



**Axiometrics International, Inc.**  
*“Changing the World and the Future”*

# **Basic Management Assessment**

**Prepared for:**

*Sample Test*

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# Axiometrics International, Inc.

## Congratulations

### Sample Test

You are now in possession of your Value Analysis from Axiometrics International, Inc.

Axiometrics International, Inc., is an organization that utilizes the practical application of the life's work of Dr. Robert S. Hartman, the discoverer of a new mathematical science called Axiology.

Axiology measures your ability to value. Your capacity to value is a talent or ability by which you organize your thinking and emotions to make decisions or value judgments. Your value talent is a measure of your ability to:

- 1) see and filter what is happening around you, and in yourself
- 2) build concepts and ideas by focusing on what is important to you
- 3) translate your ideas and expectations into decisions.

These three activities are the keys to understanding how we all make decisions.

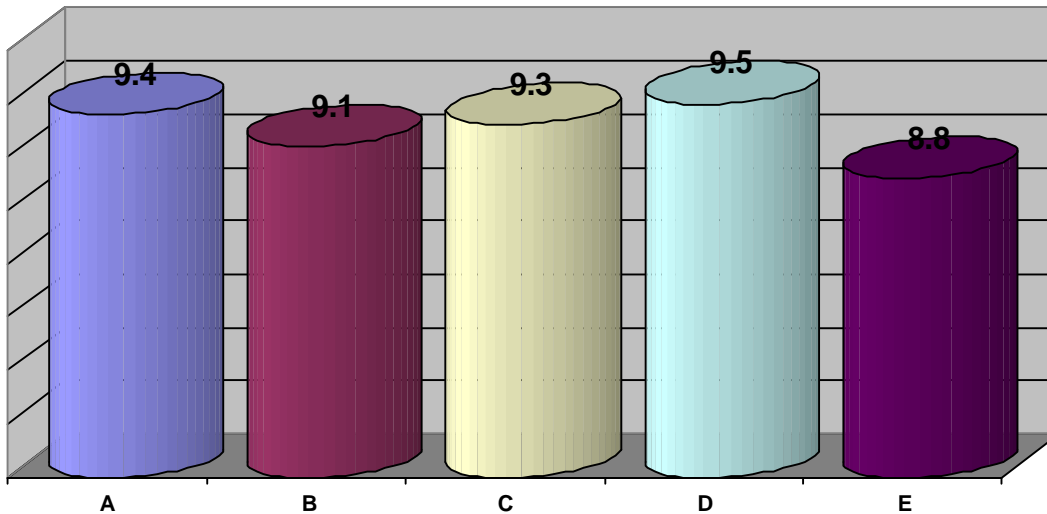
**Sample**, your ability to make value judgments is a natural activity of the mind and is similar to musical talent and ability. Each person has certain inborn skills or aptitudes. Some individuals have an ear for musical notes; others can be taught to recognize the notes. Both types of individuals can develop their natural talent and apply this talent as musicians. In the same way, some individuals have better developed natural talent for making value judgments and can make better decisions. These individuals have a clearer idea of what is important, can see things which other miss, are very creative problem solvers, make decisions which always seem to be on target, and are sensitive to the needs and concerns of others.

Value talent, like musical talent or sports talent, can be learned and improved. The first step in developing your value talent is to identify your level of development, and to find out what specific types of talent you have. The value analysis is designed to let you come into contact with your ability to think and make value judgments about yourself and the world around you. This analysis will give you an opportunity to experience the biases which focus your thinking, the natural skills which your mind uses on a day to day basis to make decisions, the strengths which belong to you, the areas for development which can improve your ability to be you, and the combination of talent which defines your uniqueness.

Remember that your value analysis is not a psychological, intelligence, or aptitude test. Your value talent is a measure of your ability to utilize your intelligence, access your natural and learned skills, and control your emotions. Your value profile describes the unique patterns that belong to you and capture both the unique structure of the way you think as well as the way you change as you grow and develop. Your value profile is a slice out of time, a cross section of your life's history showing where you are, how well you are using your talent, and the stresses and strains which you are experiencing.

## Basic Management Assessment

### OVERVIEW GRAPH



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>6.0 to 8.29</b>

**A) Deciding What Needs To Be Done(9.4)** -- Identifies the issues that are relevant and need attention.

**B) Managing Activities(9.1)** -- Measures the ability to see what is needed to get things done.

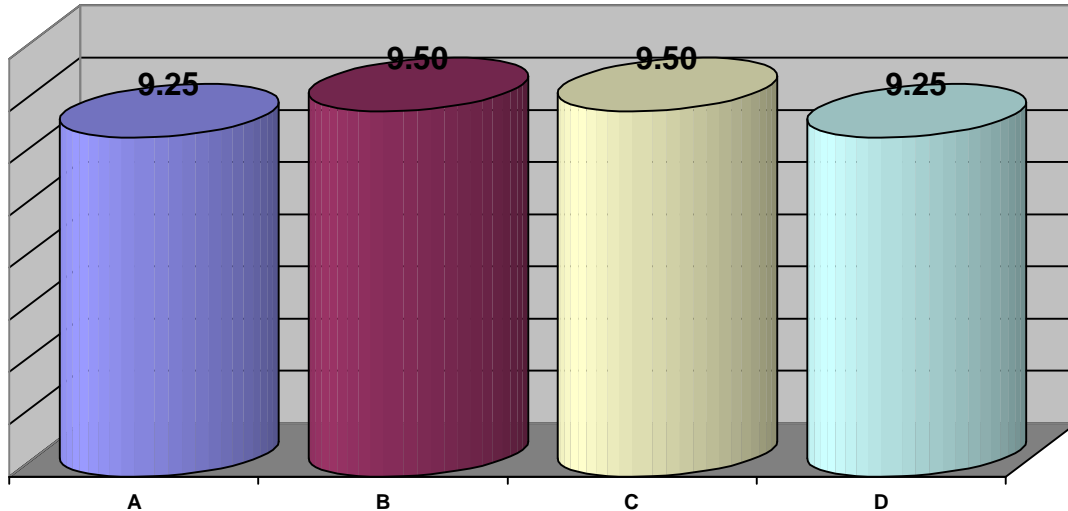
**C) Planning & Organizing(9.3)** -- Measures the ability to set goals, build plans, and translate them into action.

**D) Making Things Happen(9.5)** -- Measures the capacities needed to marshal one's energy and drive toward goals.

**E) Relating With Others(8.8)** -- Measures the ability to see and appreciate others and deal with them on a daily basis.

## Basic Management Assessment

### DECIDING WHAT NEEDS TO BE DONE



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Intuitive Insight(9.25)** -- The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.

**B) Proactive Thinking(9.50)** -- The ability to think ahead, to plan for consequences of actions and decisions rather than reacting to circumstances.

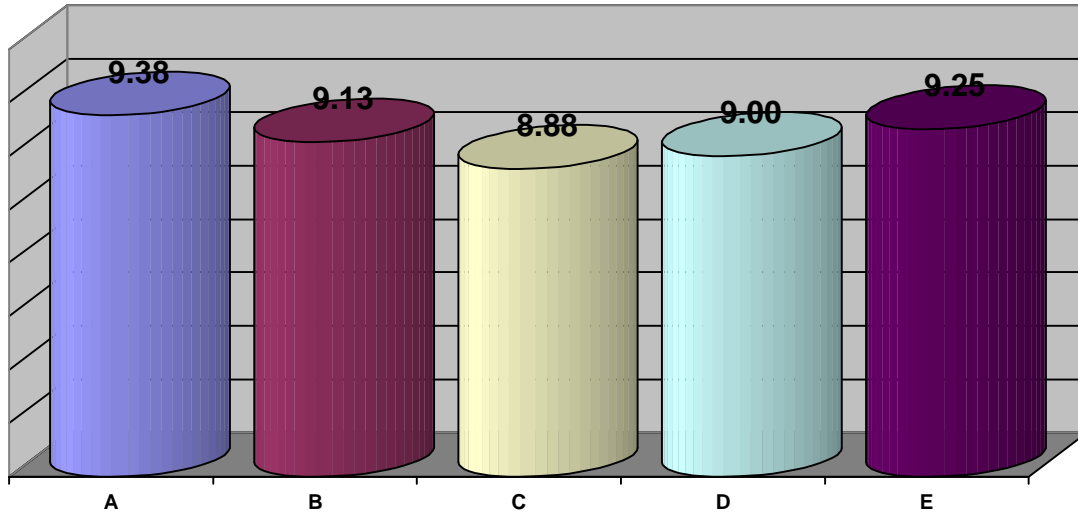
**C) Common Sense Thinking(9.50)** -- The ability to use one's practical thinking ability to see and understand what is happening.

**D) Integrative Ability(9.25)** -- The ability to readily identify the heart of the problem, the critical elements of a situation and to generate workable solutions.

**DECIDING WHAT NEEDS TO BE DONE:** These capacities measure the ability to decide what issues are relevant and need attention from an intuitive, practical, conceptual and analytical perspective.

## Basic Management Assessment

### MANAGING ACTIVITIES



<b>Primary Strengths</b>	<b>9.5 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.49</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Evaluating What Needs To Be Done(9.38)** -- The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.

**B) Attention To Concrete Detail(9.13)** -- The ability to clearly see and pay attention to flaws in things, people and situations.

**C) Doing Things Right(8.88)** -- This component measures one's insistence that things be done according to specifications and plans, their attention to excellence and perfection.

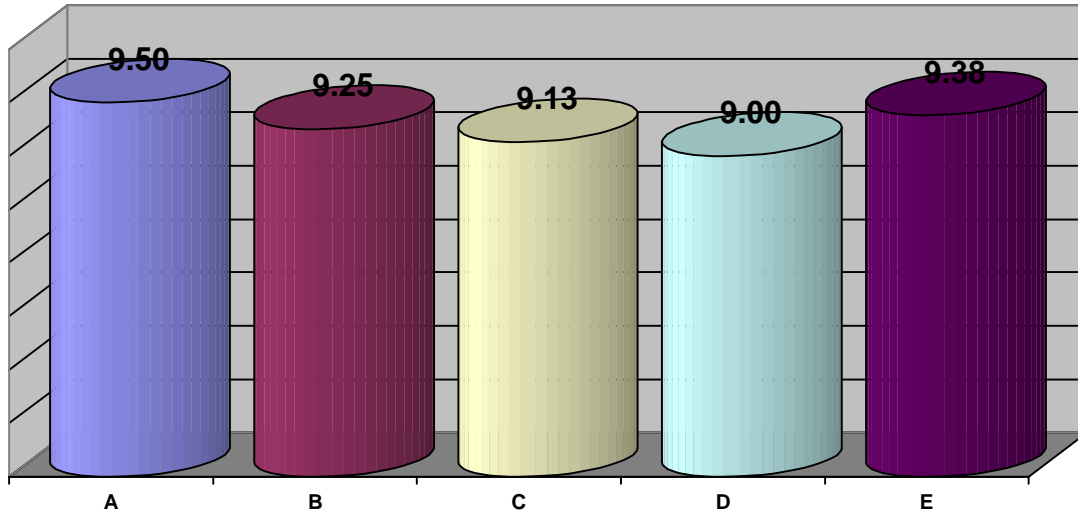
**D) Attitude Toward Authority(9.00)** -- This component measures the willingness to conform to existing codes, rules and sources of order and control.

**E) Meeting Deadlines(9.25)** -- This component measures the ability and willingness to maintain a strong sense of responsibility for meeting schedules and deadlines.

**MANAGING ACTIVITIES:** These capacities measure a person's ability to see what needs to be done, who needs to do the work and how things need to be done.

## Basic Management Assessment

### PLANNING AND ORGANIZING



Primary Strengths	9.5 to 10.0
Secondary Strengths	8.9 to 9.49
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

**A) Realistic Goal Setting(9.50)** -- The ability to set goals which are within the boundary of available resources and which can be achieved within the projected time.

**B) Short Range Planning(9.25)** -- The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.

**C) Concrete Organization(9.13)** -- The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.

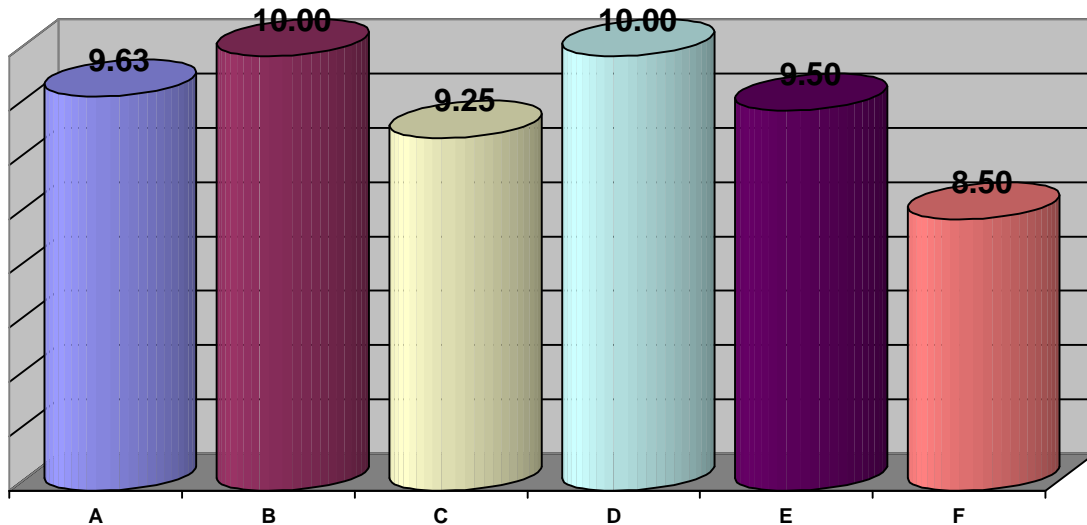
**D) Conceptual Organization(9.00)** -- The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

**E) Attention To Planning(9.38)** -- The ability to keep one's focus and attention on planning details and activities.

**PLANNING AND ORGANIZING:** These capacities identify the short range and long range needs and implications of a situation, to set goals which are realistic and to develop plans of action which attain these goals in an effective and efficient manner.

## Basic Management Assessment

### MAKING THINGS HAPPEN



Primary Strengths	9.5 to 10.0
Secondary Strengths	8.9 to 9.49
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

**A) Goal Directedness(9.63)** -- Goal Directedness is the ability to be excited about and committed to one's goals and to marshal energy to push toward the attainment of these goals.

**B) Results Oriented(10.00)** -- Results Oriented is the ability to pay attention to the achievement of concrete results. Attaining results is a major factor pushing one to action.

**C) Role Satisfaction(9.25)** -- This component measures the degree of satisfaction and confidence one has in their role.

**D) Persistence(10.00)** -- The ability of an individual to maintain direction regardless of circumstances, to stay on target until one's goal is achieved.

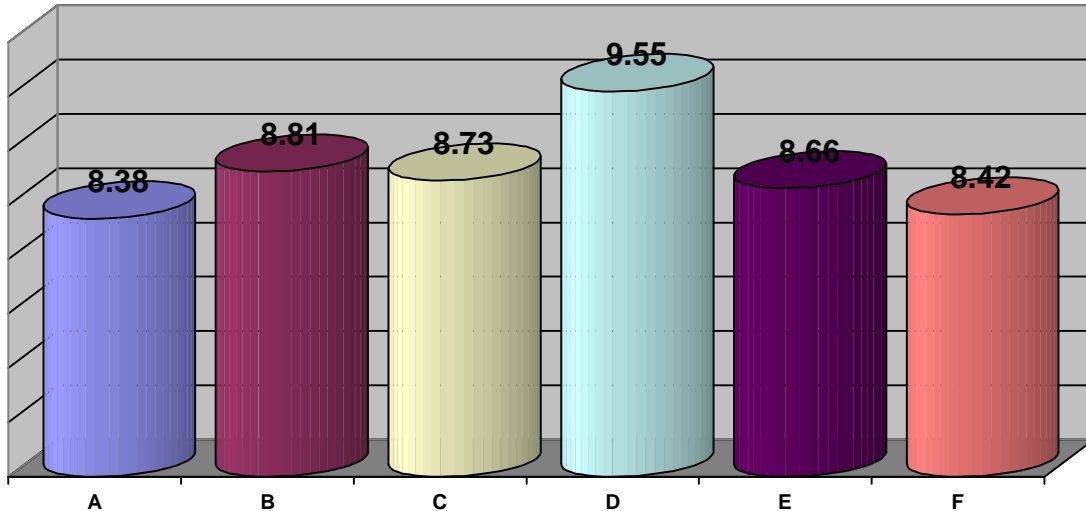
**E) Consistency(9.50)** -- The ability to maintain a sense of order, constancy and continuity in one's actions, to be able to transfer goals into action.

**F) Health Tension Index(8.50)** -- This component measures how well one can balance anxiety, despair and depressive attitudes.

**MAKING THINGS HAPPEN: Achievement Drive is a composite of several internal value structures that provide the primary driving impetus for a person to perform at a level higher than the average or to continually strive to achieve a higher performance level.**

## Basic Management Assessment

### RELATING WITH OTHERS



Primary Strengths	9.5 to 10.0
Secondary Strengths	8.9 to 9.49
Secondary Development	8.3 to 8.89
Primary Development	less than 8.3

**A) Attitude Toward Others(8.38)** -- This component measures the ability to be positive, objective and tolerant in interactions with others.

**B) Insight Into Others(8.81)** -- This component measures a person's ability to see and understand the needs and interests of others, to identify and relate with the needs and concerns of others.

**C) Listening To Others(8.73)** -- This component measures a person's ability to see and understand the needs and interests of others, to identify and relate with the needs of others.

**D) Talking At The Right Time(9.55)** -- This component measures how well an individual listens to another person's point of view without imposing personal biases and expectations.

**E) Patience With Others(8.66)** -- The ability to see and accept others as they are and to allow others to proceed at their own pace.

**F) Sensitivity To Others(8.42)** -- The degree to which one can be objective about others without allowing personal feelings, positive or negative, to interfere with making decisions.

**RELATING WITH OTHERS: These capacities measure the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.**

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## **Basic Management Assessment**

### **PRIMARY STRENGTH COMMENTS**

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#### **Proactive, Conceptual Thinking:(Deciding What Needs To Be Done)**

You have a strong need to make certain that things work out according to plans and expectations. As a result you understand the value of proactive thinking and planning and will focus time and energy on identifying and understanding the consequences of your ideas and plans.

#### **Common Sense Thinking:(Deciding What Needs To Be Done)**

You have the ability to see and pay attention to things in a practical, common sense way. This gives you the ability to see and understand what needs to be done and understand how to get things done in a practical way. You tend to be 'now' oriented and to stay focused on the need for results and immediate action.

#### **Realistic Goal Setting:(Planning and Organizing)**

Your strong need to set goals which are challenging, combined with your perfectionism and insistence that things be done the way which you believe to be right will build commitment and attentiveness to setting goals and plans. This reflects the ideas, ideals and principles which are important to you.

#### **Goal Directedness:(Making Things Happen)**

Your self perfectionism and idealism combined with keen appreciation for structured, analytical thinking generates strong drive toward your personal goals and objectives and commitment to the goals and objectives which you adopt from organizational or other sources.

#### **Results Oriented:(Making Things Happen)**

You have a strong need to create practical, pragmatic results. This need combined with your overall practical problem solving ability and attentiveness to practical, pragmatic values generates a strong drive center which will propel you toward your immediate circumstances.

#### **Persistence:(Making Things Happen)**

Your strong commitment to your inner ideals, personal goals, and beliefs about the future combined with your sense about what is right provide a compulsive need to push ahead and will also act as a beacon to keep you on track in difficult and confusing situations.

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## ***Basic Management Assessment*** **PRIMARY STRENGTH COMMENTS**

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### **Consistency:(Making Things Happen)**

You have strong confidence about what you can do which leads to a sense of comfort and acceptance with your current circumstances. Your confidence gives you a sense of personal competence and satisfaction with what you are doing and acts as a springboard to action as well as personal justification that what you are doing is right for you.

### **Talking At The Right Time:(Relating With Others)**

You have the ability to correctly and immediately identify both what is the correct or appropriate response and when the time is right to make your point. Moreover, you have a strong commitment to what you believe is right which will give you the confidence and assurance to say what you believe you need to say.

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## **Basic Management Assessment**

### **SECONDARY STRENGTH COMMENTS**

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#### **Intuitive Insight:(Deciding What Needs To Be Done)**

You have a well developed ability for intuitive thinking. This gives you the capacity to identify a fruitful direction or a potential problem area by the strength of your inner, 'gut' feelings and instincts about what is right or wrong.

#### **Integrative Ability:(Deciding What Needs To Be Done)**

You have a good capacity for identifying what the crucial issues are in complex and confusing situations and how these issues are integrated into the overall perspective of the problem situation. You know what is important and needs attention and can see the heart of the problem identifying alternatives for resolving the problem in an effective manner.

#### **Evaluating What Needs To Be Done:(Managing Activities)**

You have an excellent ability for sizing up situations, for identifying problems especially in difficult or confusing situations, and for generating constructive alternatives for resolving problems. This ability is a combination of practical, common sense thinking and conceptual, analytical thinking ability.

#### **Attention To Concrete Detail:(Managing Activities)**

Your perfectionistic drive and analytical thinking ability and your strong concentration on doing things right will likely build a compulsion for focusing on concrete, practical situations until you are able to translate your expectations into decisions and actions.

#### **Doing Things Right:(Managing Activities)**

You are a perfectionistic thinker who pays attention to making certain that things are done right. As a result, you are likely to spend time and energy developing respect for accepted standards and ways of getting things done.

#### **Attitude Toward Authority:(Managing Activities)**

Your strong sense of perfectionism and drive toward making certain that things are done right will build a strong sense of belief in, and loyalty to, authority, and a willingness to work to maintain consistency and constancy in actions and decisions.

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## **Basic Management Assessment**

### **SECONDARY STRENGTH COMMENTS**

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#### **Meeting Schedules And Deadlines:(Managing Activities)**

Your strong sense of perfectionism both about what is right for you and about what is right for the world around you generates an approach to schedules and deadlines which is based on preset, preorganized plans and programs. You have a well developed capacity for turning timetables into expectations and standards for actions and decisions.

#### **Short Range Planning:(Planning and Organizing)**

You have the ability to focus on what needs immediate attention in your current situation and to translate these practical needs into a plan and strategy. Moreover, you will develop and maintain strong commitment to carrying out your plans according to your specifications and expectations.

#### **Concrete Organization:(Planning and Organizing)**

A combination of your need for things to work according to preset plans and strategies and your capacity for conceptual thinking and planning gives you the ability to develop a plan for organizing your current environment and the willingness to spend time and energy carrying out organizational tasks.

#### **Conceptual Organization:(Planning and Organizing)**

You have a very strong need for planning and organizing things according to a preorganized plan or strategy and this need combined with your capacity for conceptual and analytical thinking and planning builds the ability to see and focus your energy on conceptual organization.

#### **Attention To Planning:(Planning and Organizing)**

You have a perfectionistic need to make certain that things are organized and structured according to a preorganized plan or strategy. This need combined with your attention to conceptual, analytical thinking and planning creates a positive, proactive attitude toward planning activities.

#### **Role Satisfaction:(Making Things Happen)**

You are confident that what you are doing is what is best for you and that your social/role accomplishments will serve a useful function for yourself and for society. This confidence combined with your feelings of personal competence will build an urgency to get things done and to push ahead with energy and commitment.

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***Basic Management Assessment***  
**SECONDARY STRENGTH COMMENTS**

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**Insight Into Others:(Relating With Others)**

You have very keen insight into others. This gives you the ability to evaluate their potential for good and bad, to functionally evaluate the ability of others, to see opportunities for development with others which is good for you and them, and to be aware of the needs and concerns of others.

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## **Basic Management Assessment**

### **SECONDARY DEVELOPMENT COMMENTS**

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#### **Health-Tension Index:(Making Things Happen)**

You currently do not see or value your self as well as the world around you and as a result are subject to anxiety and stress effects. Seek feedback to identify development steps which will reduce this stress. Spend time and energy doing things you enjoy and which can help to relieve anxiety and stress symptoms.

#### **Attitude Toward Others:(Relating With Others)**

You tend to have an overly cautious, skeptical attitude toward others which can cause you to be too critical and impatient when they do not measure up. Attend a workshop on developing personal relationships which will provide techniques for helping you pay more attention to the needs and interests of others.

#### **Listening To Others: (Relating With Others)**

You may become skeptical and critical because you measure and critique everything that is said against a preset standard. Take time to examine your expectations and your views before you make up your mind about what others are saying, practice listening from their point of view and try to be patient and let others finish before you respond.

#### **Patience With Others: (Relating With Others)**

You tend to constantly measure others against your practical, preset expectations and to be impatient when they do not measure up. Make a checklist of those occasions when you make up your mind, respond too fast or too critically. Use the list to remind you to become more willing to allow others to express their thinking.

#### **Sensitivity To Others:(Relating With Others)**

You tend to have overly cautious, preset and selective attitudes toward others. You are likely to focus on the social profile of the individual prior to developing a relationship and, as a result, will not always be open to the needs and interests of theirs. Seek help from others to evaluate the negative effect of your biases.

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**Basic Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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### **Intuitive Insight**

Intuitive insight and intuitive feelings provide a powerful and reliable source for problem solving. Our research has shown that entrepreneurs, artists, salespeople and crisis problem solvers have strong intuitive ability as a common strength. Intuitive insight is a legitimate source of thinking. In many circles, this talent is treated as a source of emotion rather than thinking and logic. We measure intuitive insight as the ability to readily identify a problem, a potential solution or a direction which is fruitful, and as the ability to see a person, thing, situation or idea in its total meaning.

You have very good intuitive insight. Your intuitive ability gives you knowledge that is accurate and reliable which can immediately identify when something is wrong, when someone can be trusted, when a decision is the right decision and when the direction in which you are heading is your best and most fruitful path.

### **Practical Problem Solving Ability**

Practical problem solving ability (common sense thinking) measures the ability (1) to rely on practical, common sense thinking for identifying and solving problems, (2) to readily see crucial issues in complex, difficult and confusing situations, and (3) to see how to respond with good 'street sense' to attain practical results.

You have excellent practical, common sense ability. This key strength helps you see what is important and needs immediate attention, to identify problems and practical common sense ways for solving them and to see flaws in things and situations. Our research indicates that many individuals have this talent but either do not recognize it or do not rely on it. As a result, this strength may be a surprise to you and may not be recognized by you or by others who know you. The talent is yours, however, and is available for you to recognize and develop.

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**Basic Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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**Keen Insight Into Others**

You have a unique and powerful gift. You are a keenly perceptive individual who has an excellent capacity to see and appreciate the worth of others. You have the ability to see both the positive character potential and the potential character flaws in others. You have a genuine gift for identifying and valuing what makes each person unique and special. Moreover, you have the ability to evaluate and understand what is being said, to identify constructive alternatives, and to organize and plan an effective response. Your keen intuitive insight can guide you toward solutions to personal problems.

Your key strength is the ability to compare and evaluate crucial issues and to organize your thinking such that you are aware of what is needed to develop and maintain relationships. You may have difficulty trusting others when you cannot determine your risk. You may also have difficulty accepting others as they are. As a result, you may spend too much time and energy trying to determine the outcome of relationships.

**Excellent Practical, Common Sense Thinking**

We live our daily lives in a concrete world full of things, events, circumstances, problems, details. We mark time by the passage of events, the growth and deterioration of things, the importance of events and situations. We measure each other by our physical and material successes. Although we know that there is more to us than the physical, we are constantly aware of the need to live and survive in our concrete world.

You have an excellent ability to be in touch with things and circumstances. You have the ability to readily identify what needs to be done and what is important and needs attention. You have an excellent capacity to see and appreciate common sense thinking and the need to pay attention to practical, concrete detail. You are sensitive to the need for getting things done on time and to the need to organize things and situations such that there is a practical result. You have the ability to see flaws in things and to detect concrete problems and practical solutions.

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**Basic Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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**Very Good Conceptual, Analytical Thinking Ability**

Each morning when we get up, we believe that the sun will be in the sky and that the air we breathe will be available to us. This faith or belief factor gives meaning to our experiences. Meaning brings order to our experiences, gives us names and labels which we can use on a common basis, helps us anticipate where we will go, reinforces our beliefs and helps us form habits such that we do not have to experience each experience as totally new.

You have a very good ability for seeing and appreciating the need for order, structure and conceptual meaning. You have a keen appreciation for ideas, plans and strategies. You will likely pay attention to keeping things consistent, doing things right, focusing on clear, orderly thinking and being concerned about the results and consequences of your thinking. You understand the importance of rules, norms and authority for helping us feel secure. You may become too concerned about keeping things in order and, as a result, may feel frustrated when things do not work out as you expect.

**Self Direction and Self Determination**

The basic questions for all time are enduring 'Who am I?', 'What am I?' and 'What ought I to be?'. These three questions sum up our quest to be. We want to know that we have a purpose, that our lives have meaning. In fact, our research indicates that the strongest and most consistent motivating factor in all individuals is self direction and self purpose.

You are extremely fortunate to have a powerful combination of insight into inner ideals and a strong commitment to self direction, to the creation and fulfillment of your goals. This combination gives you the capacity to be very goal directed, capable of seeing goals and driving toward them with persistence. Your commitment to personal ideals gives you a sense of self excellence and perfection which can lead you to demand the best out of yourself and a strong moral code which instills a sense of responsibility for your conduct. Your persistence, however, can turn into insistence that your way is right regardless of circumstances.

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**Basic Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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**Social, Role Confidence**

Our research identifies three key sources for motivation needs, wants and expectations. Expectations define our goals, our sense of meaning and purpose. Needs define our total, inner self including everything from fulfillment to ambition. Our wants focus on what we are doing, what satisfies us, what gives us a sense of enjoyment and makes us feel that we fit into society. Wants then define our social and role self, what we are, and bring to one point in time what we think we ought to be and who we ultimately are.

Doing well in your chosen job, being recognized for your efforts and achievements and living up to expectations of others are all extremely important to you. You have a strong sense of confidence that you can perform to expectations. Moreover, you feel satisfied with what you are doing and believe that you are performing well. You may become too focused on your social and role image leading you to expect more out of your role accomplishments than is possible or more out of yourself than you can do.

**Dynamic, Positive Attitude Toward The World**

Our research proves that all individuals have special talent and gifts which form the basis of their uniqueness and which can be developed and applied. Our experience also shows that most performance difficulties occur not because of lack of talent but from a lack of access to the talent. Many times individuals who succeed do not have the greatest talent. What these successful persons do have is the ability to utilize what talent they have. They believe that things can and will work out for them.

You are extremely fortunate to be one of those individuals who has a dynamic, positive overall attitude toward the world around you. Regardless of the difficulties that come your way, you believe that things can and will work out. Your trust and optimism gives you a sense of comfort in difficult situations and provides you the ability to bounce back and deal with stress, mistakes and failures.

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**Basic Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BLOCKING VALUES**  
**(Sources of Interference)**

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**A Need For Self Affirmation**

One of the most consistent factors we have seen in over seventy percent of all individuals is a tendency to not give themselves enough credit. We have seen this factor in individuals who are top achievers as well as individuals who are not achieving any success in their careers. We call this factor a need for self affirmation, that is, a need to do something such that other people will affirm that you are worthy and have value.

You are currently experiencing this common need for self affirmation. As a result, you will tend to measure yourself against what you think you ought to be or against what others think you ought to be. You may feel frustrated and disappointed in yourself even when you are achieving success. Moreover, you tend to be too sensitive to what others think or say about you. Because you do have a good understanding of your inner self worth, the need for self affirmation will likely function as a motivating factor building a strong need to achieve recognition and attention to your worth.

**Perfectionistic Self Image and Expectations**

Sometimes the strength which results from our focused attention and energy can become a blocking, restrictive force. We are all familiar with examples of persons of enormous talent in sports, academics, or politics who are highly successful in their work but have difficulty handling relationships, running their businesses, or simply coping with normal problems. These individuals act as though they have blinders on seeing only what is in front of them.

Your commitment to personal goals and ideals which produces drive and persistence can potentially lead you to put blinders on and become too focused on what you think is right for you. As a result, you can become stubborn about what you must do turning persistence into insistence that your way is right regardless of circumstances. You may set goals which are challenging but are not rewarding leading you to either loose interest in them or not feel satisfied when you achieve them. Moreover, you may feel frustration and anxiety when things do not work out exactly as you expect.

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**Basic Management Assessment**  
**IDENTIFYING VALUE TALENT**  
**BLOCKING VALUES**  
**(Sources of Interference)**

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**Too Much Attention To Social, Role Image And Expectations**

How well you perform in your role or job and how you are seen by others is extremely important to you. In fact, you tend to define your self worth through your social image and your job performance. Your concern about how well you are performing and about social recognition can act as a source of confidence and strength. You tend, however, to become too concerned about how other people see you, to place too much emphasis on status and social image, and to overestimate either how much fulfillment you can attain through your achievements or your ability to perform.

You tend to see and value yourself only through your role and through what others think or say about you. As a result, you are likely to be too sensitive to what others think or say. You tend to be overconfident about your ability to perform and are likely to overlook your potential for mistakes, to not see your mistakes and errors, and to be too quick to take on tasks before you have realistically evaluated what you can do.

**Perfectionistic, Demanding Attitudes Toward Others**

You tend to approach individuals through your ideas, ideals, and expectations measuring them against these filters. You can become overly critical of, demanding on, and impatient with others when they do not measure up; however, you feel a strong sense of respect for the rights of others and will likely be committed to fairness in your relationships. You tend to think when you should feel leading you to not be responsive to personal problems which are not defined as important by you.

You have the ability to see and understand what is said but will likely pay most attention to evaluating responses against your expectations. You tend to overlook, discount or criticize another person's perspective and to be impatient and demanding when you cannot get them to see and accept your point of view. You have the ability to build well organized, clear responses and explanations but you tend to be overconfident when relying on the logic of your position to persuade others to see things your way.

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**Basic Management Assessment**  
**VALUE STRUCTURE OVERVIEW**  
**WORLD**

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**EMPATHY**  
**(CRYSTAL CLEAR)**

You are a keenly perceptive individual who has an excellent capacity to make sound judgments about others. You are an intuitive, feeling person but you tend to relate in a cautiously discrete manner. Moreover, you are likely to open up more readily to those who meet your biases and expectations and can become overly critical of and impatient with others especially when they do not measure up.

**PRACTICAL THINKING**  
**(CRYSTAL CLEAR)**

You have an excellent capacity for practical, common sense thinking and for concrete organization. You are extremely attentive to concrete detail and are a very results oriented, now oriented person. You can become too results and now oriented and may become too pragmatic and critical in your thinking.

**SYSTEM JUDGMENT**  
**(CLEAR)**

You have a very good capacity for seeing and appreciating the need for structure, order, consistency and authority. You tend to be a conceptual, analytical thinker and a proactive planner who likes to fit all of the pieces together before making a decision. Your strong sense of perfectionism may turn into a stubborn insistence that things be done right regardless of circumstances.

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**Basic Management Assessment**  
**VALUE STRUCTURE OVERVIEW**  
**SELF**

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**SELF ESTEEM**  
**(CLEAR)**

You have the ability to understand your inner self worth but you are currently depreciating your own inner worth. You do not give yourself as much credit as you should measuring yourself either against your own idealistic and perfectionistic expectations or against the expectations of others. In either case, you will tend to blow up your imperfections and become sensitive to what others think or say about you.

**ROLE AWARENESS**  
**(VISIBLE)**

You have the ability to understand your social/role image but tend to pay too much attention to image and role responsibilities. As a result, you tend to overestimate your ability to perform expecting more out of yourself than you can give or to overestimate the amount of self fulfillment you can attain through social status and recognition. In either case, you can be overconfident potentially overlooking your own potential for error.

**SELF DIRECTION**  
**(CLEAR)**

You are an extremely goal directed person who has a strong sense of commitment to inner ideals and principles, to what you think is right. You are a very persistent person who is likely to remain on target regardless of circumstances; however, this persistence can turn into insistence that your way is right regardless of circumstances and into a compulsive need to push ahead.

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## **Basic Management Assessment COMPOSITE ATTITUDE SURVEY**

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	<b>INATTENTIVE TO THE CAPACITY</b>	<b>CAUTIOUS ABOUT THE CAPACITY</b>	<b>ATTENTIVE TO THE CAPACITY</b>	<b>OVERATTENTIVE TO THE CAPACITY</b>
EMPATHY (CRYSTAL CLEAR)	KEENLY PERCEPTIVE DISCRETE INTUITIVE PRESET			
PRACTICAL JUDGMENT (CRYSTAL CLEAR)				KEENLY PERCEPTIVE RESULTS ORIENTED PRAGMATIC
SYSTEM JUDGMENT (CLEAR)			PERFECTIONISTIC IDEALISTIC STRUCTURED ANALYTICAL	

**EMPATHY:**

The ability to see and accept others as they are.

**PRACTICAL JUDGEMENT:**

The ability to see and appreciate practical, functional, and material values.

**SYSTEM JUDGEMENT:**

The ability to see and appreciate system, order, conceptual and analytical thinking and planning.

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## **Basic Management Assessment COMPOSITE ATTITUDE SURVEY**

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	<b>INATTENTIVE TO THE CAPACITY</b>	<b>CAUTIOUS ABOUT THE CAPACITY</b>	<b>ATTENTIVE TO THE CAPACITY</b>	<b>OVERATTENTIVE TO THE CAPACITY</b>
<b>SELF ESTEEM (CLEAR)</b>	INATTENTIVE TO INNER SELF TOO DEMANDING ON AND CRITICAL OF THEMSELVES			
<b>ROLE AWARENESS (VISIBLE)</b>			EXTREMELY ATTENTIVE TO SOCIAL/ROLE IMAGE; OVER CONFIDENT	
<b>SELF DIRECTION (CLEAR)</b>				PERCEPTIVE PERFECTIONISTIC IDEALISTIC PERSISTENT INSISTENT

**SELF ESTEEM:**

The ability to see and accept oneself as a unique and individual person.

**ROLE AWARENESS:**

The ability to see and appreciate one's role and/or social contribution.

**SELF DIRECTION:**

The ability to see where one ought to go and to feel a strong sense of persistence.