



Name: Doe, John
Evaluation Date: 07/04/2001

Your Self Evaluation comes in two parts. The link to the entire document on MindData's web site is required by employers to help make better and faster hiring decisions.

- 1. An Introduction: outlining the best use of the report and containing information to help you and employers better understand the wording of the report and the meaning of the graphics.*
- 2. Your Self Evaluation Report: [Click here](#) to go directly to the report.*

SELF EVALUATION INTRODUCTION

Confidentiality:

The information in this report should be treated as Confidential. This MD/Self Evaluation has been generated exclusively for the Participant named in this report (you). Although the results are intended for your personal use, MindData has prepared the MD/Self Evaluation so it may be shared via email hyper-link with employers or interested parties solely at your discretion.

Participant's Use of the MD/Self Evaluation:

Your MD/Self Evaluation is best used to help you find a position where you will enjoy like-minded people, similar energy levels, similar values, levels of interaction that suit you best, and where demands on you do not exceed your ability to deliver. In short, your MD/Self Evaluation can help match your character with the requirements of a job where you will most likely find lasting employment and the best opportunities for growth. The information provided within this report is the same type of information used by employers to make hiring or promotion decisions within their organizations.

When you read the report, remember, everyone possesses certain strengths and weaknesses; therefore it is important to consider the report as a whole. Don't place too much importance on specific trait interpretations. Just as MindData advises employers, look at the combination of insights in relation to the job you are seeking. Knowing how you may be perceived can help you better decide what type of job responsibility suits you best.

To maximize the value of the MD/Self Evaluation, you should consider the contents of this report in conjunction with prior employment experiences and relationships. Past experiences coupled with these insights may give you a better picture of how you may interact, contribute, and perform within particular workplace teams. Remember, becoming a high performer on any team has as much to do with the synergies associated with the personalities of the team members as it does with skills and talents.

Note: With the passage of time, and changes in your personal and professional life, the attitudes and behavioral characteristics measured by this MD/Self Evaluation may change. If more than a year has passed since the date of the report, you may want to consider taking another evaluation.

Employer's Use of the MD/Self Evaluation:

This third party report has been securely generated directly from MindData's servers without any opportunity for the Participant to effect its outcome. Employers will find the MD/Self Evaluation offers particularly valuable insight into how an individual may "fit" on any team. However, it is important that employers utilize this information in conjunction with other proven resources, such as: interviews, references, job competence, work experience, work habits, personal background checks, etc. Information from these other resources should be used to corroborate insights provided by the MD/Self Evaluation.

About the MD/Self Evaluation:

The MD/Self Evaluation is a derivative of the professionally developed MindData Attitude Indexes (MDAI), a computerized attitude profiling system, interpreting responses to key questions and generating narrative conclusions in the same manner as a Psychologist might. However, like all the MDAI instruments, the MD/Self Evaluation has been specifically developed for web-based administration without the need for the assistance of a Psychologist or trained professional. The MD/Self Evaluation has been designed to give job seekers, and any prospective employers with whom they chose to share the report, insight into the unique attitudes impacting their "fit" in workplace teams and environments. The MD/Self Evaluation report is not as comprehensive or in-depth as provided for by the more extensive MD/100 and MD/180 evaluations commonly commissioned by employers.

Notes For You and Employers to Keep in Mind:

The results are based on the Participant's responses to the questions presented by the MDAI questionnaire. The results may be influenced by the Participant's favorable or unfavorable self-image, and others may see the Participant differently. The MD/Self Evaluation does not take into account the Participant's background, training, technical skills or professional experience.

The Evaluation is solely intended to provide insight into probable attitudes or characteristics that may influence the Participant's job performance and subsequent fit within any team. High scores are not necessarily good; low scores are not necessarily bad. It is essential to read the entire Evaluation for a full appreciation of the results, and then to consider the report in the context of the desired position and all other available information.

Understanding the Graphics and Descriptions:

The graphics represent the varying degrees present of any trait measured—Low, Moderate, or High. Ratings are not intended to convey either positive or negative results. They are merely indicators of the degree to which any trait is present and should be considered as a whole, not alone, when reviewing the entire MDAI Self Evaluation.

The shapes and colors work together to help you and employers see, at a glance, what amount of any trait is represented by analysis of your answers.

▼ the downward pointing triangle = a Low amount, and is colored purple ▼ when relevant.

- the square = a Moderate amount, and is colored orange ■ when relevant.
- ▲ the upward pointing triangle = a High amount, and is colored blue ▲ when relevant.

 **Low**

Indicates you are in the lower third of the trait range. This is not necessarily an undesirable reading. Many positions require individuals in the lower range across a variety of traits. This is typical of certain workplace environments, such as those where numerous team members are located in a small or confined area. (Example: Call Centers and Customer Service Departments) Less sociable personalities thrive in these types of environments.

 **Moderate**

Indicates you fit in the middle third of the trait range. Again this is not necessarily a desirable or undesirable evaluation, and does not reflect an average or mean score for the trait. Moderate means you possess neither overly high or low tendencies of whichever trait is being measured.

 **High**

Indicates you are the upper third of the trait range. High is neither positive nor negative. Some employers may look for aggressive team members, while others may require more restrained team members. It depends on what the particular job dictates. The goal is to ensure your character fits the mentality expected for whatever position you are applying.

Remember, your evaluation should never be looked at as good or bad. It should only be viewed in the context of matching your temperament to different job requirements. Even within the same industry, different employers will often establish different expectations for the characteristics of employees they choose to hire or promote.

SELF EVALUATION REPORT

AGGRESSIVENESS: *the degree to which wants or demands are made known.*

   **MODERATE**

You are neither overly passive or highly assertive. In other words, you try not to be overbearing and confrontational while at the same time, you avoid being taken advantage of by being too submissive. You are a moderate type of person who can and will take charge if and when the situation is perceived as warranting such action. However, you will try to avoid taking charge if you think the consequences will be unpleasant or harmful to yourself or others. You would prefer not to make decisions or take on responsibility, and try to delegate whenever possible. However, you are able to make important decisions when you have to. You can say “no” when necessary with little or no guilt. But if the confrontation is intense, you may still walk away feeling slightly uneasy. You tend to communicate directly, except in these situations where you feel insecure, afraid you will be wrong and not respected by others (especially those in authority).

COMMITMENT: *the extent to which promises may be reliably kept.*



You are dedicated to keeping every promise or commitment you make-irrespective of the consequences. You feel very strongly that keeping one's word is undeniably essential in most relationships. You can become tense and highly upset over the actions of others who behave irresponsibly by not keeping their word. However, you may not feel this strongly about keeping commitments made in haste to strangers or in situations that you see as not very important. Otherwise, your promise can be considered a done deal, regardless of any potentially unfavorable result. You are a highly conscientious person who feels that anyone, including yourself, who makes a promise or commitment that is not kept, is irresponsible. In your mind, there is absolutely no excuse for such behavior. You are governed by your conscience, and very clear about the rules of right and wrong.

COMPASSION: *the level of concern or disinterest in the needs of others.*



You seldom become involved with the problems of others. You are able to be sympathetic on occasion but usually only to the extent of listening to the other person and without becoming involved in any way. You can recognize the emotional needs of others, but are hesitant to address them or become involved. You do not empathize or sympathize easily and have trouble anticipating how your actions affect other people. Expending energy involving yourself in the needs of others is just not something you care to do. You are able to recognize the needs of others but you generally feel it is unwise to expend your emotional energy by becoming personally involved. You feel the wiser course of action is to be somewhat cool and detached from the problems of others. Because of this, people tend to find you difficult to get to know.

COMPLIANCE: *the tendency to resist or obey rules and regulations.*



You will make every effort to follow orders without question. You are considered a conformist who prefers to follow the rules of the society to which you belong. In fact, you can become annoyed by people who do not follow rules. You do not like to take risks and will avoid doing so if at all possible. You feel it is honorable and quite necessary to abide by all the rules of any society to maintain a sense of order in your life. Even the appearance of being non-conformist is anathema to your basic sense of ethics and morality. If you think someone is non-conformist or flippant in their attitudes you will try to avoid them whenever possible. Others probably see you as a non-risk taker who believes that adhering to rules and regulations is not only one's duty but that it is necessary for one's inner peace of mind and acceptance by others.

CONCENTRATION: *the ability to concentrate on a task despite distractions.*



Distractions don't seem to bother you, as you rarely lose a train of thought. In fact, you are easily able to return to the point at which a discussion or presentation was interrupted. You probably dislike dealing with interruptions, but have learned to work around this quite effectively. Most of your colleagues would agree that you have above average concentration abilities. You have likely realized that you have an exceptional ability to stay focused on assignments or projects longer than most team members or associates that you worked with. In other words, you have the ability to stay focused by tuning out conversations and noises that may be distracting to other team members with similar responsibilities or that work within the same environment.

DIPLOMACY: *the level of communication -from diplomatic to blunt.*



You try to avoid arguments at all cost. Although you may not always succeed in being diplomatic, you make every effort to do so. You do this by saying only pleasant things or what you think the other person wants to hear. Others see you as highly diplomatic and courteous because you strictly avoid giving any indication of being confrontational or unpleasant. In other words, you are not one to talk bluntly. You prefer to tell people what you think they want to hear, rather than what is really on your mind. This degree of timidity often results in constantly talking about what is nice. Others may interpret this as unreliable communications that are not forthright and honest.

OPTIMISM: *the level of optimism or pessimism.*



You are very optimistic and see nearly everything optimistically despite the fact that things may not be all that great. Although you are always upbeat and optimistic, you have an unwarranted tendency to view some things a bit too positively. You almost always have an upbeat and infectious attitude even around people who are negative. In fact, you have a tendency to be overly optimistic at times. Personal problems do not handicap you at all; you easily bounce back from adversity. You are not easily discouraged by others bad moods. Because of this, you can be very uplifting to others who are negative. However, you will tend to avoid those people who are constantly unenthusiastic, sad or pessimistic.

SENSITIVITY: *how one tends to accept criticism.*



You are often perceived as reserved and aloof. Others may also see you as insensitive toward their problems. Emotional outbursts are not your style. Outwardly, you seem to be completely unfazed by criticism. Either you do not let it bother you, or are naturally unaware of or blind to negativity surrounding you. Things others say about you rarely hurt your personal feelings. Working around negative people does not affect your productivity. However, its possible that you have learned how to tune out those people or behaviors you consider hateful. Because of this, feelings and interpersonal relationships can be difficult for you to deal with or understand. In many instances, they are just puzzling.

SOCIABILITY: *the extent to which one enjoys or avoids dealing with others.*



You are very friendly and outgoing and truly enjoy meeting people. Considered by most who know you to be very gregarious, you never avoid a stranger. In fact, you probably look forward to meeting strangers and engaging them in conversation. You generally break the ice first by introducing yourself rather than waiting to be introduced. Your outgoing, friendly attitude is not forced; you are a natural "people-person" who enjoys large groups and has many friends. Your outgoing and friendly image is quite comfortable for you, as this is the way you view yourself. As a host, you are often the life of the party; one who makes every effort to ensure your guests have a good time. However those who are quite shy and reserved may consider your outgoing attitude a bit intimidating.

To learn more about MindData please visit our web site at <http://www.minddata.com>.

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