



CAREERLEADER



Professional Report

Congratulations! You've joined the more than 125,000 people in over 250 top business schools and leading corporations worldwide who have used CareerLeader®.

This report contains everything CareerLeader® has learned about you from your unique profile of interests, abilities, and motivations. Inside, you'll find information about:

- ▶ your **core interests**, and what they mean for your career success and happiness
- ▶ the kind of **organizational culture** you'll most likely enjoy and succeed in
- ▶ the rewards that tend to **motivate** you most
- ▶ your **strengths and weaknesses** (as you see them *and* as others see them)
- ▶ characteristics that may **limit your success**

Most important, you'll find the **careers** that are most likely to bring you success and satisfaction, along with suggested **actions to take** to work toward your career goals.

Of course each of us is a unique, complex individual, and CareerLeader doesn't pretend to provide the one "right" answer to how you should lead your life. No one can do that. But CareerLeader *is* a **powerful tool** that you can use now and in the future to guide and inform your career choices. Thanks for letting us help you with your career planning.

Prepared for
Samuel Kunz
December 22, 2005

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YOUR COMPLETE ASSESSMENT RESULTS

Your Interests

The table below shows how interested you are in each of the eight BCII core business activities (compared with the interest level of a large sample of business professionals). A score of 50 is exactly average compared to this group.

Personal High = interests that are significantly stronger than your other interests

CORE ACTIVITY	SCORE	INTEREST	MORE DETAILS
			Test Date: December 22, 2005
Application of Technology	61	Very High	Interested in learning about and using new technologies. Enjoy analyzing and designing (or redesigning) business processes such as production and operations systems.
Quantitative Analysis	57	High	Prefer solving business issues by "running the numbers." Enjoy building computer models, doing financial and market research analysis.
Theory Development Personal High	63	Very High	Interested in high-level abstract thinking about business issues, and the theory (as well as the practice) of business strategy. Enjoy doing in-depth research.
Creative Production Personal High	70	Very High	Enjoy brainstorming novel ideas for products and services. Prefer early, creative stages of businesses and projects to later "maintenance" phase.
Counseling and Mentoring Personal High	66	Very High	Enjoy helping develop employees and others to reach their fullest potential. Often prefer work with high social values, and organizations with a collaborative culture.
Managing People and Relationships	48	Average	Interested working with and through others on a day-to-day basis to accomplish concrete business goals. Enjoy leading teams, and prefer line management to staff roles.
Enterprise Control	41	Low	Interested in setting business strategy and having the power to ensure that the strategy is carried out. Ultimately want general management role.
Influencing People	51	Average	Enjoy persuading others, whether to buy a product or service or to support a proposal. Often enjoy making presentations, but may prefer writing or one-to-one negotiations.
Entrepreneurial Attributes	56	High	Have interests that differentiate entrepreneurs from other business professionals. Prefer unstructured work environments. May be interested in entrepreneurship as such at some point.
Your General Business Interest Index score is Very High.			

Your Motivators (i.e. Work Reward Values)

The table below lists the rewards that may motivate you. Scores in the 10-12 range denote rewards that are very important to you; those from 7-9 are important (though less so); and scores in the 0-3 range denote rewards that are not very meaningful to you. Because this is a forced-choice assessment, you can have only one score of 12 (or 0), or two 11s (or 1s), and so forth.

Yes/No = Is the reward motivating to you (regardless of the numerical score)?

MOTIVATOR	SCORE	RANGE	MORE DETAILS
			Test Date: December 22, 2005
Affiliation No	1	Low	The position offers a setting with enjoyable colleagues with whom I feel a sense of belonging.
Altruism No	3	Low	The position offers the satisfaction of regularly helping others with their individual or business concerns.
Autonomy Yes	9	High	The position offers considerable autonomy and independence.
Financial Gain Yes	3	Low	The position provides opportunity for exceptional financial reward.
Intellectual Challenge Yes	11	Very High	The position offers consistent intellectual challenge.
Lifestyle Yes	10	Very High	The position allows ample time to pursue other important aspects of my lifestyle (family, leisure activities, etc.).
Managing People Yes	6	Mid-range	The position offers the opportunity to manage and direct other people.
Positioning Yes	10	Very High	The position offers experience and access to people and opportunities that will position me well for my next career move.
Power and Influence Yes	5	Mid-range	The position offers the opportunity to exercise power and influence (to be an influential decision maker).
Prestige Yes	4	Mid-range	The position is with an organization that is prestigious in its field.
Recognition Yes	6	Mid-range	The position is in an environment where individual accomplishments are recognized and honored by peers and superiors.
Security No	0	Low	The position offers a great deal of security in terms of predictable salary, benefits, and future employment.
Variety Yes	10	Very High	The position offers a great deal of variety in the nature of the work performed.

Your Abilities

The table below reflects your assessment of your strength (and potential to be stronger), compared to that of your peers, in each of the abilities listed. The abilities are grouped into three categories: Problem Solving, Taking Initiative, and Interpersonal Effectiveness. As you examine the table, take into account your strength in each specific ability and your overall strength in each of the three categories.

PROBLEM SOLVING	SCORE	RANGE	MORE DETAILS
			Test Date: December 22, 2005
Creativity	5	Top 40%	The capacity to generate new ideas and approaches to issues and recognize new opportunities.
Critical Thinking	6	Top 20%	The capacity to define a problem and determine the information needed to solve it; to form and test hypotheses; to understand unspoken assumptions; and to judge the validity of conclusions.
Quantitative Analysis	5	Top 40%	The capacity to apply quantitative analysis to the understanding of business issues.
Quick Thinking	7	Top 5%	The capacity to pick up new information and ideas easily and "think on your feet".
Strategic Thinking	6	Top 20%	Able to grasp the big picture; work with a vision of the whole project and the long term.

TAKING INITIATIVE	SCORE	RANGE	MORE DETAILS
Action-orientation	6	Top 20%	The capacity to make decisions and then see to it that they are implemented.
Flexibility	7	Top 5%	The ability to adapt easily to changing situations and adopt new approaches.
Leveraging	6	Top 20%	The capacity to leverage one's time well (e.g., set priorities and keep to them, and delegate when appropriate.)
Multi-focus	6	Top 20%	The capacity to juggle many ideas, responsibilities, and projects at once.
Persistence	7	Top 5%	Having the tenacity to stay with a project until it is fully completed.
Political Skill	6	Top 20%	The ability to get things done within the framework of an organization.
Power-orientation	5	Top 40%	The capacity to use power effectively, take risks, and assert oneself.

INTERPERSONAL EFFECTIVENESS	SCORE	RANGE	MORE DETAILS
Acceptance of Others	6	Top 20%	Being comfortable and effective in relating to many different types of people.
Communication	6	Top 20%	The ability to listen well and write and speak to individuals and groups in a clear and effective manner.
Confidence	6	Top 20%	The ability to feel and project self-confidence and be persuasive even in uncertain and difficult situations.
Leading/ Managing	6	Top 20%	The ability to lead, motivate, and directly manage other people effectively.
Openness to Criticism	6	Top 20%	Being open to criticism and accepting negative feedback without getting defensive.
Psychological Awareness	6	Top 20%	The quality of being good at understanding people and getting them to work well.
Sensitivity and Tact	6	Top 20%	The capacity to promote an atmosphere of good feeling and mutual consideration.
Sociability	4	About average	The ability to be socially venturesome and self-assured, and to form and maintain relationships easily.
Teamwork	5	Top 40%	The ability to be team player, cooperate with others, and work well as part of a group.
Toughness	6	Top 20%	Having the capacity to be tough, stand one's ground, and confront others effectively when necessary.

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