



Job-Candidate Comparison

Insight Ef i e: Example Management Position

Candidates:

Travis Alderman
Ryan Allen
Steven Coale
Jordan Fishburn
chris glassford
Matt Godsey
Gregory Gray
Garrick Guillory
Heather Hall
Chad Hankinson
Jeremy Herring
Jennifer Holmes
Jay-Jay Jagelka
Stuart Jeffries
Mark Jordan
Leah Marckel
Steve McCabe
Ernest McClendon
Trina McKenzie
Miguel Medina
Eric Moore
Tetyana O'Neal
Robert Olsen
Jeremy Pieples
Kane Pitman

Jeanne Salin
carol schlegel
Nic Schweitzer
Rick Scott
Michael Trice
Dave Voltz
LaTisha Walker
Jason Wallace
Kyler Welch
Jason Willenberg
Jun Xu

Date

September 30, 2011

©2008 Persogenics. All rights reserved.

Assertiveness, Responsiveness: *The Pattern Connection*

This is a static page that describes the relationship between people’s patterns of communicationTM and their levels of assertiveness and responsiveness. Keep in mind that, the degree to which an individual uses all four of these patterns—not only their primary and secondary patterns—will affect their levels of assertiveness and responsiveness.

<p style="text-align: center;"><i>Dominant Patterns</i> High-assertive Low-responsive</p> <ul style="list-style-type: none"> • Usually outspoken • Controls personal feelings that they share • Task-oriented, results-driven • Prefer to be in charge • Direct, candid, open, forthright • Appreciates no-nonsense communication • Prefer to confront a situation, resolve the problem and move on • Control body movements and expressions • May appear too serious or abrupt 	<p style="text-align: center;"><i>Expressive Patterns</i> High-assertive High-responsive</p> <ul style="list-style-type: none"> • Friendly and assertive in communication • Use very big gestures and expressions • Very people-oriented • Use persuasion to convince others • Energetic, emotional, sometimes loud • Always ready to take risks • Always willing to volunteer • Playful and fun-loving; tend to dislike routine • May appear to be unfocused in their work
<p style="text-align: center;"><i>Analytical Patterns</i> Low-assertive Low-responsive</p> <ul style="list-style-type: none"> • Reserved in expressing themselves • Control outward gestures and actions • Task-oriented; disciplined in use of time • Very thorough; work to get job done right the first time • Focus on facts and details; examine all options; rely on past experience • Systematic and cautious in decision making • Prefer to work alone; can appear detached from emotions • May seem more concerned with information than with people 	<p style="text-align: center;"><i>Amiable Patterns</i> Low-assertive High-responsive</p> <ul style="list-style-type: none"> • Not forceful in communication • Outwardly show concern for others • People-oriented, team-oriented; concerned with comfort of all • Peacemakers by nature; diplomatic, cooperative, patient • Strive to avoid conflict • Slower paced in movements and gestures • Soft-spoken; moderately paced in speech • Cautious decision makers; less apt to take risk than others • May appear non-committal and conforming

The Grand Perspective

Differentiating the Field - Tier 1

Knowing an individual’s level of Assertiveness and Responsiveness and matching it to a job allows you to quickly differentiate the field. **The table below displays first-tier candidates, ones who are close fits—Assertively and Responsively—for the Example Management Position position.** These candidates scored within ten points of both the Assertiveness and Responsiveness scores for the Example Management Position position.

The table lists the candidates’ scores, the candidates’ ranks relative to other candidates, and the differences between the job’s scores and the candidates’ scores. The numeric values in the “Difference” columns have either a “+” or a “-” sign in front of them. The “+” sign signifies that the candidate is more Assertive or Responsive than the job requires. The “-” sign signifies that the candidate is less Assertive or Responsive than the job requires.

The candidates’ primary and secondary Persogenic patterns are also included so that you can conduct effective interviews and understand patterns of behavior and communication natural to each prospective employee.

Job Candidate Comparison Chart

	Tier	Persogenics Patterns	Assert.	Resp.	Assert. Rank	Resp. Rank	Assert. (Difference)	Resp. (Difference)
Example Management Position	--	--	60.0	66.65	--	--	--	--
Hankinson, Chad	1	Analytical/ Expressive	60.0	66.65	1	2	0.0	0.0
schlegel, carol	1	Analytical/ Amiable	53.75	60.4	14	6	-6.25	-6.25
Trice, Michael	1	Expressive/ Analytical	53.75	66.65	11	3	-6.25	0.0
Hall, Heather	1	Dominant/ Amiable	52.5	66.65	16	1	-7.5	0.0
Fishburn, Jordan	1	Expressive/ Analytical	52.5	68.75	19	5	-7.5	2.1

The Grand Perspective

Differentiating the Field - Tier 2

Knowing an individual’s level of Assertiveness and Responsiveness and matching it to a job allows you to quickly differentiate the field. **The table below displays second-tier candidates, ones who will be comfortable modifying to meet the demands of the Example Management Position position.** These candidates scored within twenty points of both the Assertiveness and Responsiveness scores for the Example Management Position position.

The table lists the candidates’ scores, the candidates’ ranks relative to other candidates, and the differences between the job’s scores and the candidates’ scores. The numeric values in the “Difference” columns have either a “+” or a “-” sign in front of them. The “+” sign signifies that the candidate is more Assertive or Responsive than the job requires. The “-” sign signifies that the candidate is less Assertive or Responsive than the job requires.

The candidates’ primary and secondary Persogenic patterns are also included so that you can conduct effective interviews and understand patterns of behavior and communication natural to each prospective employee.

Job Candidate Comparison Chart

	Tier	Persogenics Patterns	Assert.	Resp.	Assert. Rank	Resp. Rank	Assert. (Difference)	Resp. (Difference)
Example Management Position	--	--	60.0	66.65	--	--	--	--
Scott, Rick	2	Expressive/ Amiable	47.5	54.15	24	12	-12.5	-12.5
McCabe, Steve	2	Analytical/ Amiable	42.5	47.9	31	25	-17.5	-18.75
Godsey, Matt	2	Expressive/ Dominant	45.0	50.0	28	19	-15.0	-16.65
Herring, Jeremy	2	Amiable/ Amiable	47.5	52.1	25	14	-12.5	-14.6
Jagelka, Jay-Jay	2	Dominant/ Analytical	48.75	52.1	23	16	-11.25	-14.6
Gray, Gregory	2	Analytical/ Amiable	43.75	56.25	29	10	-16.25	-10.4
McKenzie, Trina	2	Amiable/ Analytical	50.0	50.0	21	22	-10.0	-16.65

©2008 Persogenics. All rights reserved.

Job-Candidate Comparison



Insight Efficacy: Example Management Position

September 30, 2011

	Tier	Persogenics Patterns	Assert.	Resp.	Assert. Rank	Resp. Rank	Assert. (Difference)	Resp. (Difference)
Example Management Position	--	--	60.0	66.65	--	--	--	--
Marckel, Leah	2	Analytical/Amiable	56.25	56.25	8	11	-3.75	-10.4
Jeffries, Stuart	2	Expressive/Dominant	52.5	52.1	15	17	-7.5	-14.6
McClendon, Ernest	2	Expressive/Amiable	52.5	52.1	17	15	-7.5	-14.6
Moore, Eric	2	Expressive/Amiable	51.25	50.0	20	18	-8.75	-16.65
Guillory, Garrick	2	Analytical/Amiable	43.75	58.35	30	7	-16.25	-8.35
Salin, Jeanne	2	Expressive/Dominant	60.0	56.25	2	9	0.0	-10.4
Allen, Ryan	2	Amiable/Analytical	53.75	47.9	10	24	-6.25	-18.75
Pitman, Kane	2	Dominant/Expressive	57.5	50.0	6	20	-2.5	-16.65
Pieples, Jeremy	2	Analytical/Expressive	65.0	56.25	9	8	5.0	-10.4
Xu, Jun	2	Analytical/Amiable	61.25	47.9	5	28	1.25	-18.75
Voltz, Dave	2	Expressive/Dominant	66.25	50.0	12	21	6.25	-16.65
Olsen, Robert	2	Amiable/Dominant	75.0	47.9	27	26	15.0	-18.75

©2008 Persogenics. All rights reserved.

The Grand Perspective

Differentiating the Field - Tier 3

Knowing an individual’s level of Assertiveness and Responsiveness and matching it to a job allows you to quickly differentiate the field. **The table below displays third-tier candidates, ones who can modify to meet the demands of the Example Management Position position but will become stressed and/or exhausted if they are consistently required to do so.** These candidates had more than a twenty-point difference from the Assertiveness and/or Responsiveness scores for the Example Management Position position.

Important Note: In some circumstances, a company has a candidate who falls into the third tier who—due to previous experience, expertise, or other determining factors—it still decides to hire. If you hire someone who falls into the third tier and you want to keep this employee long term, *you will have to allow significant changes to the position’s level(s) of Assertiveness and/or Responsiveness.*

The table lists the candidates’ scores, the candidates’ ranks relative to other candidates, and the differences between the job’s scores and the candidates’ scores. The numeric values in the “Difference” columns have either a “+” or a “-” sign in front of them. The “+” sign signifies that the candidate is more Assertive or Responsive than the job requires. The “-” sign signifies that the candidate is less Assertive or Responsive than the job requires.

The candidates’ primary and secondary Persogenic patterns are also included so that you can conduct effective interviews and understand patterns of behavior and communication natural to each prospective employee.

Job Candidate Comparison Chart

	Tier	Persogenics Patterns	Assert.	Resp.	Assert. Rank	Resp. Rank	Assert. (Difference)	Resp. (Difference)
Example Management Position	--	--	60.0	66.65	--	--	--	--
O'Neal, Tetyana	3	Analytical/Amiable	33.75	41.65	35	30	-26.25	-25.0
Jordan, Mark	3	Amiable/Analytical	37.5	47.9	32	27	-22.5	-18.75
Medina, Miguel	3	Dominant/Expressive	47.5	41.65	26	31	-12.5	-25.0
Alderman, Travis	3	Amiable/Analytical	50.0	41.65	22	32	-10.0	-25.0

©2008 Persogenics. All rights reserved.

Job-Candidate Comparison



Insight E f i e: Example Management Position

September 30, 2011

	Tier	Persogenics Patterns	Assert.	Resp.	Assert. Rank	Resp. Rank	Assert. (Difference)	Resp. (Difference)
Example Management Position	--	--	60.0	66.65	--	--	--	--
Coale, Steven	3	Analytical/Amiable	53.75	43.75	13	29	-6.25	-22.9
Walker, LaTisha	3	Expressive/Amiable	30.0	54.15	36	13	-30.0	-12.5
Willenberg, Jason	3	Dominant/Amiable	52.5	39.6	18	33	-7.5	-27.1
Wallace, Jason	3	Amiable/Analytical	56.25	37.5	7	35	-3.75	-29.15
Holmes, Jennifer	3	Analytical/Expressive	36.25	68.75	33	4	-23.75	2.1
Schweitzer, Nic	3	Analytical/Expressive	60.0	39.6	3	34	0.0	-27.1
glassford, chris	3	Dominant/Dominant	61.25	27.1	4	36	1.25	-39.6
Welch, Kyler	3	Amiable/Analytical	85.0	50.0	34	23	25.0	-16.65

©2008 Persogenics. All rights reserved.

Assertive Group 1

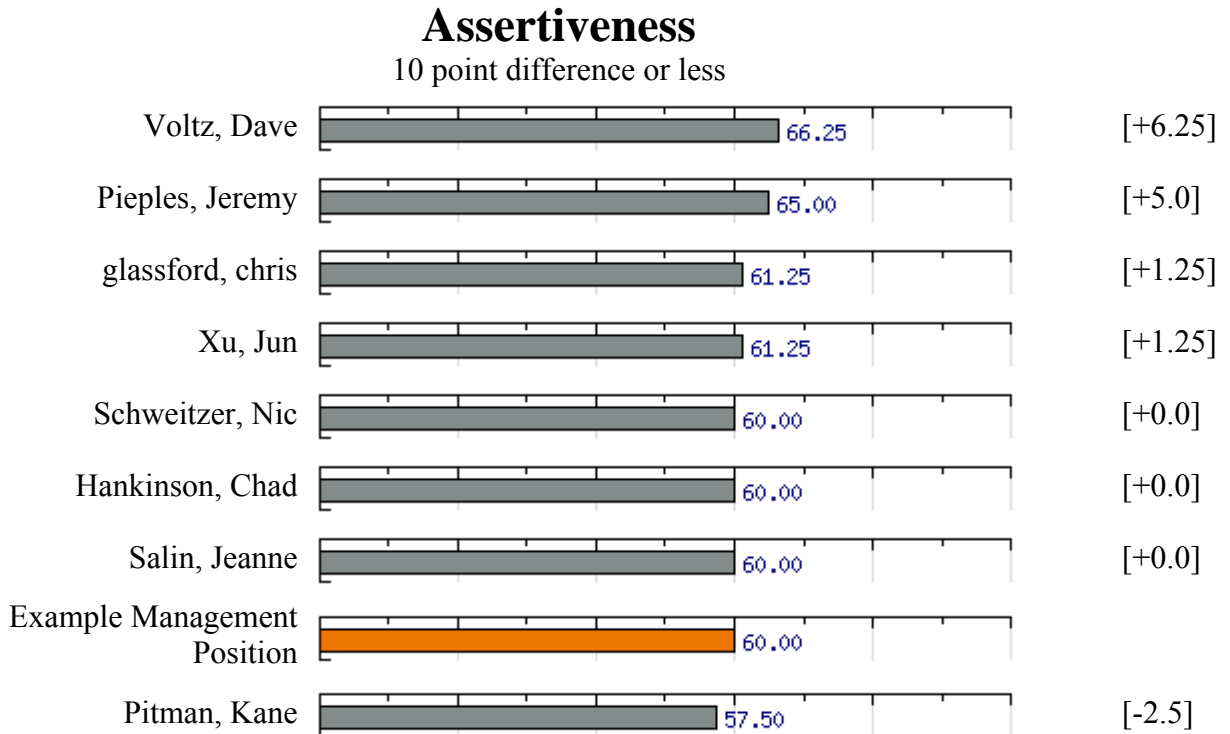
These candidates have a 10 point difference or less from the job’s Assertiveness. A candidate from this group is a close fit Assertively for the Example Management position.

Assertiveness is the forcefulness people use to communicate their thoughts, opinions or desires to others.

Dominant and Expressive patterns are naturally assertive.

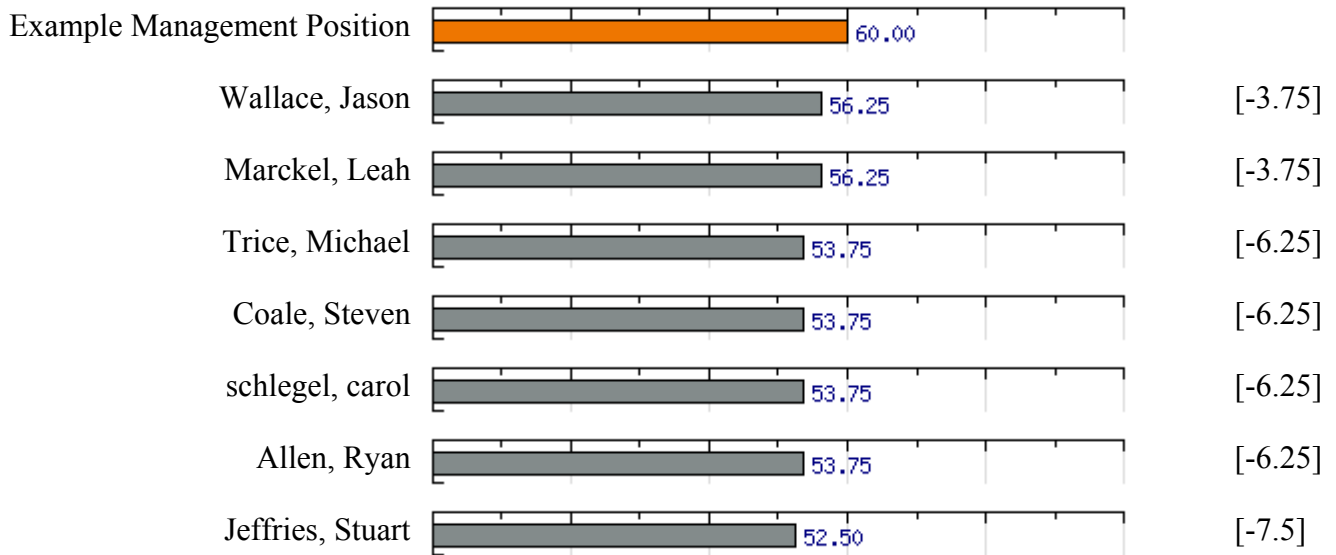
Analytical and Amiable patterns are lower assertive in nature. They are naturally detail-oriented and attentive listeners.

Reading the Graph: "Difference" refers to the numerical difference between a Candidate's score and the Job score.



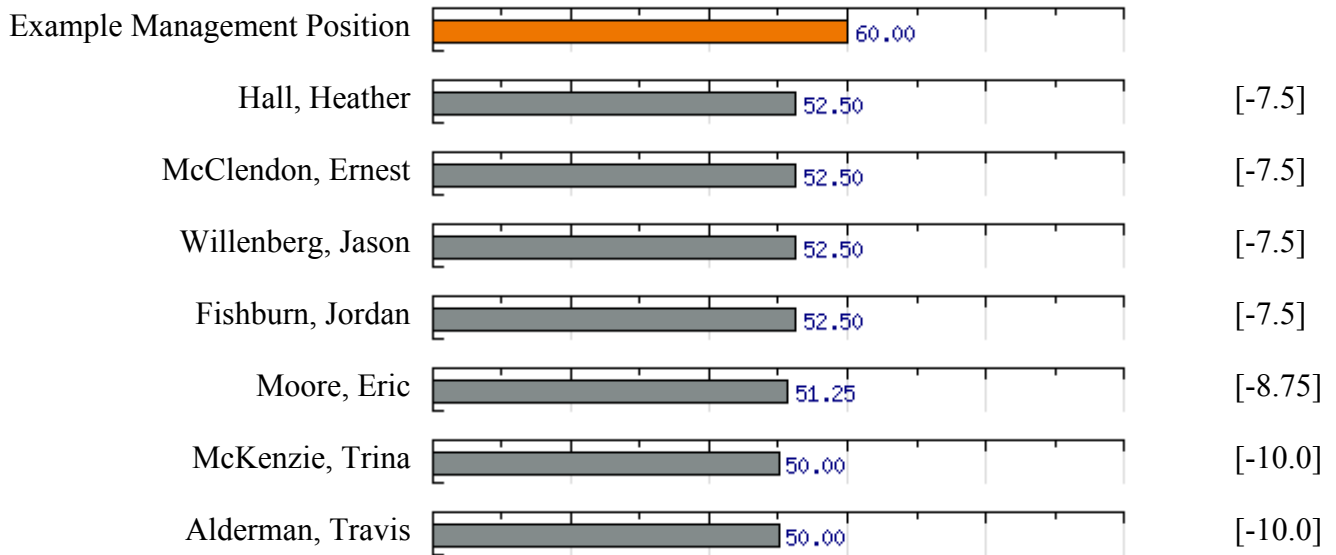
Assertiveness Cont.

"



Assertiveness Cont.

"



Assertive Group 2

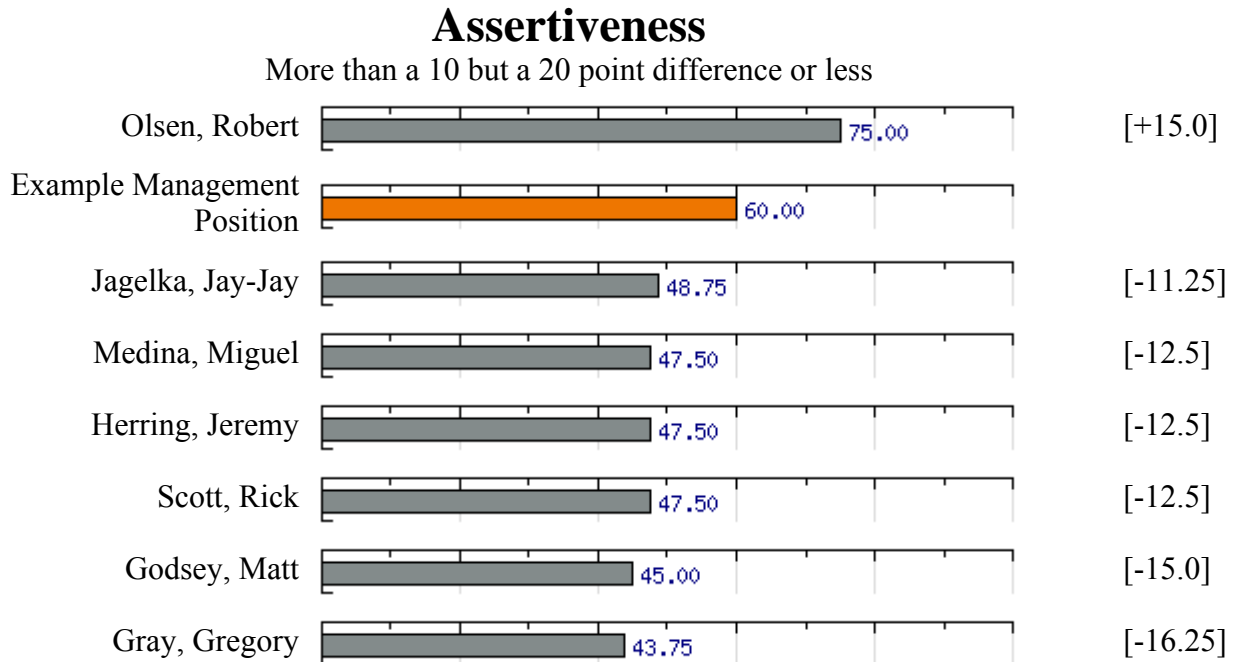
These candidates have more than a 10 but a 20 point difference or less from the job’s Assertiveness. A candidate from this group will be comfortable modifying his/her Assertiveness to meet the demands of the Example Management Position position.

Assertiveness is the forcefulness people use to communicate their thoughts, opinions or desires to others.

Dominant and Expressive patterns are naturally assertive.

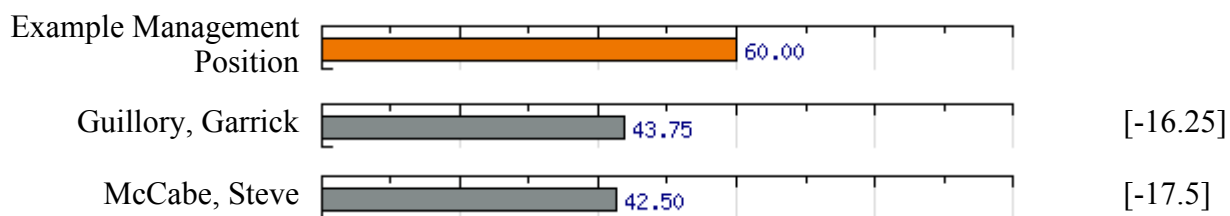
Analytical and Amiable patterns are lower assertive in nature. They are naturally detail-oriented and attentive listeners.

Reading the Graph: "Difference" refers to the numerical difference between a Candidate's score and the Job score.



Assertiveness Cont.

"



Assertive Group 3

These candidates have more than a 20 point difference from the job’s Assertiveness. A candidate from this group can modify his/her Assertiveness to meet the demands of the Example Management Position position, but constantly doing so will make him/her very stressed and exhausted.

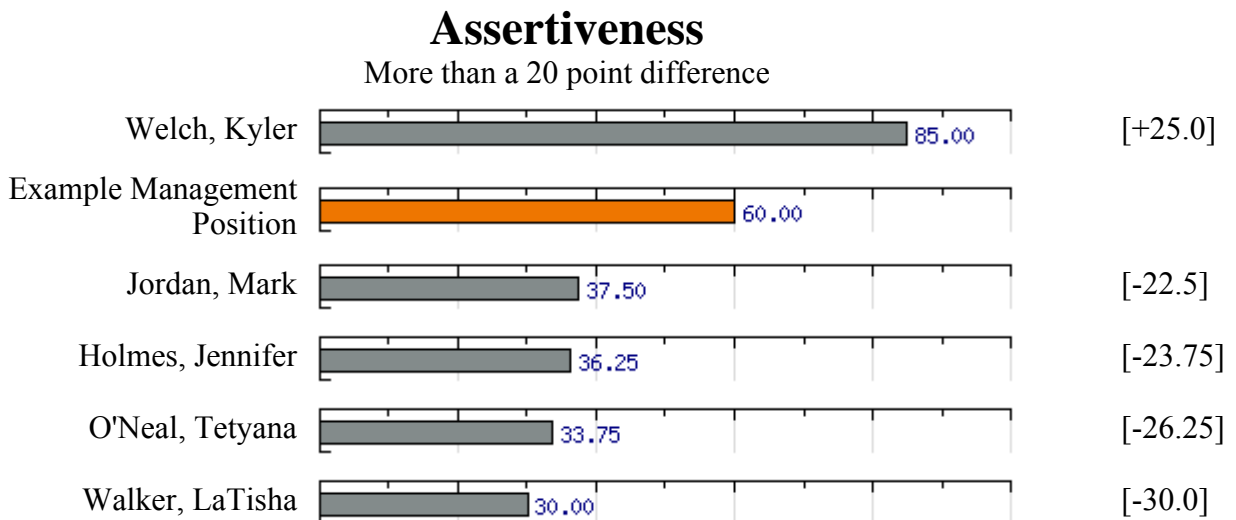
Important Note: In some circumstances, a company has a candidate who falls into this third group who—due to previous experience, expertise, or other determining factors—it still decides to hire. If you make this choice and you want to keep this employee long term, *you will have to allow significant changes to the position’s level of Assertiveness.*

Assertiveness is the forcefulness people use to communicate their thoughts, opinions or desires to others.

Dominant and Expressive patterns are naturally assertive.

Analytical and Amiable patterns are lower assertive in nature. They are naturally detail-oriented and attentive listeners.

Reading the Graph: "Difference" refers to the numerical difference between a Candidate's score and the Job score.



©2008 Persogenics. All rights reserved.

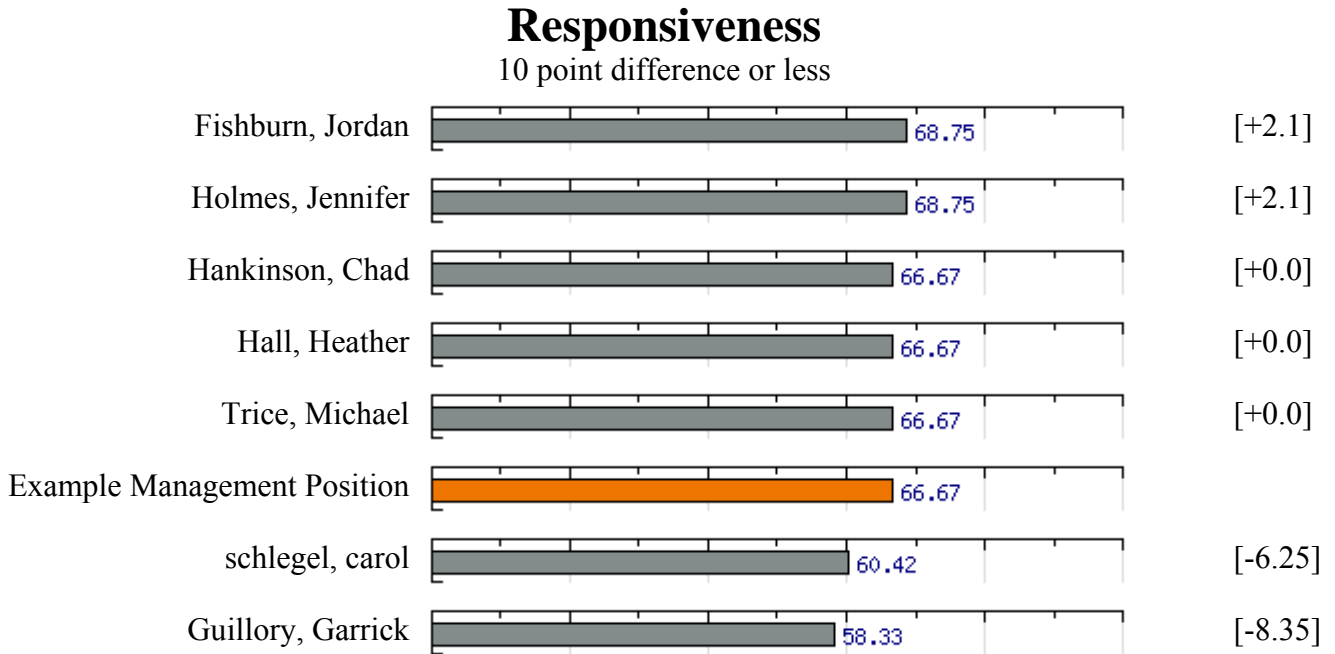
Responsive Group 1

These candidates have a 10 point difference or less from the job’s Responsiveness. A candidate from this group is a close fit Responsively for the Example Management Position position.

Responsiveness is the readiness with which a person communicates emotion and develops relationships.

- Expressive and Amiable patterns are naturally responsive.
- Dominant and Analytical patterns are lower responsive in nature. They are naturally time conscious and task oriented.

Reading the Graph: "Difference" refers to the numerical difference between a Candidate's score and the Job score.



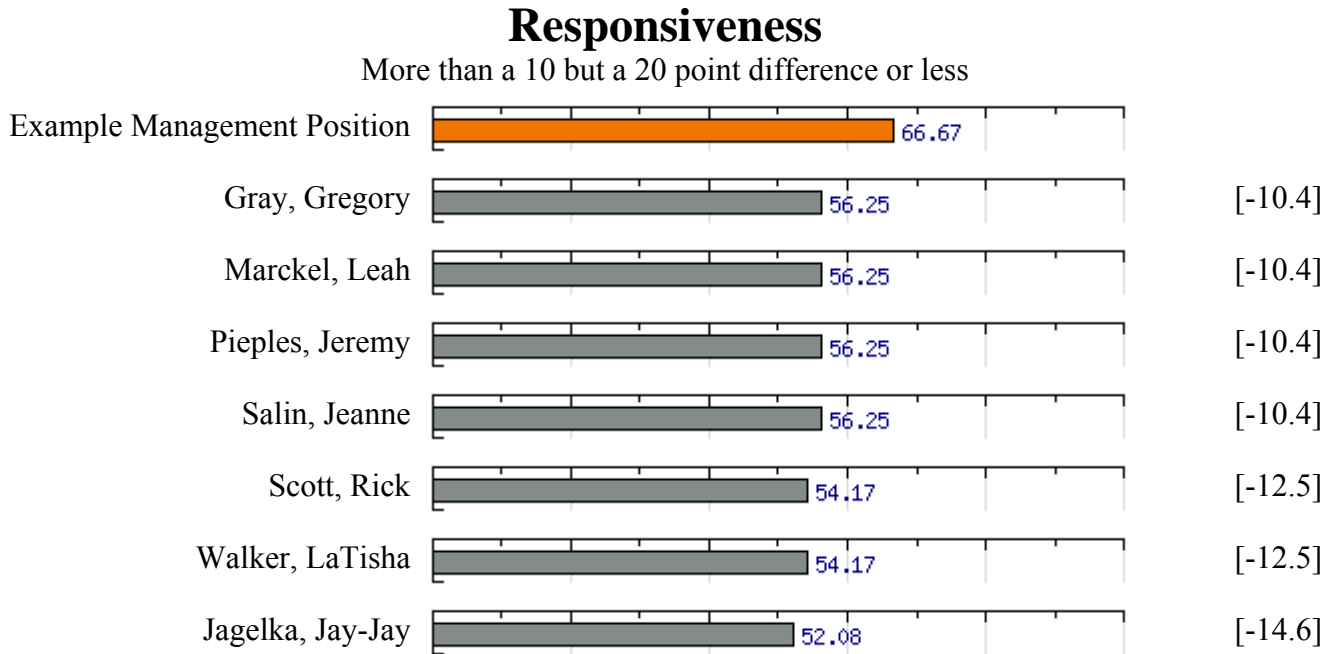
Responsive Group 2

These candidates have more than a 10 but a 20 point difference or less from the job’s Responsiveness. A candidate from this group will be comfortable modifying his/her Responsiveness to meet the demands of the Example Management Position position.

Responsiveness is the readiness with which a person communicates emotion and develops relationships.

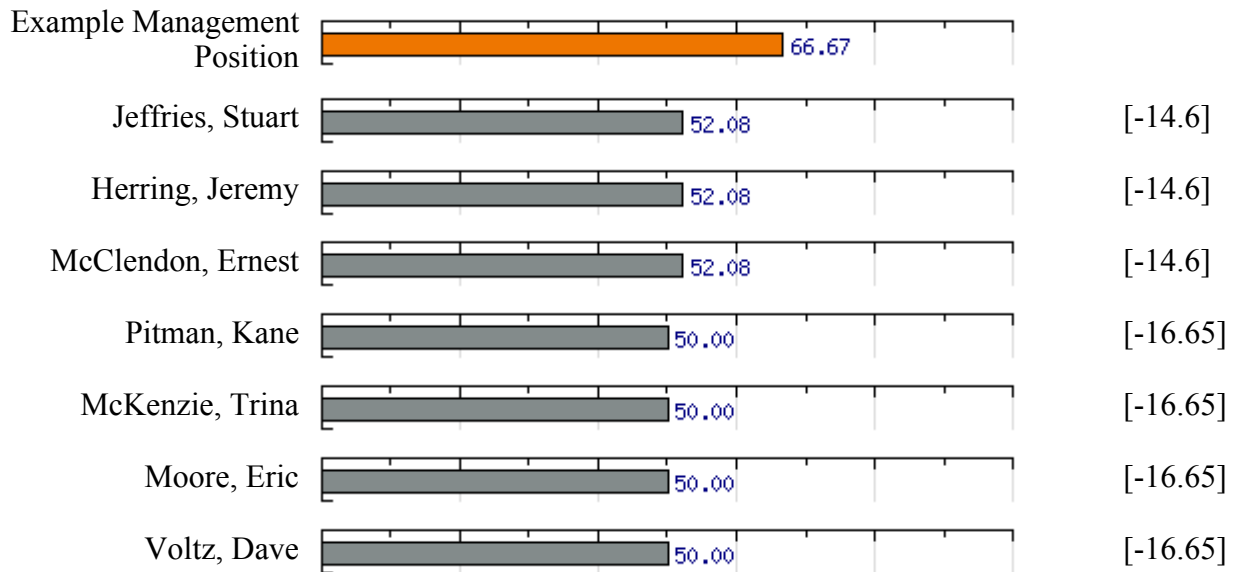
- Expressive and Amiable patterns are naturally responsive.
- Dominant and Analytical patterns are lower responsive in nature. They are naturally time conscious and task oriented.

Reading the Graph: "Difference" refers to the numerical difference between a Candidate's score and the Job score.



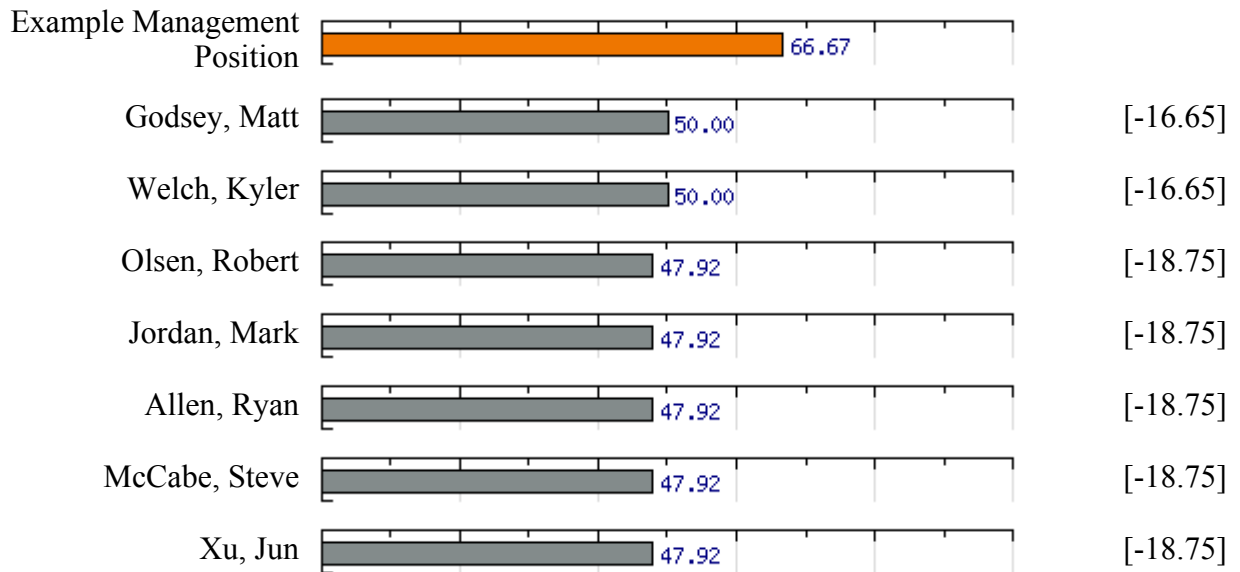
Responsiveness Cont.

"



Responsiveness Cont.

"



Responsive Group 3

These candidates have more than a 20 point difference from the job’s Responsiveness. A candidate from this group can modify his/her Responsiveness to meet the demands of the Example Management Position position, but constantly doing so will make him/her very stressed and exhausted.

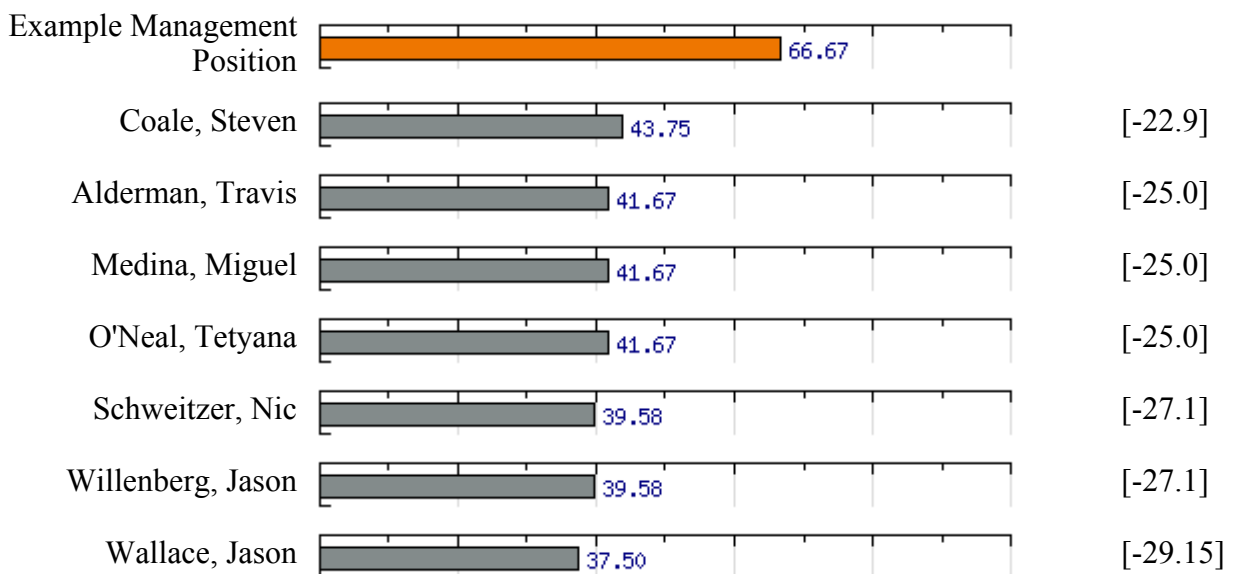
Important Note: In some circumstances, a company has a candidate who falls into this third group who—due to previous experience, expertise, or other determining factors—it still decides to hire. If you make this choice and you want to keep this employee long term, *you will have to allow significant changes to the position’s level of Responsiveness.*

Responsiveness is the readiness with which a person communicates emotion and develops relationships.

Expressive and Amiable patterns are naturally responsive.
 Dominant and Analytical patterns are lower responsive in nature. They are naturally time conscious and task oriented.

Reading the Graph: "Difference" refers to the numerical difference between a Candidate's score and the Job score.

Responsiveness
 More than a 20 point difference



Responsiveness Cont.

