

Jim Sample
iPRADCO High 5

The following results were generated from the *Competency Index*.
Index results reveal a person's key work strengths and success factors.

1. Composure

Maintaining self-control is a strong suit. You control emotions and feelings, and usually maintain a pleasant, predictable mood. You demonstrate stability and restraint even in pressure situations.

Score: 95th percentile

2. Improvement

You demonstrate a strong orientation toward continuous improvement and learning new skills. Action is taken at work to identify learning opportunities, seek feedback and carry out self-development efforts.

Score: 91st percentile

3. Flexibility

You can be expected to adjust to change and adapt to new situations. New assignments are handled easily and you can effectively juggle multiple priorities and make use of new methods.

Score: 91st percentile

4. Communicative

You express ideas effectively, share information freely and also pay attention to ensure that people understand each other. You listen well and also speak out to keep others informed.

Score: 86th percentile

5. Assertiveness

You can handle situations where one must speak up and persuade others to see things differently. You get people's attention easily, share opinions in a direct manner and present ideas convincingly.

Score: 82nd percentile

The Competency Index measures characteristics that a person brings to the job, focusing on work habits, interpersonal skills and other job-related qualities. The Index has been validated and has proven to be a strong predictor of success.

Competency Index results are used for performance management and employee selection for all types of jobs and in all industries. Scores are based on a norm group of people who have been evaluated at PRADCO.

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