



# ASSESSMENT

PARTICIPANT'S NAME: \_\_\_\_\_

Position Title: \_\_\_\_\_

Client # \_\_\_\_\_

Date: \_\_\_\_\_

Client Name: \_\_\_\_\_

PARTICIPANT: Please complete Parts 1 - 5 and return assessment to your administrator.

## PART 1:

Read **down** each column and check **all** the words you think **other people** at work would use to describe you.

1	<input type="checkbox"/>	Loyal	1	<input type="checkbox"/>	Receptive	1	<input type="checkbox"/>	Assertive	1	<input type="checkbox"/>	Personality Plus
2	<input type="checkbox"/>	Persevering	2	<input type="checkbox"/>	Enterprising	2	<input type="checkbox"/>	Prudent	2	<input type="checkbox"/>	Understanding
3	<input type="checkbox"/>	Fascinating	3	<input type="checkbox"/>	Polite	3	<input type="checkbox"/>	Ambitious	3	<input type="checkbox"/>	Adventurous
4	<input type="checkbox"/>	Decisive	4	<input type="checkbox"/>	Willing	4	<input type="checkbox"/>	Determined	4	<input type="checkbox"/>	Doubting
5	<input type="checkbox"/>	Obliging	5	<input type="checkbox"/>	Stable	5	<input type="checkbox"/>	Self-centered	5	<input type="checkbox"/>	People person
6	<input type="checkbox"/>	Courteous	6	<input type="checkbox"/>	Conformist	6	<input type="checkbox"/>	Eloquent	6	<input type="checkbox"/>	Unhurried
7	<input type="checkbox"/>	Impulsive	7	<input type="checkbox"/>	Tolerant	7	<input type="checkbox"/>	Dominant	7	<input type="checkbox"/>	Extroverted
8	<input type="checkbox"/>	Detail-oriented	8	<input type="checkbox"/>	Professional	8	<input type="checkbox"/>	Cautious	8	<input type="checkbox"/>	Dependable
9	<input type="checkbox"/>	Stimulating	9	<input type="checkbox"/>	Gentle	9	<input type="checkbox"/>	Calm	9	<input type="checkbox"/>	Careful
10	<input type="checkbox"/>	Conscientious	10	<input type="checkbox"/>	Outgoing	10	<input type="checkbox"/>	Inspiring	10	<input type="checkbox"/>	Flexible
11	<input type="checkbox"/>	Perfectionist	11	<input type="checkbox"/>	Bold	11	<input type="checkbox"/>	Laid-back	11	<input type="checkbox"/>	Risk-taker
12	<input type="checkbox"/>	Convincing	12	<input type="checkbox"/>	Compliant	12	<input type="checkbox"/>	Sociable	12	<input type="checkbox"/>	Opinionated
13	<input type="checkbox"/>	Patient	13	<input type="checkbox"/>	Good-natured	13	<input type="checkbox"/>	Self-conscious	13	<input type="checkbox"/>	Charming
14	<input type="checkbox"/>	Grateful	14	<input type="checkbox"/>	Agreeable	14	<input type="checkbox"/>	Amusing	14	<input type="checkbox"/>	Courageous
15	<input type="checkbox"/>	Even-tempered	15	<input type="checkbox"/>	Serious	15	<input type="checkbox"/>	Entertaining	15	<input type="checkbox"/>	Satisfied
16	<input type="checkbox"/>	Tense	16	<input type="checkbox"/>	Helpful	16	<input type="checkbox"/>	Aggressive	16	<input type="checkbox"/>	Fashionable
17	<input type="checkbox"/>	Orderly	17	<input type="checkbox"/>	Appealing	17	<input type="checkbox"/>	Tranquil	17	<input type="checkbox"/>	Popular
18	<input type="checkbox"/>	Diplomatic	18	<input type="checkbox"/>	Dynamic	18	<input type="checkbox"/>	Meticulous	18	<input type="checkbox"/>	Sympathetic
19	<input type="checkbox"/>	Relaxed	19	<input type="checkbox"/>	Devoted	19	<input type="checkbox"/>	Demanding	19	<input type="checkbox"/>	Poised
20	<input type="checkbox"/>	Competitive	20	<input type="checkbox"/>	Attractive	20	<input type="checkbox"/>	Hesitant	20	<input type="checkbox"/>	Driven
21	<input type="checkbox"/>	Self-starter	21	<input type="checkbox"/>	Impressive						

PARTICIPANT'S NAME: \_\_\_\_\_

## PART 2:

Read **down** each column and check **all** the words **you** would use to describe **yourself**.

1	<input type="checkbox"/>	Loyal	1	<input type="checkbox"/>	Receptive	1	<input type="checkbox"/>	Assertive	1	<input type="checkbox"/>	Personality Plus
2	<input type="checkbox"/>	Persevering	2	<input type="checkbox"/>	Enterprising	2	<input type="checkbox"/>	Prudent	2	<input type="checkbox"/>	Understanding
3	<input type="checkbox"/>	Fascinating	3	<input type="checkbox"/>	Polite	3	<input type="checkbox"/>	Ambitious	3	<input type="checkbox"/>	Adventurous
4	<input type="checkbox"/>	Decisive	4	<input type="checkbox"/>	Willing	4	<input type="checkbox"/>	Determined	4	<input type="checkbox"/>	Doubting
5	<input type="checkbox"/>	Obliging	5	<input type="checkbox"/>	Stable	5	<input type="checkbox"/>	Self-centered	5	<input type="checkbox"/>	People person
6	<input type="checkbox"/>	Courteous	6	<input type="checkbox"/>	Conformist	6	<input type="checkbox"/>	Eloquent	6	<input type="checkbox"/>	Unhurried
7	<input type="checkbox"/>	Impulsive	7	<input type="checkbox"/>	Tolerant	7	<input type="checkbox"/>	Dominant	7	<input type="checkbox"/>	Extroverted
8	<input type="checkbox"/>	Detail-oriented	8	<input type="checkbox"/>	Professional	8	<input type="checkbox"/>	Cautious	8	<input type="checkbox"/>	Dependable
9	<input type="checkbox"/>	Stimulating	9	<input type="checkbox"/>	Gentle	9	<input type="checkbox"/>	Calm	9	<input type="checkbox"/>	Careful
10	<input type="checkbox"/>	Conscientious	10	<input type="checkbox"/>	Outgoing	10	<input type="checkbox"/>	Inspiring	10	<input type="checkbox"/>	Flexible
11	<input type="checkbox"/>	Perfectionist	11	<input type="checkbox"/>	Bold	11	<input type="checkbox"/>	Laid-back	11	<input type="checkbox"/>	Risk-taker
12	<input type="checkbox"/>	Convincing	12	<input type="checkbox"/>	Compliant	12	<input type="checkbox"/>	Sociable	12	<input type="checkbox"/>	Opinionated
13	<input type="checkbox"/>	Patient	13	<input type="checkbox"/>	Good-natured	13	<input type="checkbox"/>	Self-conscious	13	<input type="checkbox"/>	Charming
14	<input type="checkbox"/>	Grateful	14	<input type="checkbox"/>	Agreeable	14	<input type="checkbox"/>	Amusing	14	<input type="checkbox"/>	Courageous
15	<input type="checkbox"/>	Even-tempered	15	<input type="checkbox"/>	Serious	15	<input type="checkbox"/>	Entertaining	15	<input type="checkbox"/>	Satisfied
16	<input type="checkbox"/>	Tense	16	<input type="checkbox"/>	Helpful	16	<input type="checkbox"/>	Aggressive	16	<input type="checkbox"/>	Fashionable
17	<input type="checkbox"/>	Orderly	17	<input type="checkbox"/>	Appealing	17	<input type="checkbox"/>	Tranquil	17	<input type="checkbox"/>	Popular
18	<input type="checkbox"/>	Diplomatic	18	<input type="checkbox"/>	Dynamic	18	<input type="checkbox"/>	Meticulous	18	<input type="checkbox"/>	Sympathetic
19	<input type="checkbox"/>	Relaxed	19	<input type="checkbox"/>	Devoted	19	<input type="checkbox"/>	Demanding	19	<input type="checkbox"/>	Poised
20	<input type="checkbox"/>	Competitive	20	<input type="checkbox"/>	Attractive	20	<input type="checkbox"/>	Hesitant	20	<input type="checkbox"/>	Driven
21	<input type="checkbox"/>	Self-starter	21	<input type="checkbox"/>	Impressive						

PARTICIPANT'S NAME: \_\_\_\_\_

## PART 3:

Read the following statements and select **one from each pair** that best describes your **ideal job**.

<p><b>1</b> <input type="checkbox"/> Motivated by individual goals <input type="checkbox"/> Motivated by group goals</p>	<p><b>9</b> <input type="checkbox"/> Need to win, competitive <input type="checkbox"/> Need to collaborate, team oriented</p>
<p><b>2</b> <input type="checkbox"/> Interactive, empathetic problem solver <input type="checkbox"/> Logical, objective problem solver</p>	<p><b>10</b> <input type="checkbox"/> Expressive, enthusiastic communication style <input type="checkbox"/> Specific, direct communication style</p>
<p><b>3</b> <input type="checkbox"/> Urgent pace requiring quick reactions <input type="checkbox"/> Steady pace requiring persistence</p>	<p><b>11</b> <input type="checkbox"/> Appreciates short-term deadlines <input type="checkbox"/> Appreciates long-term deadlines</p>
<p><b>4</b> <input type="checkbox"/> Making decisions with limited information <input type="checkbox"/> Making decisions with written guidelines</p>	<p><b>12</b> <input type="checkbox"/> Prefers general direction from manager <input type="checkbox"/> Prefers specific direction from manager</p>
<p><b>5</b> <input type="checkbox"/> Comfort handling challenging people and situations <input type="checkbox"/> Comfort helping people towards a shared purpose</p>	<p><b>13</b> <input type="checkbox"/> An assertive, take-charge attitude <input type="checkbox"/> An accommodating, supportive attitude</p>
<p><b>6</b> <input type="checkbox"/> Developing relationships with people <input type="checkbox"/> Focusing on tasks, data</p>	<p><b>14</b> <input type="checkbox"/> Energized by people contact/interaction <input type="checkbox"/> Energized by processing information</p>
<p><b>7</b> <input type="checkbox"/> Comfort with unexpected/unpredictable variety <input type="checkbox"/> Comfort with routine/predictable variety</p>	<p><b>15</b> <input type="checkbox"/> Constantly moving from task to task <input type="checkbox"/> Completing one task at a time</p>
<p><b>8</b> <input type="checkbox"/> Broad, big-picture focus <input type="checkbox"/> Detail, accuracy focus</p>	<p><b>16</b> <input type="checkbox"/> Comfort with loosely defined responsibilities <input type="checkbox"/> Comfort with clearly defined responsibilities</p>

PARTICIPANT'S NAME: \_\_\_\_\_

## PART 4:

Read the following statements and select **one from each pair** that best describes your **ideal workplace**.

<div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>1</b> <input type="checkbox"/> Rewards competition and bold vision</p> <p><input type="checkbox"/> Rewards team involvement and collaboration</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>2</b> <input type="checkbox"/> Enthusiastic, upbeat work environment</p> <p><input type="checkbox"/> Professional, practical work environment</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>3</b> <input type="checkbox"/> Encourages cross training</p> <p><input type="checkbox"/> Encourages specialization</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>4</b> <input type="checkbox"/> Provides opportunity for self-direction</p> <p><input type="checkbox"/> Provides clearly defined procedures</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>5</b> <input type="checkbox"/> Involves personally driving growth</p> <p><input type="checkbox"/> Involves contributing to growth</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>6</b> <input type="checkbox"/> Manages by public praise and recognition</p> <p><input type="checkbox"/> Manages by direct, factual feedback</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>7</b> <input type="checkbox"/> Requires quick reactions and multi-tasking</p> <p><input type="checkbox"/> Requires persistent, systematic production</p> </div> <div style="border: 1px solid #ccc; padding: 5px;"> <p><b>8</b> <input type="checkbox"/> Rewards independent decision making</p> <p><input type="checkbox"/> Rewards compliance with guidelines</p> </div>	<div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>9</b> <input type="checkbox"/> Requires assertiveness and negotiation</p> <p><input type="checkbox"/> Requires support and accommodation</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>10</b> <input type="checkbox"/> Promotes relationship building and networking</p> <p><input type="checkbox"/> Promotes task focus and analytical thinking</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>11</b> <input type="checkbox"/> Favors fast pace, strong sense of urgency</p> <p><input type="checkbox"/> Favors steady pace, strong sense of follow-through</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>12</b> <input type="checkbox"/> Flexible, informal management structure</p> <p><input type="checkbox"/> Fixed, formal management structure</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>13</b> <input type="checkbox"/> Uses individual rewards</p> <p><input type="checkbox"/> Uses team rewards</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>14</b> <input type="checkbox"/> Requires verbal communication/people contact</p> <p><input type="checkbox"/> Requires nonverbal communication/information processing</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> <p><b>15</b> <input type="checkbox"/> Provides change and variety</p> <p><input type="checkbox"/> Provides stability and predictability</p> </div> <div style="border: 1px solid #ccc; padding: 5px;"> <p><b>16</b> <input type="checkbox"/> Encourages big-picture focus</p> <p><input type="checkbox"/> Encourages accuracy and detail focus</p> </div>
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# ASSESSMENT

PARTICIPANT'S NAME: \_\_\_\_\_

## PART 5:

1. Are you an employee of this company?  
 Yes - years in position: \_\_\_\_\_  No
  
2. Do you have previous experience in this kind of work?  
 Yes - years: \_\_\_\_\_  No
  
3. Are you applying for your first position following completion of formal education?  
 Yes  No
  
4. Highest level of education completed:  
 Less than high school  College degree: \_\_\_\_\_  
 High school  Graduate degree: \_\_\_\_\_  
 Some college
  
5. Do you know of anything which may have affected your Omnia Profile?  
 Tired  Rushed  
 Upset  Nothing  
 Other: \_\_\_\_\_

