



JobFit™ select

# Individual

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## Individual - Doug Black

The purpose of this report is to provide insights to your strengths and to help develop your self-awareness. This information can be useful in planning a self-improvement program for your personal growth.

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### Reasoning Ability

A measure of expected learning, reasoning and problem solving potential.

- You have the capacity to adapt to a wide variety of training situations.
- You learn new concepts with ease and you are able to apply that information when addressing new job requirements.
- You are always looking for reliable sources of knowledge.

### Take Charge

Tendency to strive for control of people and situations and to lead more than follow.

- You can be a moderately forceful leader who gets results when the situation calls for it.
- You are willing to assert yourself when necessary, but you are just as comfortable letting someone take the lead.
- When you are comfortable relying on your own authority, you will usually take advantage of the opportunity to lead.

### Attitude

Tendency to have a positive or optimistic outlook regarding people and outcomes.

- You often find it difficult to place confidence in the plans of others.
- You often find it difficult to envision positive outcomes on projects.
- You generally have a sceptical outlook concerning change, particularly when those changes have far-reaching consequences.

## Sense of Urgency

Tendency to display stamina and an eagerness for immediate results.

- You encounter minimal difficulty adapting to most work paces, except those that push the boundaries of normal stamina.
- You generally have a fast and steady work pace, but you may occasionally need time to refresh energy reserves when the workload is especially intense.
- You are able to meet goals in a timely manner, if given adequate time to prepare.

## People Contact

Tendency to be outgoing, people-oriented and to participate with others.

- Although you generally enjoy working with others on projects, you do appreciate the chance to work alone on occasion.
- Although you can easily initiate conversations with others, you are sometimes more reserved at large social functions.
- While you often have a fairly well-developed network of friends, you do not overly rely on social interaction.