



SnapShot

Quick Reference Guide

This Quick Reference Guide is provided to strategic business partners as an abbreviated review for the Profiles International SnapShot assessment. It is not intended as a sole source of information on how to understand or use this assessment. Both the Technical Manual and Users Guide for each assessment contain more detailed information about their use. It is important that those who use these assessments are familiar with these documents.

LOW	SNAPSHOT SCALES	HIGH
<p>Using mathematics can be challenging</p> <p>Figuring numerical problems may require the use of a calculator</p>	<p><u>Numerical Skill</u></p> <p>This is a measure of numeric calculation ability; basically, of how well an individual works with numbers.</p> <p>High Numerical Skill is often associated with being confident when calculating numerical data. Often, decisions can be made quickly, based on such data, without having to refer to calculation tools since the work is often done mentally.</p> <p>Lower scorers will often rely on calculators or other aids to solve numerical problems. They may be most comfortable with positions that do not routinely utilise numerical calculations.</p>	<p>Quick in mentally determining mathematical solutions to problems</p> <p>Demonstrates a sound understanding of basic mathematical processes</p>
<p>Generally disinterested in Customer service</p> <p>May not always enjoy work that requires people interaction or support</p>	<p><u>Activities with People</u></p> <p>The People Activities scale indicates interest in activities that involve helping people, customer service, reaching compromises and working with others.</p>	<p>Characterised by an interest in:</p> <ul style="list-style-type: none"> Customer service Motivating others Community service Supporting & cooperating Being a negotiator
<p>Generally disinterested in data entry roles</p> <p>May not always enjoy work that requires precise objective tasks or working with data</p>	<p><u>Activities with Data</u></p> <p>The Data Activities scale indicates interest in activities that centre on the interest in facts, figures and information, including the use and processing of data.</p>	<p>Characterised by an interest in:</p> <ul style="list-style-type: none"> Data entry roles Analysing information Learning new concepts Solving complex problems



<p>Generally disinterested in some areas of the vocational/industrial fields</p> <p>May not always enjoy work that requires physical tasks or working with equipment</p>	<p><u>Activities with Things</u></p> <p>This scale indicates interest in activities that involve applied vocations with tools and machinery as well as work that involves various trades or the outdoors.</p>	<p>Characterised by an interest in:</p> <ul style="list-style-type: none"> Physical work Working with things Working with machines, tools or equipment Applied trades or crafts
<p>Not overly bound by systematic thinking</p> <p>Can be cautious with authority figures</p> <p>Tends to defend point of view</p> <p>Can waste time with too much small talk</p>	<p><u>Conscientiousness</u></p> <p>The degree to which one is willing to act with precision, organisation and consistency</p> <p>The Conscientiousness scale reflects strong relationship to social responsibility and stability. It is a measure of how one reacts to the limits placed by authority and the acceptance of conventional thinking.</p>	<p>Comfortable with a logical approach</p> <p>Cooperative and agreeable</p> <p>Works within the rules and is comfortable with authority</p> <p>Avoids small talk and keeps to one's self</p>
<p>May seek support</p> <p>Cautious or reserved</p> <p>Accepts supervision easily</p>	<p><u>Independence</u></p> <p>The degree to which one is willing to set and follow one's own agenda and pursue one's personal ambitions</p> <p>The Independence scale defines the manner in which an individual prefers to be directed by others and one's potential to accomplish tasks with minimal supervision.</p>	<p>Adventurous</p> <p>Slow to follow</p> <p>Likes to set own direction</p>
<p>Avoids small talk</p> <p>Keeps to one's self</p> <p>Will not become frustrated by a lack of social contact</p>	<p><u>Extroversion</u></p> <p>The degree of interpersonal contact, communication and authority with which one is comfortable</p> <p>Extroversion is a strong measure of social presence. It directly relates to self-control and flexibility. This trait can be seen as more reliant upon interpersonal contacts than most other traits.</p>	<p>Conversational</p> <p>People oriented</p> <p>Comfortable working in a group setting</p>



<p>Sometimes skeptical</p> <p>Can be critical of others</p> <p>Subjective</p> <p>Will follow a hunch</p> <p>Not overly bound by systematic thinking</p>	<p><u>Stability</u></p> <p>The degree to which one demonstrates one's response to stress and how quickly one may recover from it</p> <p>Stability measures the degree one is willing to demonstrate trust toward others. It reflects a willingness to make use of cognition versus intuition. This is often referred to as the balance between "head" and "gut."</p>	<p>Optimistic</p> <p>Trusting with a relaxed social style</p> <p>Comfortable with a logical approach</p> <p>Unemotional thinking</p>
<p>Will not necessarily express own views</p> <p>Can be very cynical</p> <p>Can be critical of other people's ideas</p> <p>Often guarded</p>	<p><u>Openness</u></p> <p>The degree of one's appreciation for initiatives to try new methods</p> <p>Openness is identifiable as a measure of confidence to try something new and the degree one is willing to demonstrate trust toward others.</p>	<p>Comfortable with self expression and leadership</p> <p>Achievement oriented</p> <p>Optimistic</p>

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