



CONFIDENTIAL

PEGASUS EVALUATION GUIDE

NAME: Mr. Robert Brown	PEG CODE: 3202
TEST DATE: November 11, 2010	COMPANY: ABC Corporation
RECEIVED: November 14, 2010	LOCATION: Greensboro, NC
POSITION: Branch Manager	STATUS: Applicant
ADMINISTRATOR: Jessica Bower	REQUESTED BY: Ken Davis

DESCRIPTION

GENERAL COGNITIVE ABILITY	Good
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Cognitive Rating Scales: excellent=5, good=4, average=3, below avg=2, poor=1

EMOTIONAL ADJUSTMENT	Below Average
SOCIAL RELATIONSHIPS	Below Average
SOCIAL INSIGHT	Good
LEADERSHIP DOMINANCE	Good
CONSCIENTIOUSNESS	Good

Personality Rating Scale: good=4, average=3, below avg=2, poor=1

GENERAL COMMENTS

General Cognitive Ability

Mr. Brown demonstrated reasonably good formal verbal skills and will probably exhibit a good facility for dealing with written communications and most written materials. He is likely to have adequate skills for writing general letters and reports and to have adequate reading skills as well.

Mr. Brown demonstrated above average non-verbal analysis skills and is likely to have reasonably good general reasoning talents. He displayed an above average capacity for seeing relationships and grasping new concepts and should have a somewhat above average ability to understand new ideas requiring spatial reasoning. He demonstrated somewhat better than average non-verbal logical reasoning skills. Studying information and drawing conclusions may not be a strength, but there may be an adequate capacity for making more straight forward deductions. He exhibited below average numerical reasoning talents. There is probably not an acceptable capacity for working with numbers, and there are likely to be difficulties with quantitative problem solving.

Mr. Brown exhibited a reasonably good level of overall cognitive skills and should be able to handle most of the general cognitive functions in supervisory roles.

Emotional Adjustment

Mr. Brown could have some issues dealing with business stress. He is likely to be somewhat tense and worrying and may need to make an effort to control frustrations. He could exhibit a tendency for frustrations to spill over into interpersonal friction in the form of "heated" exchanges on occasion. He exhibited moderately high levels of anxiety and could tend to be stress sensitive and to become upset when dealing with stressful business situations. However, he will generally appear self-confident. He should be able to maintain a self-assured outlook and is not overly self-questioning.

He could tend to exhibit more anger than most. He may be inclined to become irritable towards others on occasion and perhaps more easily annoyed by minor issues than most. He could have a tendency to dwell on frustrations and to have a difficult time "letting go" of past conflicts. He is likely to become pessimistic and perhaps cynical when dealing with problems and when things are not going well.

Social Relationships

Mr. Brown may not be highly social and may not always interact easily with others. There may be a tendency to avoid social groups and to prefer more solitary activities unless invited. He is likely to be somewhat serious in social interactions and may lack a ready sense of humor. There may also be a somewhat narrow range of interests. He may tend to exhibit unsentimental attitudes towards people and life in general and may try to deal with sensitive issues in a hard, logical manner.

He may tend to appear more private than social. He could require more time to get to know than

would be typical. He can be friendly but may appear reserved especially around new people and may not be inclined to mix freely with others. He is likely to value privacy, independence, and self-sufficiency. He may be inclined to join group activities to gain technical information or some instrumental advantage rather than to enjoy interacting and affiliating with others. He could perhaps benefit from further developing a sense of team orientation.

He could tend to become irritable with others when under pressure. He could perhaps benefit from becoming more accepting of the needs and motivations of others. He could have a tendency to take conflicts personally and could have difficulty putting those conflicts to rest. He is likely to exhibit more anger in response to situations than would be typical of the reactions of others. He could also tend to need more recognition than most and to over rate personal performance.

Social Insight

Mr. Brown may not fully take advantage of social cues or the reactions of others. He may not always carefully analyze the motives of others but demonstrates good insight into human needs and behavior in general. He has a good grasp of the importance of feedback and is very likely to understand that domineering methods are not the best ways to motivate employees. He has a good appreciation of the importance of employee input in the work place.

He may be inclined to overestimate the importance of job knowledge as opposed to people knowledge in the supervisory role. He could tend to over rely on rules rather than the needs of the situation when attempting to resolve problems. He could perhaps benefit from avoiding the tendency to assume that employers and employees are in adversarial roles. However, he is likely to exhibit good common sense when making supervisory decisions. He is likely to exhibit a good understanding of various supervisory functions.

Leadership Dominance

Mr. Brown is a person who probably holds strong opinions. However, there may not be a strong inclination to take responsibility and make decisions in groups. He can be dominant and is likely to be competitive versus peers and motivated by winning. He can be forward and is capable of being assertive when necessary. He is likely to openly speak out and defend against attackers. He could tend to become argumentative and have a strong need to be right.

He can be independent-minded but may not be quick to "take charge" of situations outside of assigned accountabilities. He is likely to over-analyze problems and have difficulty taking entrepreneurial risks. He is likely to take a highly structured approach to leading others.

Conscientiousness

Mr. Brown is generally conscientious in carrying out duties and in regulating personal behavior. This is a person who generally guides his life by conventional rules and accepted norms of social behavior. He is likely to have well developed work habits. He will typically adhere to organizational guidelines and procedures and is usually organized and efficient in completing tasks. He could tend to become inflexible, especially when values are at issue.

He is not inclined to be impulsive and is usually willing to plan activities in advance. He is likely to be reasonably self-disciplined when attending to work duties. He tends to be a more conventional thinker and may not have a natural tendency to generate imaginative, original ideas. He can be rule-oriented when approaching tasks but in most problem solving situations would not exhibit a strong preference for either continuity and stability or innovation and change. He tends to be logical and influenced more by objective data than subjective factors when making decisions.

November 17, 2010

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