

# **THE ACHIEVER<sup>®</sup> TRAINING**

**THIS DOCUMENT TO BE USED IN SUPPORT  
OF FOUR ACCOMPANYING AUDIO FILES**

**UNIT 1  
FOUNDATIONS**

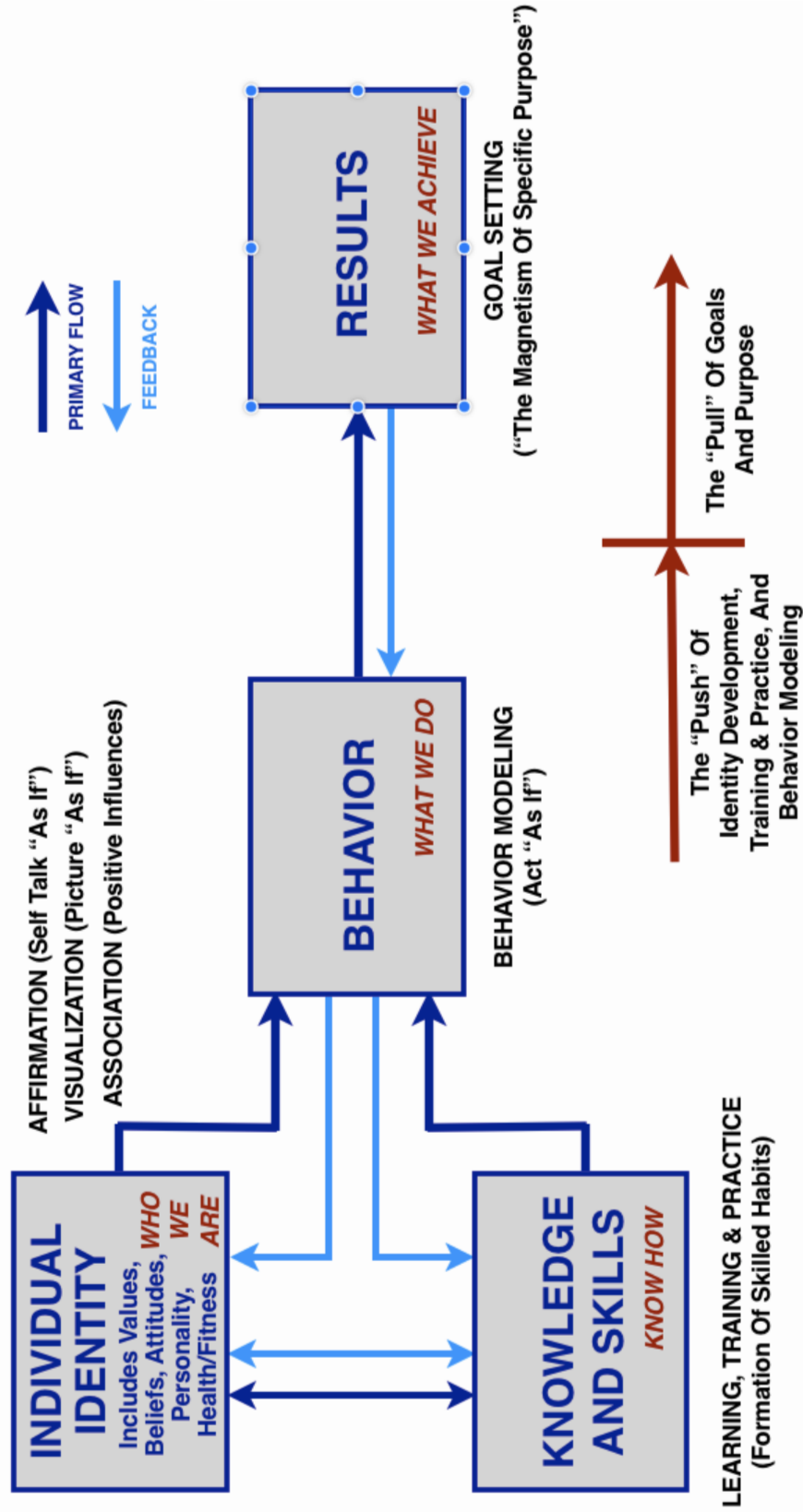
**UNIT 2  
UNDERSTANDING THE ACHIEVER AND ITS ROLE  
INCLUDES DISCUSSION OF ALL SIX MENTAL APTITUDES**

**UNIT 3  
UNDERSTANDING THE ACHIEVER  
INCLUDES DISCUSSION OF PERSONALITY  
DIMENSIONS #1 THROUGH #7**

**UNIT 4  
UNDERSTANDING EXPANDED  
INCLUDES DISCUSSION OF PERSONALITY  
DIMENSIONS #8, #9 AND #10, THE TWO  
VALIDITY SCALES, and SIX ACHIEVER  
REPORTS**

# THE MODEL FOR PERSONAL TRANSFORMATION <sup>©TM</sup>

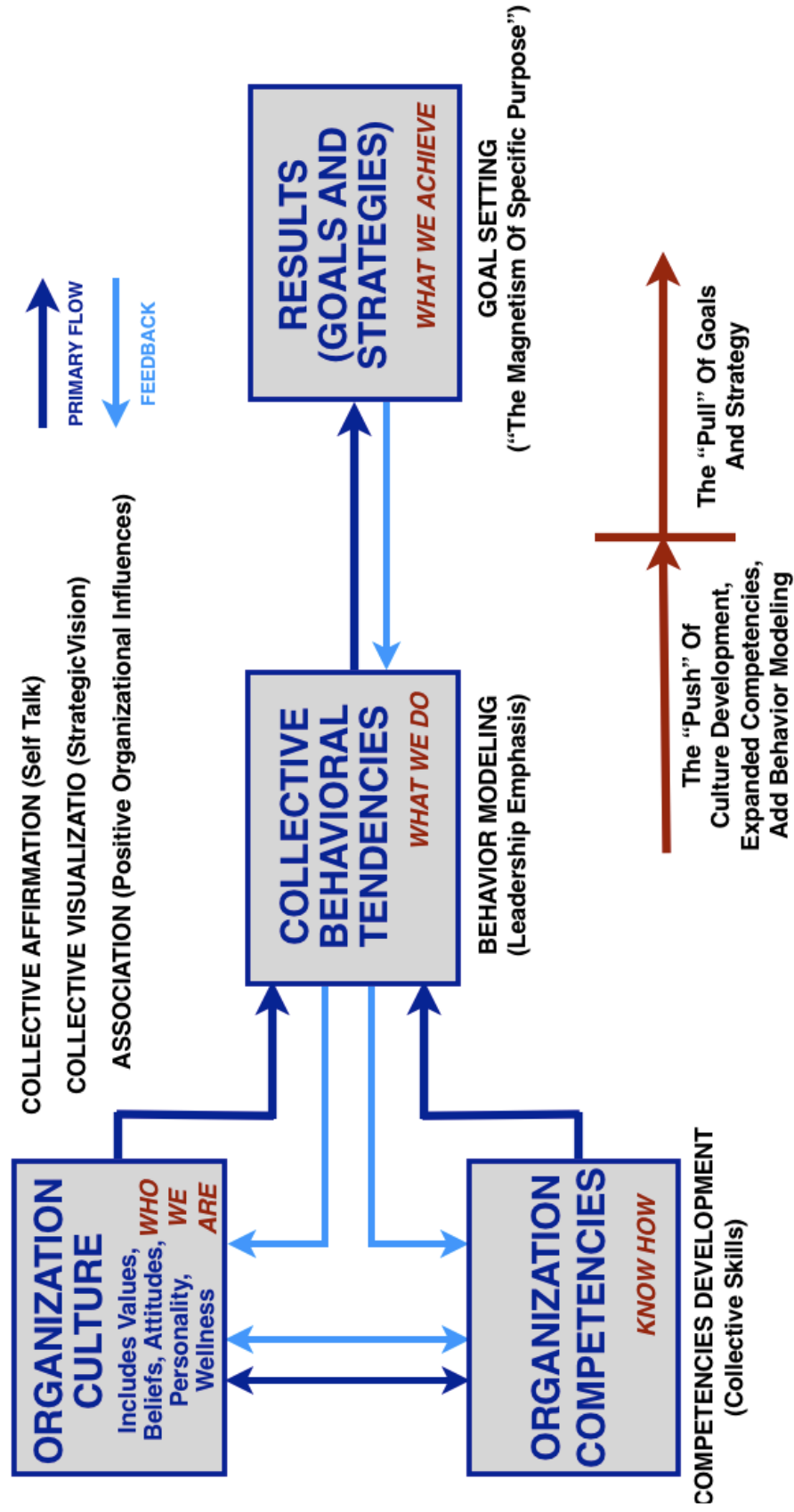
WITH SIX TECHNIQUES FOR PERSONAL DEVELOPMENT



©TM

# THE MODEL FOR ORGANIZATIONAL TRANSFORMATION

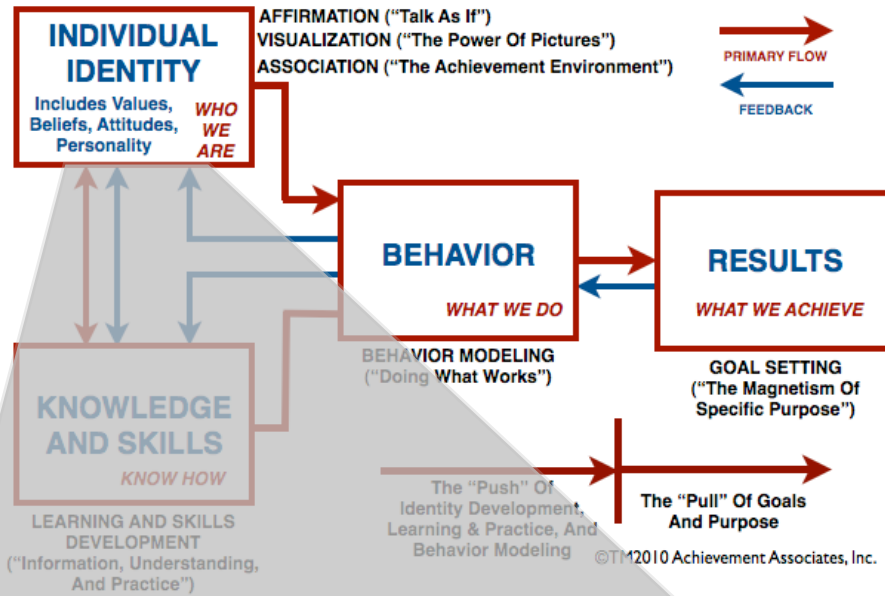
WITH SIX TECHNIQUES FOR ORGANIZATIONAL DEVELOPMENT



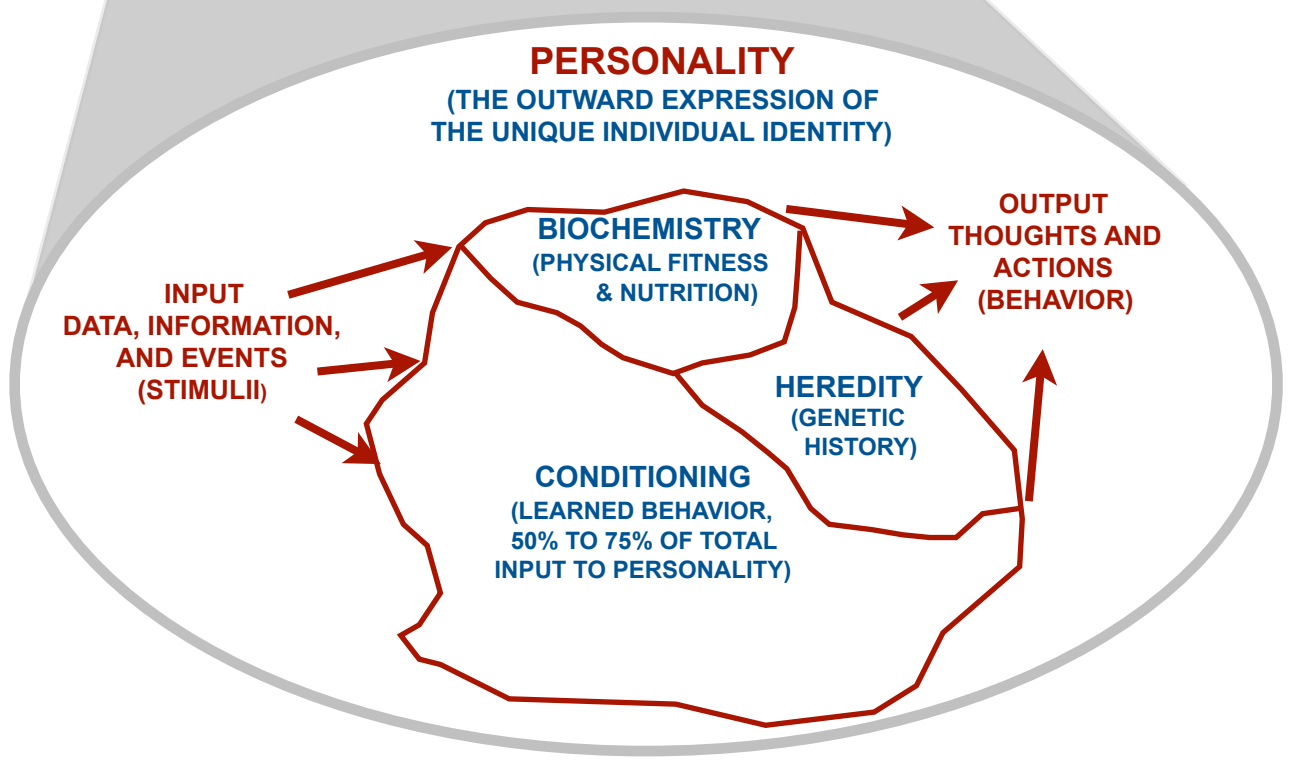
# ACHIEVER TRAINING UNIT #1 FOUNDATIONS

## PERSONALITY AND BEHAVIOR

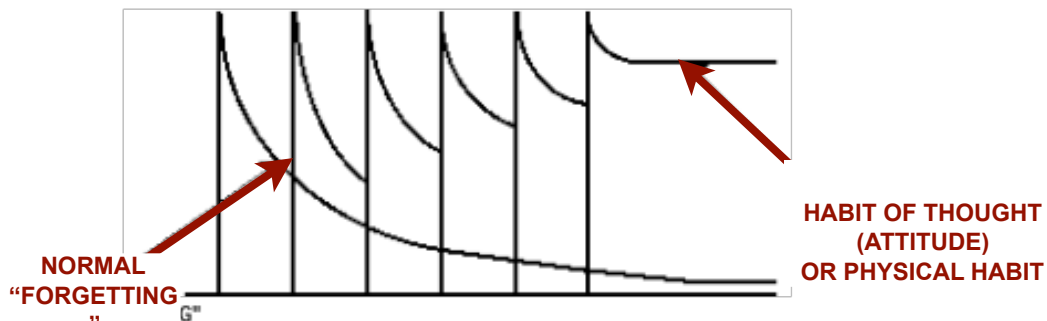
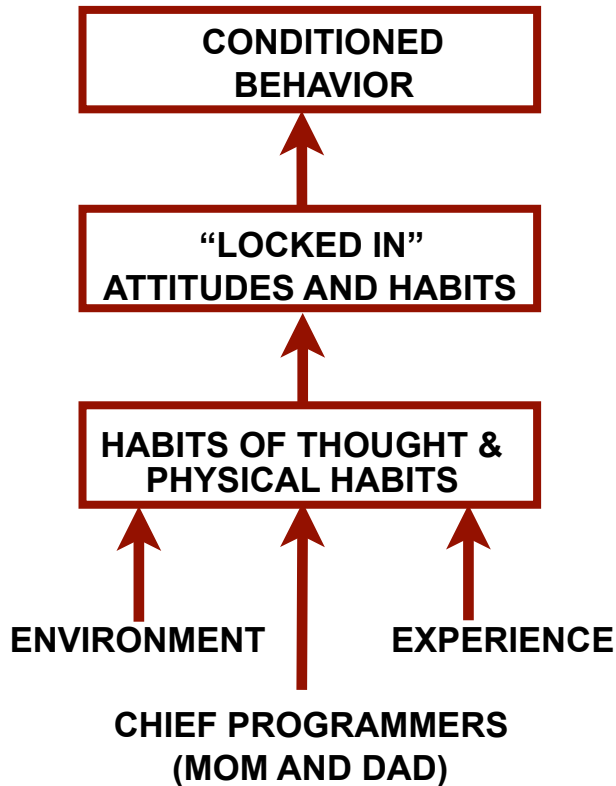
### THE MODEL FOR PERSONAL TRANSFORMATION



### PERSONALITY AND BEHAVIOR



# THE CONDITIONING PROCESS AND RECONDITIONING



## RETENTION OF A NEW IDEA AND THE POWER OF "SPACED REPETITION"

### 1 EXPOSURE

50% RETENTION IN 2 DAYS

15% RETENTION IN 4 DAYS

2% RETENTION IN 16 DAYS

### 6 EXPOSURES (ONE PER DAY)

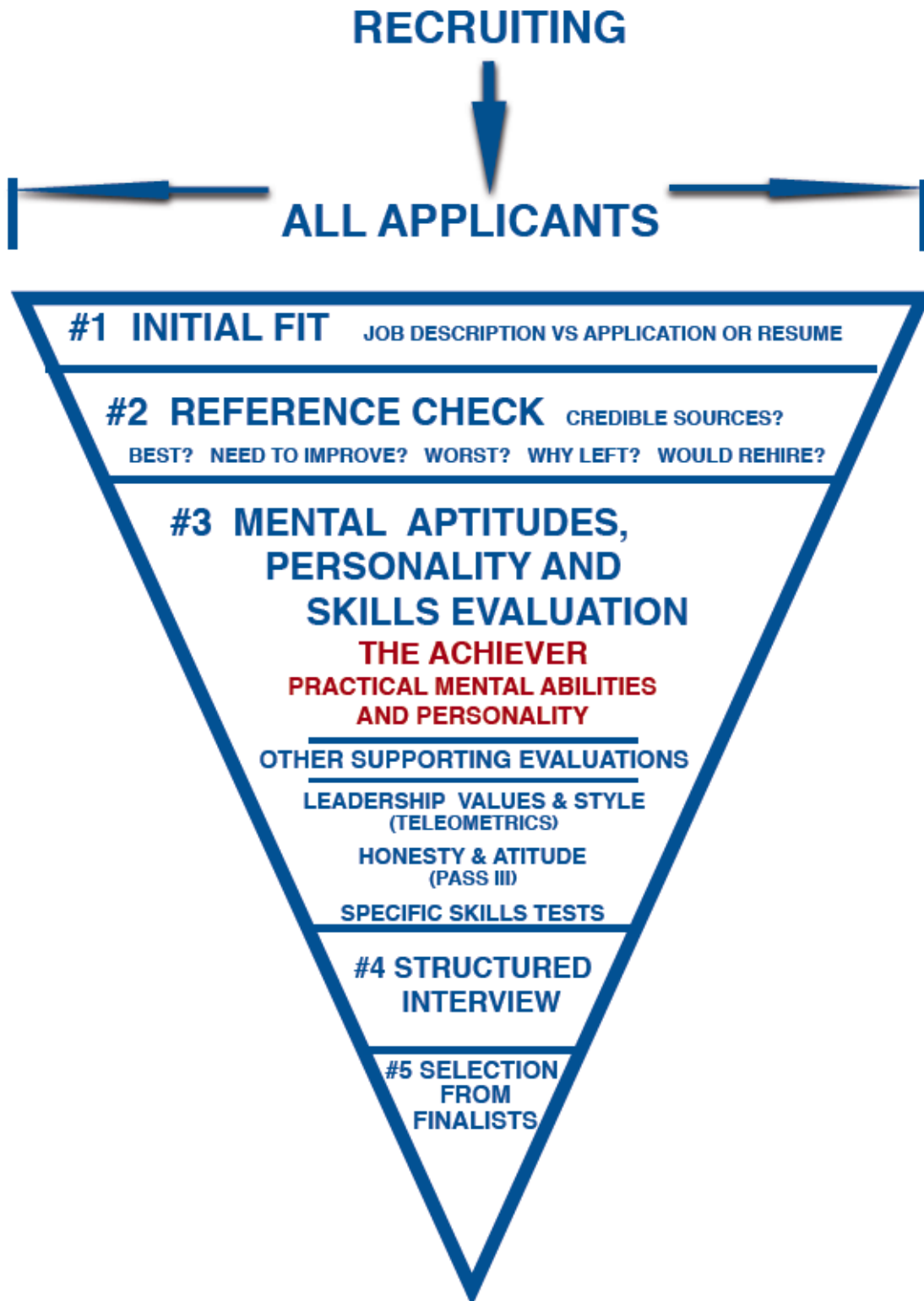
85% RETENTION IN 16 DAYS

# TEN KEY BEHAVIORAL PRINCIPALS

- #1 THERE IS NO “GOOD” OR “BAD” PERSONALITY PER SE.**
- #2 ANY PERSONALITY PROFILING INSTRUMENT MEASURES TRENDS AND TENDENCIES, NOT ABSOLUTES.**
- #3 ALL BEHAVIOR IS CAUSED.**
- #4 ALL PEOPLE ARE MOTIVATED.**
- #5 PEOPLE ARE MOTIVATED BY THEIR NEEDS AND WANTS, NOT BY OURS.**
- #6 IN THE FINAL ANALYSIS, YOU CANNOT MOTIVATE ANYONE ELSE, BUT YOU CAN INFLUENCE THEIR MOTIVATIONAL ENVIRONMENT.**
- #7 ANY PERSONALITY CHARACTERISTIC CONSIDERED A STRENGTH, IF OVERUSED, CAN BECOME A WEAKNESS.**
- #8 IF YOU KNOW MORE ABOUT SOMEONE THAN THEY KNOW ABOUT YOU, YOU ARE IN A STRONG POSITION TO INFLUENCE SITUATIONS AND OUTCOMES.**
- #9 IF YOU KNOW MORE ABOUT SOMEONE THAN THEY KNOW ABOUT THEMSELVES, YOU ARE IN A STRONG POSITION TO CONTROL SITUATIONS AND OUTCOMES.**
- #10 IF YOU KEEP DOING WHAT YOU HAVE ALWAYS DONE, YOU WILL USUALLY GET WHAT YOU HAVE ALWAYS GOTTEN.**

ACHIEVER TRAINING UNIT #2  
UNDERSTANDING THE ACHIEVER AND ITS ROLE

# THE SELECTION FUNNEL



ACHIEVER TRAINING UNIT #2  
UNDERSTANDING THE ACHIEVER AND ITS ROLE

**THE SELECTION TRIAD**





# ACHIEVER TRAINING UNIT #2

## UNDERSTANDING THE ACHIEVER AND ITS ROLE

<b>ACHIEVER REPORT SUMMARY</b>											
<b>MENTAL APTITUDES</b>											
APTITUDE	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
A1 MENTAL ACUITY	Slower To Learn, Best At Repetitive Tasks										Quick To Learn, Strong Reasoning And Problem Solving Ability
A2 BUSINESS TERMS	Limited Business Oriented Vocabulary										Knows The Language Of Business
A3 MEMORY RECALL	Low Interest In Events. Not Observant. Unaware.										High Knowledge Of Events. Very Observant And Aware.
A4 VOCABULARY	Low Word Knowledge. Limits Effective Communication										High Word Knowledge. Promotes Effective Communication
A5 NUMERICAL PERCEPTION	Low Visual Scanning Speed And Low Accuracy.										High Visual Scanning Speed And High Accuracy.
A6 MECHANICAL INTEREST	Indifferent, Low Aptitude, For Technical/Mechanical Things										Interested, High Aptitude, For Technical/Mechanical Things
<b>PERSONALITY DIMENSIONS</b>											
DIMENSION	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
D1 ENERGY	Restless, High Internal Tension, Stress Prone										Calm, Low Internal Tension, Stress Resistant
D2 FLEXIBILITY	Adaptable, Situational, Inconsistent, Unpredictable										Inflexible, Principled, Consistent, Predictable
D3 ORGANIZATION	Disorganized, Spontaneous, Time Insensitive										Organized, Structured, Time Sensitive
D4 COMMUNICATION	Detached, Reserved, Non Communicative										Interactive, Sociable, Communicative
D5 EMOTIONAL DEVELOPMENT	Impatient, Immature, High Sense Of Urgency										Patient, High Maturity, Low Sense Of Urgency
D6 ASSERTIVENESS	Low Dominance, Non Demanding, Cooperative										High Dominance, Demanding, Authoritative
D7 COMPETITIVENESS	Team Player, Friendship Oriented, Low Results Drive										Individualistic, Goal Directed, Results Oriented
D8 MENTAL TOUGHNESS	Sensitive, Empathic To Others, Lacks Persistence										Insensitive, Persistent, Resilient, Tough Minded
D9 QUESTIONING	Strong Belief In People, Trusting, Questions Little										Skeptical, Questions Much, Guarded
D10 MOTIVATION	Seeks Security And Stability, Risk Averted, Lower Vitality										Seeks Achievement/Recognition, Change Oriented, High Vitality
<b>VALIDITY SCALES</b>											
Form © 2012/7/2018 Achievement Associates,											
SCALE	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
V1 DISTORTION	Self Honest And Self Objective Answers										Exaggerates And/Or Rationalized Answers
V2 EQUIVOCATION	Indecisive In Describing Self										Decisive In Describing Self
PERCENTAGE OF POPULATION IN EACH STANINE		4	7	12	17	20	17	12	7	4	VALIDITY OF PERSONALITY RESULTS IN QUESTION

# ACHIEVER TRAINING UNIT #4 UNDERSTANDING EXPANDED

**NAME #1 JOE MACHINE**

<b>ACHIEVER REPORT SUMMARY</b>											
<b>MENTAL APTITUDES</b>											
<b>APTITUDE</b>	<b>DESCRIPTION</b>	<b>STANINE</b>									<b>DESCRIPTION</b>
		1	2	3	4	5	6	7	8	9	
A1 MENTAL ACUITY	Slower To Learn, Best At Repetitive Tasks							X			Quick To Learn, Strong Reasoning And Problem Solving Ability
A2 BUSINESS TERMS	Limited Business Oriented Vocabulary					X					Knows The Language Of Business
A3 MEMORY RECALL	Low Interest In Events. Not Observant. Unaware.									X	High Knowledge Of Events. Very Observant And Aware.
A4 VOCABULARY	Low Word Knowledge. Limits Effective Communication			X							High Knowledge. Promotes Effective Communication
A5 NUMERICAL PERCEPTION	Low Visual Scanning Speed And Low Accuracy.					X					High Visual Scanning Speed And High Accuracy.
A6 MECHANICAL INTEREST	Indifferent, Low Aptitude, For Technical/Mechanical Things									X	Interested, High Aptitude, For Technical/Mechanical Things
<b>PERSONALITY DIMENSIONS</b>											
<b>DIMENSION</b>	<b>DESCRIPTION</b>	<b>STANINE</b>									<b>DESCRIPTION</b>
		1	2	3	4	5	6	7	8	9	
D1 ENERGY	Restless, High Internal Tension, Stress Prone					X					Calm, Low Internal Tension, Stress Resistant
D2 FLEXIBILITY	Adaptable, Situational, Inconsistent, Unpredictable								X		Inflexible, Principled, Consistent, Predictable
D3 ORGANIZATION	Disorganized, Spontaneous, Time Insensitive								X		Organized, Structured, Time Sensitive
D4 COMMUNICATION	Detached, Reserved, Non Communicative			X							Interactive, Sociable, Communicative
D5 EMOTIONAL DEVELOPMENT	Impatient, Immature, High Sense Of Urgency				X						Patient, High Maturity, Low Sense Of Urgency
D6 ASSERTIVENESS	Low Dominance, Non Demanding, Cooperative					X					High Dominance, Demanding, Authoritative
D7 COMPETITIVENESS	Team Player, Friendship Oriented, Low Results Drive					X					Individualistic, Goal Directed, Results Oriented
D8 MENTAL TOUGHNESS	Sensitive, Empathic To Others, Lacks Persistence								X		Inensitive, Persistent, Resilient, Tough Minded
D9 QUESTIONING	Strong Belief In People, Trusting, Questions Little							X			Skeptical, Questions Much, Guarded
D10 MOTIVATION	Seeks Security And Stability, Risk Averted, Lower Vitality			X							Seeks Achievement/Recognition, Change Oriented, High Vitality
<b>VALIDITY SCALES</b>											
<b>SCALE</b>	<b>DESCRIPTION</b>	<b>STANINE</b>									<b>DESCRIPTION</b>
		1	2	3	4	5	6	7	8	9	
V1 DISTORTION	Self Honest And Self Objective Answers				X						Exaggerates And/Or Rationalized Answers
V2 EQUIVOCATION	Indecisive In Describing Self				X						Decisive In Describing Self
<b>PERCENTAGE OF POPULATION IN EACH STANINE</b>		4	7	12	17	20	17	12	7	4	<b>VALIDITY OF PERSONALITY RESULTS IN QUESTION</b>

# ACHIEVER TRAINING UNIT #4 UNDERSTANDING EXPANDED

NAME #2 JANE PERSONS

<b>ACHIEVER REPORT SUMMARY</b>											
<b>MENTAL APTITUDES</b>											
APTITUDE	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
A1 MENTAL ACUITY	Slower To Learn, Best At Repetitive Tasks								X		Quick To Learn, Strong Reasoning And Problem Solving Ability
A2 BUSINESS TERMS	Limited Business Oriented Vocabulary									X	Knows The Language Of Business
A3 MEMORY RECALL	Low Interest In Events. Not Observant. Unaware.									X	High Knowledge Of Events. Very Observant And Aware.
A4 VOCABULARY	Low Word Knowledge. Limits Effective Communication									X	High Word Knowledge. Promotes Effective Communication
A5 NUMERICAL PERCEPTION	Low Visual Scanning Speed And Low Accuracy.							X			High Visual Scanning Speed And High Accuracy.
A6 MECHANICAL INTEREST	Indifferent, Low Aptitude, For Technical/Mechanical Things			X							Interested, High Aptitude, For Technical/Mechanical Things
<b>PERSONALITY DIMENSIONS</b>											
DIMENSION	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
D1 ENERGY	Restless, High Internal Tension, Stress Prone					X					Calm, Low Internal Tension, Stress Resistant
D2 FLEXIBILITY	Adaptable, Situational, Inconsistent, Unpredictable							X			Inflexible, Principled, Consistent, Predictable
D3 ORGANIZATION	Disorganized, Spontaneous, Time Insensitive					X					Organized, Structured, Time Sensitive
D4 COMMUNICATION	Detached, Reserved, Non Communicative									X	Interactive, Sociable, Communicative
D5 EMOTIONAL DEVELOPMENT	Impatient, Immature, High Sense Of Urgency									X	Patient, High Maturity, Low Sense Of Urgency
D6 ASSERTIVENESS	Low Dominance, Non Demanding, Cooperative									X	High Dominance, Demanding, Authoritative
D7 COMPETITIVENESS	Team Player, Friendship Oriented, Low Results Drive			X							Individualistic, Goal Directed, Results Oriented
D8 MENTAL TOUGHNESS	Sensitive, Empathic To Others, Lacks Persistence					X					Insensitive, Persistent, Resilient, Tough Minded
D9 QUESTIONING	Strong Belief In People, Trusting, Questions Little			X							Skeptical, Questions Much, Guarded
D10 MOTIVATION	Seeks Security And Stability, Risk Averted, Lower Vitality									X	Seeks Achievement/Recognition, Change Oriented, High Vitality
<b>VALIDITY SCALES</b>											
Form © 2012/7/2018 Achievement Associates.											
SCALE	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
V1 DISTORTION	Self Honest And Self Objective Answers					X		■	■	■	Exaggerates And/Or Rationalized Answers
V2 EQUIVOCATION	Indecisive In Describing Self					X					Decisive In Describing Self
PERCENTAGE OF POPULATION IN EACH STANINE		4	7	12	17	20	17	12	7	4	VALIDITY OF PERSONALITY RESULTS IN QUESTION

# ACHIEVER TRAINING UNIT #4 UNDERSTANDING EXPANDED

NAME #3 TONY DIGRANDI

ACHIEVER REPORT SUMMARY																															
MENTAL APTITUDES																															
APTITUDE	DESCRIPTION	STANINE									DESCRIPTION																				
		1	2	3	4	5	6	7	8	9																					
A1 MENTAL ACUITY	Slower To Learn, Best At Repetitive Tasks				X						Quick To Learn, Strong Reasoning And Problem Solving Ability																				
A2 BUSINESS TERMS	Limited Business Oriented Vocabulary			X							Knows The Language Of Business																				
A3 MEMORY RECALL	Low Interest In Events. Not Observant. Unaware.								X		High Knowledge Of Events. Very Observant And Aware.																				
A4 VOCABULARY	Low Word Knowledge. Limits Effective Communication		X								High Word Knowledge. Promotes Effective Communication																				
A5 NUMERICAL PERCEPTION	Low Visual Scanning Speed And Low Accuracy.								X		High Visual Scanning Speed And High Accuracy.																				
A6 MECHANICAL INTEREST	Indifferent, Low Aptitude, For Technical/Mechanical Things								X		Interested, High Aptitude, For Technical/Mechanical Things																				
PERSONALITY DIMENSIONS																															
DIMENSION	DESCRIPTION	STANINE									DESCRIPTION																				
		1	2	3	4	5	6	7	8	9																					
D1 ENERGY	Restless, High Internal Tension, Strees Prone					X					Calm, Low Internal Tension, Stress Resistant																				
D2 FLEXIBILITY	Adaptable, Situational, Inconsistent, Unpredictable								X		Inflexible, Principled, Consistent, Predictable																				
D3 ORGANIZATION	Disorganized, Spontaneous, Time Insensitive							X			Organized, Structured, Time Sensitive																				
D4 COMMUNICATION	Detached, Reserved, Non Communicative								X		Interactive, Sociable. Communicative																				
D5 EMOTIONAL DEVELOPMENT	Impatient, Immature, High Sense Of Urgency					X					Patient, High Maturity, Low Sense Of Urgency																				
D6 ASSERTIVENESS	Low Dominance, Non Demanding, Cooperative				X						High Dominance, Demanding, Authoritative																				
D7 COMPETITIVENESS	Team Player, Friendship Oriented, Low Results Drive							X			Individualistic, Goal Directed, Results Oriented																				
D8 MENTAL TOUGHNESS	Sensitive, Empathic To Others, Lacks Persistence				X						Insensitive, Persistent, Resilient, Tough Minded																				
D9 QUESTIONING	Strong Belief In People, Trusting, Questions Little								X		Skeptical, Questions Much, Guarded																				
D10 MOTIVATION	Seeks Security And Stability, Risk Averted, Lower Vitality	X									Seeks Achievement/Recognition, Change Oriented, High Vitality																				
VALIDITY SCALES																															
SCALE	DESCRIPTION	STANINE									DESCRIPTION																				
		1	2	3	4	5	6	7	8	9																					
V1 DISTORTION	Self Honest And Self Objective Answers					X					Exaggerates And/Or Rationalized Answers																				
V2 EQUIVOCATION	Indecisive In Describing Self					X					Deceives In Describing Self																				
PERCENTAGE OF POPULATION IN EACH STANINE		<table style="display: inline-table; border: none;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> </tr> <tr> <td>4</td><td>7</td><td>12</td><td>17</td><td>20</td><td>17</td><td>12</td><td>7</td><td>4</td><td></td> </tr> </table>																			4	7	12	17	20	17	12	7	4		VALIDITY OF PERSONALITY RESULTS IN QUESTION
4	7	12	17	20	17	12	7	4																							

# ACHIEVER TRAINING UNIT #4 UNDERSTANDING EXPANDED

**NAME #4 JUSTIN CHAOS**

<b>ACHIEVER REPORT SUMMARY</b>											
<b>MENTAL APTITUDES</b>											
APTITUDE	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
A1 MENTAL ACUITY	Slower To Learn, Best At Repetitive Tasks								X		Quick To Learn, Strong Reasoning And Problem Solving Ability
A2 BUSINESS TERMS	Limited Business Oriented Vocabulary								X		Knows The Language Of Business
A3 MEMORY RECALL	Low Interest In Events. Not Observant. Unaware.									X	High Knowledge Of Events. Very Observant And Aware.
A4 VOCABULARY	Low Word Knowledge. Limits Effective Communication								X		High Word Knowledge. Promotes Effective Communication
A5 NUMERICAL PERCEPTION	Low Visual Scanning Speed And Low Accuracy.							X			High Visual Scanning Speed And High Accuracy.
A6 MECHANICAL INTEREST	Indifferent, Low Aptitude, For Technical/Mechanical Things								X		Interested, High Aptitude, For Technical/Mechanical Things
<b>PERSONALITY DIMENSIONS</b>											
DIMENSION	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
D1 ENERGY	Restless, High Internal Tension, Stress Prone		X								Calm, Low Internal Tension, Stress Resistant
D2 FLEXIBILITY	Adaptable, Situational, Inconsistent, Unpredictable			X							Inflexible, Principled, Consistent, Predictable
D3 ORGANIZATION	Disorganized, Spontaneous, Time Insensitive									X	Organized, Structured, Time Sensitive
D4 COMMUNICATION	Detached, Reserved, Non Communicative									X	Interactive, Sociable, Communicative
D5 EMOTIONAL DEVELOPMENT	Impatient, Immature, High Sense Of Urgency		X								Patient, High Maturity, Low Sense Of Urgency
D6 ASSERTIVENESS	Low Dominance, Non Demanding, Cooperative									X	High Dominance, Demanding, Authoritative
D7 COMPETITIVENESS	Team Player, Friendship Oriented, Low Results Drive									X	Individualistic, Goal Directed, Results Oriented
D8 MENTAL TOUGHNESS	Sensitive, Empathic To Others, Lacks Persistence									X	Inesensitive, Persistent, Resilient, Tough Minded
D9 QUESTIONING	Strong Belief In People, Trusting, Questions Little									X	Skeptical, Questions Much, Guarded
D10 MOTIVATION	Seeks Security And Stability, Risk Averted, Lower Vitality									X	Seeks Achievement/Recognition, Change Oriented, High Vitality
<b>VALIDITY SCALES</b>											
Form © 2012/7/2018 Achievement Associates.											
SCALE	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
V1 DISTORTION	Self Honest And Self Objective Answers					X		■	■	■	Exaggerates And/Or Rationalized Answers
V2 EQUIVOCATION	Indecisive In Describing Self					X					Decisive In Describing Self
PERCENTAGE OF POPULATION IN EACH STANINE →		4	7	12	17	20	17	12	7	4	VALIDITY OF PERSONALITY RESULTS IN QUESTION

# ACHIEVER TRAINING UNIT #4 UNDERSTANDING EXPANDED

NAME #5 UNA CERTAIN

X

<b>ACHIEVER REPORT SUMMARY</b>											
<b>MENTAL APTITUDES</b>											
APTITUDE	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
A1 MENTAL ACUITY	Slower To Learn, Best At Repetitive Tasks						X				Quick To Learn, Strong Reasoning And Problem Solving Ability
A2 BUSINESS TERMS	Limited Business Oriented Vocabulary					X					Knows The Language Of Business
A3 MEMORY RECALL	Low Interest In Events. Not Observant. Unaware.							X			High Knowledge Of Events. Very Observant And Aware.
A4 VOCABULARY	Low Word Knowledge. Limits Effective Communication						X				High Word Knowledge. Promotes Effective Communication
A5 NUMERICAL PERCEPTION	Low Visual Scanning Speed And Low Accuracy.			X							High Visual Scanning Speed And High Accuracy.
A6 MECHANICAL INTEREST	Indifferent, Low Aptitude, For Technical/Mechanical Things						X				Interested, High Aptitude, For Technical/Mechanical Things
<b>PERSONALITY DIMENSIONS</b>											
DIMENSION	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
D1 ENERGY	Restless, High Internal Tension, Stress Prone									X	Calm, Low Internal Tension, Stress Resistant
D2 FLEXIBILITY	Adaptable, Situational, Inconsistent, Unpredictable						X				Inflexible, Principled, Consistent, Predictable
D3 ORGANIZATION	Disorganized, Spontaneous, Time Insensitive						X				Organized, Structured, Time Sensitive
D4 COMMUNICATION	Detached, Reserved, Non Communicative				X						Interactive, Sociable. Communicative
D5 EMOTIONAL DEVELOPMENT	Impatient, Immature, High Sense Of Urgency								X		Patient, High Maturity, Low Sense Of Urgency
D6 ASSERTIVENESS	Low Dominance, Non Demanding, Cooperative							X			High Dominance, Demanding, Authoritative
D7 COMPETITIVENESS	Team Player, Friendship Oriented, Low Results Drive						X				Individualistic, Goal Directed, Results Oriented
D8 MENTAL TOUGHNESS	Sensitive, Empathic To Others, Lacks Persistence						X				Inesensitive, Persistent, Resilient, Tough Minded
D9 QUESTIONING	Strong Belief In People, Trusting, Questions Little				X						Skeptical, Questions Much, Guarded
D10 MOTIVATION	Seeks Security And Stability, Risk Averted, Lower Vitality								X		Seeks Achievement/Recognition, Change Oriented, High Vitality
<b>VALIDITY SCALES</b>											
SCALE	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
V1 DISTORTION	Self Honest And Self Objective Answers					X					Exaggerates And/OR Rationalized Answers
V2 EQUIVOCATION	Indecisive In Describing Self					X					Decisive In Describing Self
PERCENTAGE OF POPULATION IN EACH STANINE →		4	7	12	17	20	17	12	7	4	VALIDITY OF PERSONALITY RESULTS IN QUESTION

# ACHIEVER TRAINING UNIT #4 UNDERSTANDING EXPANDED

**NAME #6 ABLE LEADER**

<b>ACHIEVER REPORT SUMMARY</b>											
<b>MENTAL APTITUDES</b>											
APTITUDE	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
A1 MENTAL ACUITY	Slower To Learn, Best At Repetitive Tasks								X		Quick To Learn, Strong Reasoning And Problem Solving Ability
A2 BUSINESS TERMS	Limited Business Oriented Vocabulary								X		Knows The Language Of Business
A3 MEMORY RECALL	Low Interest In Events. Not Observant. Unaware.								X		High Knowledge Of Events. Very Observant And Aware.
A4 VOCABULARY	Low Word Knowledge. Limits Effective Communication								X		High Word Knowledge. Promotes Effective Communication
A5 NUMERICAL PERCEPTION	Low Visual Scanning Speed And Low Accuracy.					X					High Visual Scanning Speed And High Accuracy.
A6 MECHANICAL INTEREST	Indifferent, Low Aptitude, For Technical/Mechanical Things					X					Interested, High Aptitude, For Technical/Mechanical Things
<b>PERSONALITY DIMENSIONS</b>											
DIMENSION	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
D1 ENERGY	Restless, High Internal Tension, Stress Prone						X				Calm, Low Internal Tension, Stress Resistant
D2 FLEXIBILITY	Adaptable, Situational, Inconsistent, Unpredictable							X			Inflexible, Principled, Consistent, Predictable
D3 ORGANIZATION	Disorganized, Spontaneous, Time Insensitive								X		Organized, Structured, Time Sensitive
D4 COMMUNICATION	Detached, Reserved, Non Communicative				X						Interactive, Sociable, Communicative
D5 EMOTIONAL DEVELOPMENT	Impatient, Immature, High Sense Of Urgency					X					Patient, High Maturity, Low Sense Of Urgency
D6 ASSERTIVENESS	Low Dominance, Non Demanding, Cooperative								X		High Dominance, Demanding, Authoritative
D7 COMPETITIVENESS	Team Player, Friendship Oriented, Low Results Drive									X	Individualistic, Goal Directed, Results Oriented
D8 MENTAL TOUGHNESS	Sensitive, Empathic To Others, Lacks Persistence					X					Insensitive, Persistent, Resilient, Tough Minded
D9 QUESTIONING	Strong Belief In People, Trusting, Questions Little				X						Skeptical, Questions Much, Guarded
D10 MOTIVATION	Seeks Security And Stability, Risk Averted, Lower Vitality								X		Seeks Achievement/Recognition, Change Oriented, High Vitality
<b>VALIDITY SCALES</b>											
SCALE	DESCRIPTION	STANINE									DESCRIPTION
		1	2	3	4	5	6	7	8	9	
V1 DISTORTION	Self Honest And Self Objective Answers				X						Exaggerate And/Or Rationalized Answers
V2 EQUIVOCATION	Indecisive In Describing Self				X						Decisive In Describing Self
PERCENTAGE OF POPULATION IN EACH STANINE		4	7	12	17	20	17	12	7	4	VALIDITY OF PERSONALITY RESULTS IN QUESTION

***A GOOD MATCH OF THE PERSON TO  
THE POSITION BENEFITS EVERYONE***

***A POOR MATCH OF THE PERSON TO  
THE POSITION BENEFITS NO ONE***

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