

**About this report:**

In today's world, there is a tendency to focus on what is wrong rather than what is right. You are often criticized more than complimented. You are more encouraged to correct your weaknesses than to build on your strengths. Consider this: You are a unique and wonderful human being. You have unlimited potential for learning and growth, and while improving weaknesses might be a good thing, wouldn't it make sense to start with your strengths. What if you really understood what you do best? What if you focused on what your own particular strengths are? Would it make sense to build on those strengths as you seek a direction for your career? No one has ever succeeded on a grand scale by fixing weaknesses. They have understood the potential of their strengths and built upon them. Your Job Strengths Report will explain the hard-wired strengths and abilities that you have. These are with you regardless of what job you have now or what job you are seeking. It is up to you to consider how to apply them most effectively. It may be that you will have to address some weaknesses to achieve the success that you desire. Never let that allow you to lose sight of what makes you a valuable and unique individual.

**LEARNING STRENGTHS - CRITICAL FACTORS**

You learn things faster than the average person. This means that you pick up new knowledge and skills fairly easily. This gives you a strong advantage in changing jobs or dealing with multiple tasks. You often find ways to solve problems faster than those around you, even seeing solutions that others miss.

**STRENGTHS OF DIRECTION - CRITICAL FACTORS**

You have the ability to give direction to others. You are comfortable giving instructions and providing feedback to them. You can handle the normal confrontations and disagreements that come with that role. With sound training and experience, you can be a solid supervisor or manager. You can persuade others to agree with you most of the time. This is a valuable ability when it is used for sales. It is also the key to many other business skills, such as marketing and negotiating.

**STRENGTHS OF ORGANIZATION - CRITICAL FACTORS**

Working with detailed information is one of your strengths. You find it easy to do detailed work accurately. You are more organized than other people. This is usually evident in your work area. Such habits make for efficiency and safety. Your follow up is dependable and this is important in all jobs. Your planning is another great strength. You want to know what is happening next. You want to be prepared for what you have to do. Your time management is generally excellent, and this provides a sound foundation for most any situation.

**STRENGTHS OF PROCESS - CRITICAL FACTORS**

You have a marvelous strength of consistency. Once you have learned the right way to do something, you have the ability to repeat that way over and over. This could be a process, a script, a safety policy or a method of operating a machine. You follow established rules and procedures, once you understand them. This makes you more dependable than other people. In a work situation, once you have been trained effectively, you require very little supervision to produce results.

**STRENGTHS OF SENSITIVITY - CRITICAL FACTORS**

You have an exceptional tolerance to stress, even at high levels. You can work under relatively difficult conditions that would prevent others from being successful. You are an extremely patient person. You are slow to anger, and in fact, most people would find you to be much calmer than they are under stress. You do not have the same need for physical activity as most others.

**STRENGTHS WITH PEOPLE - CRITICAL FACTORS**

You have extraordinary enthusiasm and energy when you are with other people. You communicate that energy and people are happy to see you. You enjoy telling stories and generally tell them very well. You enjoy being with other people, and socializing comes easily to you. You usually have many friends.

**STRENGTHS OF TEAMWORK - CRITICAL FACTORS**

You are a loyal team member. You want to contribute to the success of your team, and you want to be recognized for what you do. You are easily motivated when that happens. You look for win-win situations in life. You want to succeed and you want the people you know and work with to succeed also.

**STRENGTH OF OPENNESS & COACHABILITY - CRITICAL FACTORS**

You are self-conscious of your weaknesses. Your success lies in knowing your strengths and developing them, not in hiding those things that you see as problems. Often your weaknesses are simply strengths that are overused or not used effectively. A frank and open manner is essential to allowing yourself to learn. Being defensive can limit your growth.

Statements made in this report are based upon the assumption that the participant in this assessment has had the appropriate training and adequate experience necessary to perform these specific job elements. If you are a job applicant, this assessment provides only one part of the information that may be used for making hiring or placement decisions. This assessment is one of many tools that help employers match people with jobs that offer the best opportunity for their success and that help them to manage them more effectively to achieve their full potential. The proper use of the BestWork Assessment will help to ensure that you are treated fairly, without regard to race, religion, sex, age, or national origin. The BestWork Assessment was designed and developed to conform to the human rights legislation and best practices concerning the use of psychometric assessments. These include the EEOC Guidelines, the Americans with Disabilities Act and the standards for test development and administration, published by the American Psychological Association.