



The Omnia Profile

Assessment for

Robert McNamara

Omnia Group - DEMO

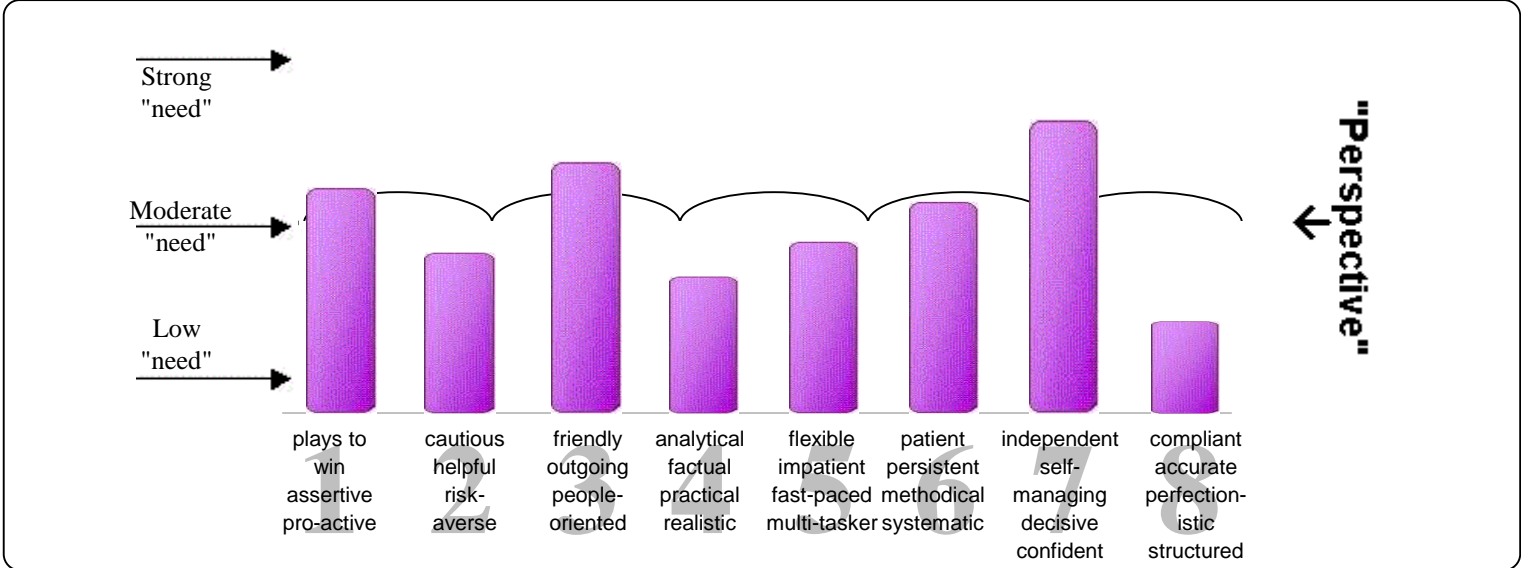
Interpreted by: BR
QC by: CJF
Client #: 11-00-DEMO

Position: Sales

The Omnia® Profile Compatibility Rating

Subject's Name Robert McNamara	Profile Number 150112	Date Submitted 10/30/02	Client Number 11-00-DEMO
Title (C) Auto Sales	Analyst BR	QC by CJF	OCR® 8.0

OECR® <small>Omnia® Environmental Compatibility Rating</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 40px; margin: 0 auto;">7.6</div>	OVCR® <small>Omnia® Vocational Compatibility Rating</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 40px; margin: 0 auto;">8.4</div>	Energy <small>Vitality, stamina, alertness, endurance</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 40px; margin: 0 auto;">low</div>	Intensity <small>Clarity of personality definition, balance</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 40px; margin: 0 auto;">1.30</div>
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Analyst Comments

Robert is recommended. His similarity to your company's needs is 8 out of 10. He describes himself as proactive, personable, patient and self-directed. You do not seem to be looking for an aggressive sales type, and Robert is not. He is apt to have the relationship-based approach that you seek and will be nonconfrontational with prospects. He has a moderately high desire to win, but his need to be liked and create a good impression is stronger. His steady pace suggests that he is not apt to rush anybody before they are ready, and it also implies good follow-up ability. He can make himself a persistent presence on your lot, as long as a potential buyer is not unfriendly to him. In such a case, he would probably retreat.

Robert should self-manage and make decisions eagerly. You may want to agree on important guidelines and procedures up front. Attention to detail is not a strength, so consider auditing important paperwork. Robert has some comfort with facts and figures when making a sales pitch, but his natural tendency may be to try to establish an emotional connection between shoppers and your vehicles. He may tell amusing stories to charm and entertain your shoppers, more so than offering them technical information. Be sure he knows how to identify a skeptical, no-nonsense buyer so that he can focus more on informing and educating them about your vehicles. He likes praise and perks.

Performance Issues

Perspective

The two predominant columns in Robert's pattern are 3 and 7 - a combination that infers strong communication skills and an independent personality. As these are his two most pronounced behavioral traits, they will be the ones most affected by his "rounded" perspective line. When an individual has a rounded perspective line, it means that he sets high standards that can affect the way he relates to other people. He may find it difficult to see others' viewpoints. Robert communicates well with other people, though he is by nature a better speaker than listener. This alone can make it difficult for him to give full consideration to the views that other people may hold.

His col. 7 trait - decisiveness - means that he normally does things in his own way, which can also make it difficult for him to either conform or adjust his methods. We can see, then, that Robert typically has strong, well-voiced opinions. With rounded perspective, he may be inclined to make others well aware of the times when they fall short of his expectations, and he can find it difficult to compromise his own strong views.

Intensity

Robert shows a fine intensity score, appropriately within the recommended range. In doing so, he offers definitive traits by which we can make valid assessments about which behaviors we are likely to see and we are able to discern what management guidance and motivators should be recommendable. Provided that perspective is appropriate, fine intensity indicates comfort with the traits selected, thus Robert should portray these consistently and productively. He should be able to focus upon activities at hand.

Energy

Individuals with "low" energy most likely under-responded to the questionnaire. The under-response may be because of stress, illness, fatigue, anxiety regarding the implication of the assessment, or evasion. Because a low energy score may indicate inadequate stamina for productive behavior throughout your workweek, we recommend you consult references to gain further regarding unscheduled absenteeism, tardiness, and performance fades.

Know Your People

Personality Group

Robert is a fine example of the "Persistent Entrepreneur," someone who is ambitious, competitive, outgoing, determined, and eager to take initiative and proactively seek new business.

He is charming, persuasive and able to easily develop rapport with others and create a need in the prospect's mind.

Very convincing and self-confident, Robert has the assertiveness needed to ask for the sale every time.

He is rather patient and persistent and should not lose interest in leads that are slow to develop; he may see each "no" as a "maybe" and keep calling the prospect until the answer is "yes."

Independent, decisive, and self-managing, he enjoys working on his own and needs little, if any, guidance from his manager.

Keep in mind that he likes to work on one project at a time and may not care for being pushed to meet another's goals or timetables; he may dig in his heels when pressured.

He is well suited to selling products or services that involve strong client relationships, multiple presentations, servicing large clients, and a long lead-time.

Behavioral Summary

Col.1 : A primarily proactive and assertive individual. For the most part likely to prefer individual goals rather than team goals, but not necessarily unable to function comfortably on a team. Self-starter who can accept reasonable risk, adversity, and confrontation when pursuing objectives. Inclined to look for periodic new challenges or opportunities to prove themselves, though expectations should not be unrealistic. Advancement-oriented.

Col.3 : People-oriented, upbeat, and communicative. Would probably find it difficult to stay motivated in a job that offered very limited people contact, but can handle a moderate amount of solitary tasks. Likely to establish relationships with new acquaintances well; may be a good motivator, networker, and promoter. Tends to rely somewhat more on emotion and enthusiasm than on technical or detailed information when attempting to persuade. Generally more instinctive than analytical or technically-minded. Strives to project a favorable image and appreciates public recognition.

Col.5 = Col.6 : Moderately and steadily paced. Flexible. Able to juggle varied tasks, easily shift gears, meet timely deadlines, accommodate occasional interruptions and changes. Somewhat patient and persistent. May be at ease in explaining complex information or repetitiously following up with leads. Can be effective in both shorter and longer sales cycles and inside and outside sales. While capable of thinking on his feet, this salesperson may perform best in having a fairly fixed routine, set processes, early notice of deadlines, and adequate time to schedule appointments, prepare presentations. Should be capable of organizing and prioritizing leads well.

Col.7 : Very independent decision-maker who likes doing things his way. Not necessarily a rules-bender, but does not want to feel controlled. Has a strong preference for general guidelines as opposed to strict, explicit rules. May be good at envisioning new ways for reaching goals. Need for regular management guidance is likely to be low unless he has a significant lack of knowledge about a particular situation. Deals relatively well with criticism. Much more concerned about results than processes; not naturally attentive to details or organized. May have to make an extra effort to maintain quality and motivation when handling tasks such as paper/processing work. Prefers an informal/unstructured work environment.

Managing Robert McNamara For Maximum Potential

Hot Buttons

Robert is primarily motivated by winning, challenging incentives, and ample rewards based on his performance. He needs praise, positive recognition of his achievements, and pats on the back for a job well done.

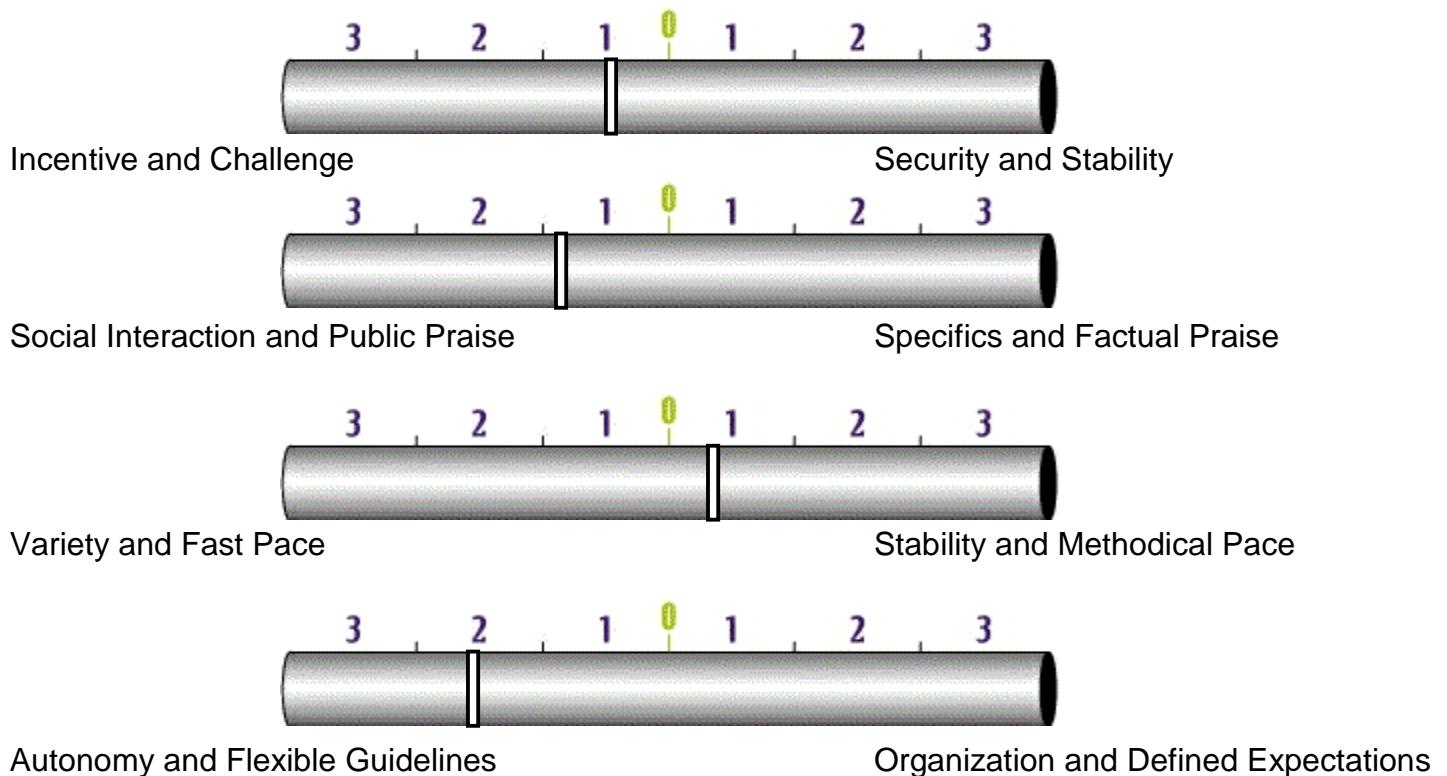
He appreciates ample notice of deadlines and a manager who sets goals with him instead of for him.

Cold Buttons

No potential to "win," compete, or make hefty commission checks. Having too many policies and procedures that keep him from doing things his way could also turn him off.

He doesn't care for a controlling boss and may react stubbornly if pushed to meet deadlines.

For Best Performance Robert McNamara Needs:



The Interview: Questions To Ask Robert McNamara

The following behaviorally-based questions are a possible supplemental interview tool we are providing to help you better interview this candidate. They are not a substitute for a standard set of interview questions you ask all candidates but can provide additional, helpful information. These six questions have been chosen randomly from Omnia's database of behaviorally based interview questions to target required vocational traits and/or any personality issues identified by the writing analyst.

1. What achievements have eluded you?

2. Which is more important to you: being respected or being liked?

3. At what pace do you typically work?

4. Tell me about a time-consuming problem you had to deal with.

5. How would you describe the amount of structure, direction and feedback that you need to excel?

6. If you could eliminate one responsibility from your last job, what would it be?

The Omnia® Selection Companion

Name of candidate: Robert McNamara Date: _____

Interviewed by: _____

The Omnia Selection Companion is designed to help you weigh the steps of the selection process and evaluate candidates uniformly and objectively. Interviewers should examine the candidate in three categories: Past accomplishments, present interests, and future goals and timetables. Circle the appropriate scores, then add the points. At the conclusion of the interview, compare your candidate to the scoring ranges on the following page to gauge his or her probability of success.

1. Punctuality

Did the candidate arrive at the interview on time?

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

2. Appearance

Neatness and appropriateness of clothing, hair, make-up, scent.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

3. Degree of Confidence

Good eye contact, direct answers, good questions.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

4. Stamina

General vitality, ability to concentrate, alertness.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

5. Interview Results

Consistency of PAST interests, activities and experience with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

Interview Results

Consistency of PRESENT interests, activities and experience with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

Interview Results

Consistency of FUTURE goals and timetables with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

The Omnia® Selection Companion

Designed for those responsible for the selection of personnel. Helps cover and weigh the steps of the selection process.

Name of candidate: **Robert McNamara**

6. Resumé and Job Application

Consistency of information with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

7. Overall Impression

Compatibility with firm, manager, peers

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

8. Judgement and Maturity

Grasp of reality, thoughtful/accurate answers

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

9. Skills, Knowledge

Poor Unimpressive Ordinary Good Excellent

0 10 20 30 40

10. The Omnia Profile

Omnia Profile Score

<6 6-6.9 7-7.9 8-8.5 >8.5

0 10 20 30 40

11. References

(1 OR 2) Should confirm past performance has been consistent with job demands (ask about judgement, reliability, commitment)

Poor Unimpressive Ordinary Good Excellent

0 10 20 30 40

Total Score:

A score above 160 is excellent: there is high probability of the Candidate's success. A score of 125 - 160 is fair: there is a reasonable probability of the Candidate's success. A score under 125 is risky: there is a low probability of the Candidate's success.

Career Development for Robert McNamara

Robert likes challenge and the freedom to set his own pace. He is motivated and persistent, and his career advancement is critical (although he is willing to approach it at a steady, realistic pace). He is a good communicator who is decisive and confident, but who will react stubbornly if bogged down by structure (i.e., if over-managed by a hands-on boss, an overly formalized management system, too much paperwork, or too many meetings). A career that offers incentives, authority, and the ability to "take the reins" is most appropriate for him.

Thus, appropriate career choices include opportunities in sales and management that take advantage of his persistence and patience (especially high-end, non-technical products with relatively long sales cycles). This scenario is consistent with his methodical, systematic approach.

Training, coaching, and landing and managing large, corporate accounts are also good fits, as is sales of products and services that take time because they are costly or require multiple presentations to gain final approval. Managing wherein leads and time are shared is also a good option.

Beware of pushing Robert faster than he is comfortable with or expecting a dazzling performance based on speed. Be sure not to over-manage and don't forget to offer him incentives based on his own performance and contribution.

Managing Robert McNamara's Potential Behavioral Extremes

Behavior Associated with a Tall Col. 7

Robert's tall col.7 shows him to be extremely autonomous, confident, decisive, and results-driven. Only concerning himself with "big picture" issues, he quickly frees himself of less-pressing matters by delegating away fine print and details, leaving someone else to catch mistakes.

He requires ample free rein to call the shots; however, he may not be willing to adhere to corporate guidelines or be cooperative with trying to meet management's expectations. As a manager or supervisor, he could fail to provide substantive guidelines or direction, which more structured workers would find frustrating.