

Job ID: 291-734 Date: 12-6-08
 Client: Morgan Financial
 Position: Insurance Sales Producer
 Location: Chicago, IL

CHARACTER RISK SCORE	NATURAL SUITABILITY	QUALITY OF EXPERIENCE	PROBABILITY OF SUCCESS
95	+  +	NOT KNOWN <small>PRESUMING GOOD MATCH</small>	= 99%

Job Performance Report for Insurance Sales Producer

Personality Type	1. Extrovert – Introvert <i>Prefers to engage in conversation OR prefers to listen</i>	EEE	EE	E	EI	I	II	III			
	2. iNtuitive – Sensory <i>Prefers to see things as they could be OR as they are</i>	NNN	NN	N	NS	S	SS	SSS			
	3. Tough-minded – Feeler <i>Prefers to make decisions with cold objectivity OR not</i>	TTT	TT	T	TF	F	FF	FFF			
	4. Judicious scheduler – Prober <i>Prefers to plan and execute tasks OR explore options</i>	JJJ	JJ	J	JP	P	PP	PPP			
	5. Questioner – Acceptor – Logician <i>Analyzes both people & things OR neither OR just things</i>	QQQ	QQ	QA	AL	LL	LLL	QL	QQL		
	6. Big picture – Ground-level focus <i>Prefers to focus on the big picture OR the task at hand</i>	BBB	BB	B	BG	G	GG	GGG			
Character Traits	7. Work Skills (organization, focus and efficiency)	7++	7+	7	6+	6	5	4	3	2	1
	8. Motivation (ambition, willpower, and energy level)	7++	7+	7	6+	6	5	4	3	2	1
	9. Aptitude (general intelligence level)	7++	7+	7	6+	6	5	4	3	2	1
	10. People Skills (ability to work with others)	7++	7+	7	6+	6	5	4	3	2	1
	11. Trustworthiness (integrity to employer)	7++	7+	7	6+	6	5	4	3	2	1
	12. Self-Confidence (positive self-ego)	7++	7+	7	6+	6	5	4	3	2	1
	13. Tenacity (won't take NO for an answer)	7++	7+	7	6+	6	5	4	3	2	1

It takes 3 things to make a great hire: the Right Character, the Right Personality, and the Right Experience. The personality and character traits that correlate strongly with top performance (for the above target position) are shown by the **Colored Target Zones**. Taken together, these zones make up the **Golden Target Profile** for the target position. The red circles show how well the candidate fits the Profile and form the basis for the **Natural Suitability** rating of 1 to 7 Stars (with 7+ being the best). The red circles also form the basis for the **Character Risk Score** of 1 to 99 (with 99 being the very best corporate citizen, regardless of the candidate's natural suitability for the position). **Quality of Experience** grades how well the candidate's work history and education match the job specs. Combining all 3 elements gives you the candidate's **Probability of Success** or **Job Performance Score**.

Correlation to Success

CRITICAL	STRONG	MODERATE	NONE
----------	--------	----------	------

Key to "Character" Ratings

7++ = Top 1%	5 = Middle 50%
7+ = Top 1%	4 = Bottom 33%
7 = Top 5%	3 = Bottom 20%
6+ = Top 12%	2 = Bottom 10%
6 = Top 20%	1 = Bottom 1%



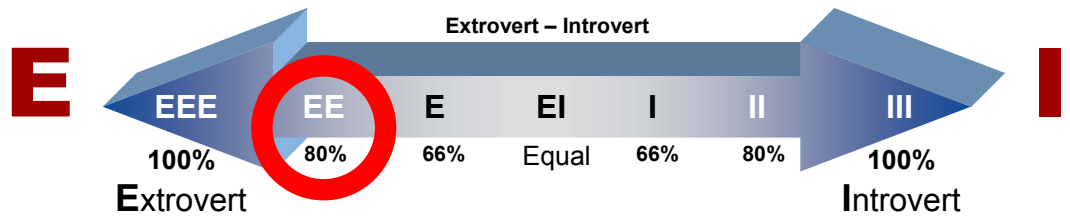
1650 Madison 4425
 Combs, AR 72721
 479-677-3355
 479-677-3118 fax
 www.acutraq.com

Jeannie Baker
 President
 acutraq@windstream.net

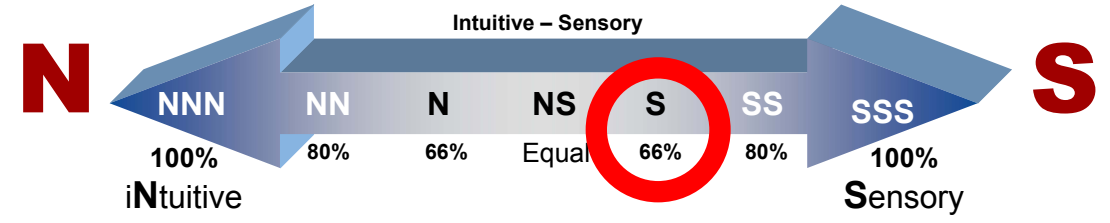
Brief explanation of Golden Target ProfileSM

The Golden Target Profile (GTP) is a **custom hiring template** that readily separates **top performers** from marginal and mediocre candidates. The colored target zones are different for every job and position. The GTP is built from **6 Personality Factors** and **7 Talent/Character Factors**. Talent/Character Factors include Work Skills, Motivation, Aptitude, People Skills, Trustworthiness, as well as Custom Factors *specific to the position*. GTP's 6 Personality Factors expand and correct the 4 basic **Jungian Typology** Factors used in Myers-Briggs Type Indicator (MBTI) and Keirsey Temperament Sorter. The GTP also differs from these tools in that it measures each Factor with **7 gradational choices** instead of just 2 polar-opposite choices. GTP's resulting **117,649 possible types** is far more exacting for personnel selection than MBTI's basic "16 types".

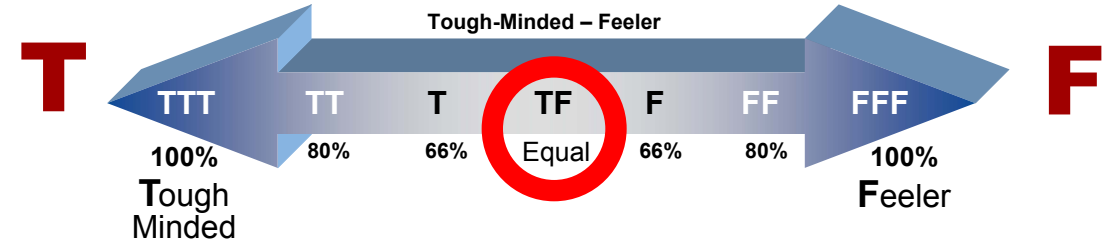
Do you prefer to engage in conversation (*expressive*) OR do you prefer to listen (*reserved*)?



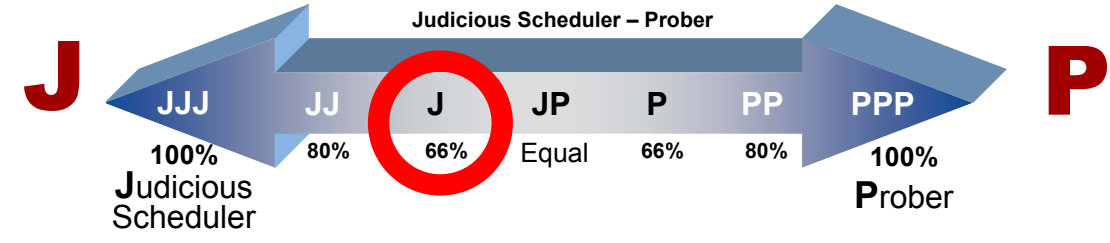
Do you prefer to see things as they could be (*abstract-minded*) OR do you prefer to see things as they are (*observant*)?



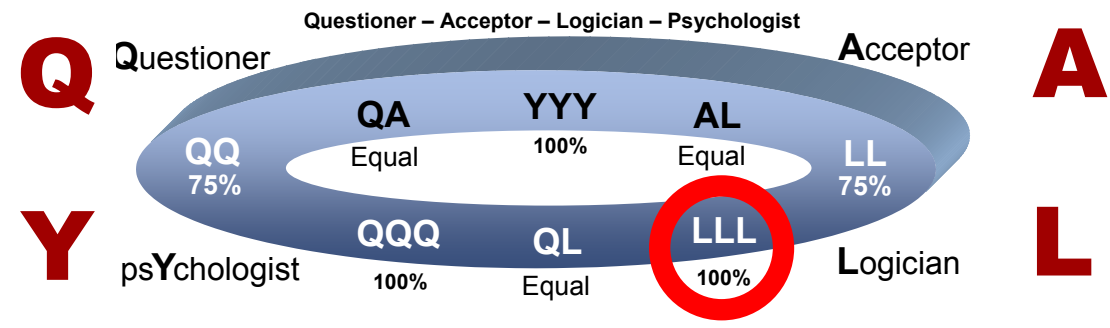
Do you prefer to make your decisions with cold objectivity (*impersonal*) OR with the human side of the equation (*personable*)?



Do you prefer to plan and execute tasks right away (*Judicious Scheduler*) OR do you prefer to delay and explore more options (*Prober*)?



Do you prefer to analyze both people and things (*Questioner*) OR do you prefer to accept them at face value (*Acceptor*) OR do you prefer to just analyze things (*Logician*) OR do you prefer to just analyze people (*Psychologist*)?



Do you prefer to look at the big picture (*overview*) OR do you prefer to focus on the task close at hand (*details*)?

