



Report designed for

Laurel Forsgren

ProfileXT[®]

Individual Profile

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Message to Laurel Forsgren

Behavioral science has proven that the most successful people are those who know themselves, both their strengths and weaknesses. This knowledge is important to them as they develop the strategies necessary to meet the demands and challenges of achieving success.

The purpose of this report is to help you to identify and make full use of your strengths, and to help you develop an awareness of any areas that could be limiting your effectiveness. The goal of this report is to help you to achieve greater success for yourself.

The report gives you a Profile of the Total Person

- **Thinking Style** - Learning Index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Behavioral Traits** - Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Interests** - Enterprising, Financial/Administrative, People Service, Technical, Mechanical, and Creative.

The information in your report can be useful in planning a self improvement program for your professional development and personal growth.

Thinking Style

Learning Index

An index of expected learning, reasoning, and problem solving potential.

- You are an effective learner who may appreciate a challenge in a training experience.
- Your capacity to adapt to different training situations is very strong.
- You are quite capable in the area of flexible problem solving.
- It is very likely that you will find it easy to learn the requirements of a new job situation.

Verbal Skill

A measure of verbal skill through vocabulary.

- You show strong potential for developing your existing verbal skills more fully.
- You have a sound understanding of everyday communication processes.
- You can build on your foundation as the particular communication skills required in performing the job become familiar.
- You should be competent in understanding written and verbal data.

Verbal Reasoning

Using words as a basis in reasoning and problem solving.

- You communicate with others effectively.
- You are good at analyzing and using abstract verbal information.
- Information gathering is a strength of yours.
- You use verbal information easily in making decisions.

Numerical Ability

A measure of numeric calculation ability.

- You should be competent working with numerical data.
- You have a sound understanding of basic mathematical processes and are able to mentally figure some numeric combinations.
- You can build on your basic foundation as the particular calculations required in performing the job become familiar.
- You show strong potential for developing existing skills with numbers.

Numeric Reasoning

Using numbers as a basis in reasoning and problem solving.

- You may benefit from using calculators for more complex mathematical calculations.
- You should not require additional time or repetition to accomplish numerical learning.
- Your ability to assimilate information that is mathematical or numerical in nature is sufficient at a general level.
- You should be able to complete the mathematical parts of the training process with little difficulty.

Behavioral Traits

Energy Level

Tendency to display endurance and capacity for a fast pace.

- You are not inclined to project a high sense of urgency. You might appreciate input from others when beginning a new project.
- You express a low energy level; your work style is compatible with a more relaxed, sedentary-level of work.
- You prefer not to be pressured by critical deadlines. You may need time to think things through and check them out.
- You may benefit from clearly defined priorities and deadlines as well as some external motivation and urging.

Assertiveness

Tendency to take charge of people and situations. Leads more than follows.

- You are careful in asserting yourself, tending to be more of a follower than a leader.
- You tend to be a good listener, to be more comfortable as a participant in a group rather than the leader.
- You sometimes need to be in charge and to be the leader but not in all situations.
- You tend to prefer solutions that are not risky and that have been proven to be effective in the past.

Sociability

Tendency to be outgoing, people-oriented, and participate with others.

- Your sociability is moderately compatible with establishing a network of contacts.
- You usually prefer work that doesn't require a great deal of social interaction.
- You prefer direct and to the point communication and may avoid spending time on small talk and social amenities.
- You are not always motivated by assignments that require contact with people.

Manageability

Tendency to follow policies, accept external controls and supervision, and work within the rules.

- You typically are willing to accept guidance and suggestions from others.
- You are friendly, cooperative and should be fairly easy to work with.
- You demonstrate a willingness to conform to company policies without feeling any loss of personal freedom.
- You have a moderately positive attitude concerning organizational constraints and restrictions.

Attitude

Tendency to have a positive attitude regarding people and outcomes.

- You demonstrate a highly positive attitude regarding changes in policies and procedures.
- You express a positive attitude regarding supervision and external controls.
- Your attitude is highly compatible with confronting interpersonal problems and frustrations.
- You have a highly positive attitude concerning risk, change and unexpected challenges.

Decisiveness

Uses available information to make decisions quickly.

- You prefer to make conservative, carefully considered decisions when confronted with a problem.
- You may prefer to think-out and analyze decisions and to hesitate taking decisive action.
- You demonstrate a tendency to pursue problems slowly, taking little risk.
- You may be slow to make day to day decisions.

Accommodating

Tendency to be friendly, cooperative, agreeable. To be a team person.

- You may tend to minimize serious problems and negative information. You are quick to seek solutions that are acceptable to everyone.
- You are quick to accommodate others and to avoid interpersonal conflict.
- You strive to reduce conflict and establish a cooperative environment. You are comfortable working as part of a team and sharing ideas and information.
- You are highly motivated by an informal, positive and relaxed work environment.

Independence

Tendency to be self-reliant, self-directed, to take independent action, and make own decisions.

- You could appreciate some opportunity to challenge tradition and the status quo to bring about change.
- You are typically comfortable handling new problems independently.
- You have a moderate need for freedom from controls, close supervision and organizational constraints.
- You prefer to carry out important tasks with minimal supervision.

Objective Judgment

The ability to think clearly and be objective in decision-making.

- You are highly inclined to make considered judgments, applying your knowledge of the facts to current problems and situations.
- You tend to take an objective view and to adjust judgment as needed to reach accurate conclusions.
- Your judgment and decisions usually indicate thoughtful consideration of all available information.
- You are likely to show sound, objective judgment under pressure.

Interests

You appear to be attracted to positions in which you may apply creative problem solving, especially in industrial settings. Your interests are focused on the Creative, Mechanical and People Service themes on the ProfileXT. The composite results here suggest an emphasis on working with and serving the needs of a client or customer through industrial pursuits.