:**

*Demo Sample*

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Nashville, Tennessee

Voice: 615.758.5955

Fax: 615.758.5927

E-Mail: [Info@axiometricsinternational.com](mailto:Info@axiometricsinternational.com)

Web: <http://www.axiometricsinternational.com>

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## OVERALL TENDENCIES

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- Attentive to what is practical and workable, to what is immediately important, to creating results, and to getting things done.
- Can become too 'now' oriented and results oriented leading to crisis problem solving, to reactive thinking, and to a skeptical, impatient attitude when others do not, or cannot, see the value of your solutions.
- Are likely to be an individualist, covertly or overtly getting around existing ideas and ways of doing things.
- Will tend to put off or discount the need for planning and overlook consequences of decisions unless they have immediate impact.
- Are likely to be more comfortable in social/external situations and relationships where it is easier for to rely on your natural common sense ability.
- Can become overly pragmatic and competitive, developing critical, impatient, advice giving, skeptical, attitudes toward others, especially when they do not get things done in a practical, effective manner.
- Can readily identify crucial issues, generate practical alternatives, and respond with practical advice.
- Tend to listen selectively, overlooking both the personal concerns of others and the effect your responses can have on them.
- An inner directed person, you have greater clarity and understanding of self values than values in the world.
- An extremely goal directed person, you have a strong commitment to inner goals, standards and principles, as well as, confidence that you can perform to potential.
- Tend to define self worth and individuality through ambition and achievement, through your ability to measure up to your expectations or expectations of others.
- Commitment to personal goals will develop persistence but can also lead to a stubborn insistence that your way is right regardless of circumstances.
- May place too much emphasis on status and role performance leaving you too sensitive to what others think or say or over confident about your ability which, in turn, can cause you to overlook your potential for mistakes.

# ***Axiometrics Leadership Inventory***

## **Definitions**

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### **Talent:**

Talent measures how well an individual thinks and makes decisions, what they pay attention to, and how well they perform specific decision tasks. Talent is a measure of performance potential indicating how well an individual can maximize their strengths and minimize the effects of their blocks.

### **Access:**

Access measures how well an individual can utilize their talent in a specific environment. Access is a decision performance ratio that results from combining specific capacities that identify success and specific blocks that increase the risk of failure.

### **Attitude:**

Attitude is a measure of biases in one's thinking that can increase or decrease their ability to make accurate, reliable decisions. These biases result from too much or too little focus on certain factors in the decision environment.

### **Skill:**

Skill is a performance ratio that identifies and measures competencies that discriminate between high and low performance. Competencies are the result of the translation of decision talent into action.

### **Global:**

Global risk measures the ability to consistently make decisions that produce success within a specific environment. The higher the score the greater potential for success.

### **Critical Risk Pattern:**

The identification of specific decision patterns that increase the risk of lower performance and/or increase the risk of disruptive behavior.

## **Leadership Skill Inventory**

(LOW RISK - 9.23)

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### PEOPLE SKILLS - SITUATIONAL RISK

- Talent - 8.85
- Access - 9.15
- Risk Level - 9.00

### TASK SKILLS - LOW RISK

- Talent - 8.98
- Access - 9.45
- Risk Level - 9.21

### SYSTEM SKILLS - LOW RISK

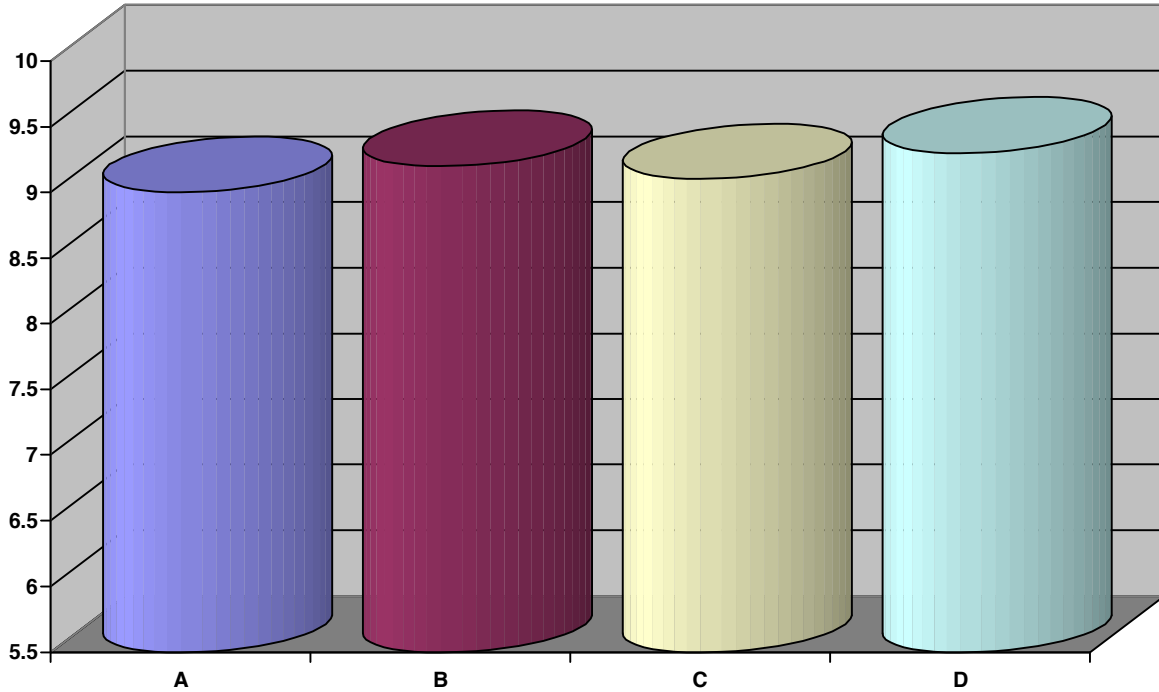
- Talent - 8.88
- Access - 9.28
- Risk Level - 9.08

### SELF SKILLS - LOW RISK

- Talent - 9.05
- Access - 9.45
- Risk Level - 9.25

## Leadership Screen with Nine Pathways

### Global Graph



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>9.021 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.791 to 9.02</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.391 to 8.79</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.39</b>

**A) People (Situational Risk)** — This section measures the ability to make sound and objective decisions about others and to build relationships.

**B) Task (Low Risk)** — This section measures the ability to see and understand what is happening in a practical, concrete manner.

**C) System (Low Risk)** — This section measures the ability to see, understand and appreciate planning, strategic thinking and issues, conceptual organizing and consistency and conformity.

**D) Self (Low Risk)** — This capacity measures the ability to see, understand and be sensitive to personal uniqueness, confidence and competency and goals and self organization.

## ***PEOPLE Values (Prioritized Core Strengths)***

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- 1) Sets priorities in relationships (Very Good Access)
- 2) Helps people to have the confidence to take risks (Very Good Access)
- 3) Keeps communications clear and to the point (Very Good Access)
- 4) Open to perspective of others (Very Good Access)
- 5) Open to ideas and input from others (Very Good Access)
- 6) Makes an effort to be pleasant, courteous and tactful (Very Good Access)
- 7) Encourages others and provides positive reinforcement (Very Good Access)
- 8) Willing to listen to opposing viewpoints (Very Good Access)

## ***PEOPLE Values (Prioritized Development Areas)***

- 1) Likely to not be sensitive enough to others (Conditional Risk)
- 2) Tends to overlook the importance of making others feel valuable (Conditional Risk)
- 3) Tends to not pay enough attention to the needs and concerns of others (Conditional Risk)
- 4) May not always treat others fairly and consistently (Conditional Risk)

## ***TASK Values (Prioritized Core Strengths)***

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- 1) Can be counted on in good times and bad (Very Good Access)
- 2) Willing to do whatever it takes to accomplish goals (Very Good Access)
- 3) Knows what is needed to support decisions (Very Good Access)
- 4) Gets things done (Very Good Access)
- 5) Pays attention to what needs to be done (Very Good Access)
- 6) Knows what needs to be done and what can be done (Very Good Access)
- 7) Good sense of time and timing (Very Good Access)
- 8) Monitors progress to keep things on schedule (Very Good Access)
- 9) Finds out what is causing problems (Very Good Access)

## ***TASK Values (Prioritized Development Areas)***

- 1) Has difficulty matching schedules to priorities and goals (Situational Risk)
- 2) Tend to be too focused on 'now' oriented, immediate priorities restricting decisions (Situational Risk)
- 3) Sets priorities which are too focused on immediate results (Situational Risk)

## ***SYSTEM Values (Prioritized Core Strengths)***

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- 1) Maintains a strong sense of direction and purpose (Excellent Access)
- 2) Emphasizes a common mission (Very Good Access)
- 3) Communicates optimism, vision and purpose (Very Good Access)
- 4) Inventive and aware of critical issues (Very Good Access)
- 5) Pays attention to inventive thinking (Very Good Access)
- 6) Plans for things not working out as expected (Very Good Access)
- 7) Takes time to be creative and inventive (Very Good Access)
- 8) Respects principles, rules, and property (Very Good Access)
- 9) Sets challenging and attainable goals (Very Good Access)

## ***SYSTEM Values (Prioritized Development Areas)***

- 1) Tends to discount the importance of standards or codes (Conditional Risk)
- 2) Tend toward a chip on the shoulder attitude (Conditional Risk)
- 3) Tend to get around organizational plans relying more on personal goals and expectations (Conditional Risk)

## ***SELF Values (Prioritized Core Strengths)***

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- 1) Maintains a positive attitude toward themselves (Excellent Access)
- 2) Maintains a positive attitude toward the world (Excellent Access)
- 3) Makes an effort to maintain principles in all matters (Excellent Access)
- 4) Sticks by decisions (Very Good Access)
- 5) Reinforces personal commitment to do one's best (Very Good Access)
- 6) Is optimistic and believes the best will work out (Very Good Access)
- 7) Total commitment to goals (Very Good Access)
- 8) Emphasizes vision, mission and purpose (Very Good Access)
- 9) Accepts responsibility their mistakes (Very Good Access)

## ***SELF Values (Prioritized Development Areas)***

- 1) Have difficulty seeing their mistakes and will likely blame others for them (Conditional Risk)
- 2) Likely to put off asking for help or feedback (Conditional Risk)
- 3) Stubborn insistence on doing things their way (Conditional Risk)

## ***Priority List of Critical Leadership Performance Dimensions***

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Listed below are the Critical Leadership Performance Dimensions. These factors are listed in order of the talent you currently display for paying attention to and valuing them. The first Talent is your strongest, followed by the rank order of the remainder of the factors.

1. FOCUSING ON RESULTS
2. BUILDING TEAM SYNERGY
3. INSTILLING RESPONSIBILITY AND INTEGRITY
4. SETTING VISION, MISSION AND PURPOSE
5. FOSTERING INNOVATION AND CHANGE
6. DEVELOPING STRATEGY, DISCIPLINE
7. BUILDING TRUST AND A COMMON BOND
8. MAINTAINING CONSISTENCY AND CONFORMITY
9. PREPARATION AND TACTICS

## ***Prioritized Leadership Values (Core Strengths)***

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**1) Optimism, Seeing And Expecting The Best (Vision, Mission)**

Maintains a positive attitude toward themselves

**2) Optimism, Seeing And Expecting The Best (Vision, Mission)**

Maintains a positive attitude toward the world

**3) Respecting The Rights Of Each Person (Vision, Mission)**

Maintains a strong sense of direction and purpose

**4) Walking The Walk, Keeping Promises (Integrity)**

Accepts responsibility for consequences

**5) Personal Competence And Confidence (Preparation, Tactics)**

Makes decisions with confidence

**6) Personal Commitment, Dedication (Vision, Mission)**

Sticks by decisions

**7) Putting Yourself Into Your Work (Results)**

Can be counted on in good times and bad

**8) Walking The Walk, Keeping Promises (Integrity)**

Makes and keeps commitments and promises

**9) Optimism, Seeing And Expecting The Best (Vision, Mission)**

Is optimistic and believes the best will work out

**10) Personal Competence And Confidence (Preparation, Tactics)**

Has good problem solving ability

## ***Prioritized Leadership Values (Development Areas)***

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**1) Respecting The Rights Of Each Person (Trust)**

Likely to not be sensitive enough to others

**2) Treating Each Person as Unique And Valuable (Trust)**

Tends to overlook the importance of making others feel valuable

**3) Treating Each Person as Unique And Valuable (Trust)**

Tends to not pay enough attention to the needs and concerns of others

**4) Learning To Adapt And Grow (Innovation, Change)**

Have difficulty seeing their mistakes and will likely blame others for them

**5) Respecting Principles, Standards And Codes (Integrity)**

Tends to discount the importance of standards or codes

**6) Being Fair And Consistent (Team Synergy)**

May not always treat others fairly and consistently

**7) Cooperating And Sharing (Team Synergy)**

Does not maintain a positive, supportive attitude