



**Business Insight Technologies**

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## ***Quick Reference Guide***

### **Profiles Performance Indicator and Profiles Team Analysis**

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## **Profiles Assessments Quick Reference Guide**

### **PROFILES PERFORMANCE INDICATOR**

<b>Profiles Performance Indicator Scale</b>	<b>High Scorer Characteristics</b>
<b>Scale I</b>	<ul style="list-style-type: none"> <li>• Decisive and direct, likes to control the work environment</li> <li>• Works best with minimal supervision and control</li> <li>• Takes a challenge easily</li> <li>• Comfortable with change</li> <li>• Better with the big picture than the details</li> <li>• Self-starter</li> <li>• Competitive</li> <li>• Results-oriented</li> </ul>
<b>Scale II</b>	<ul style="list-style-type: none"> <li>• Generally optimistic and enthusiastic</li> <li>• A good promoter and motivator</li> <li>• Enjoys freedom of movement</li> <li>• Extroverted</li> <li>• People-oriented</li> <li>• Good at persuading others</li> <li>• Outgoing</li> </ul>
<b>Scale III</b>	<ul style="list-style-type: none"> <li>• A dependable and steady team worker</li> <li>• A stable and predictable work environment</li> <li>• Friendly and usually works to get along with co-workers</li> <li>• May need time to adjust to change</li> <li>• Dependable</li> </ul>
<b>Scale IV</b>	<ul style="list-style-type: none"> <li>• An analytical individual who appreciates working with details</li> <li>• Enjoys working where critical thinking is needed</li> <li>• A conscientious person with a well-developed idea of 'right and wrong'</li> <li>• Maintains high standards</li> <li>• Tends to be organized</li> </ul>

<b>PPI Scale</b>	<b>Low Scorer Characteristics</b>	<b>High Scorer Characteristics</b>
<b>Scale V</b>	<ul style="list-style-type: none"> <li>• Responds to external motivation</li> <li>• Usually an effective team member who follows direction well</li> <li>• Comfortable with a strong manager and leader</li> </ul>	<ul style="list-style-type: none"> <li>• Internally motivated to make own decisions and then take action</li> <li>• Forceful, will seek to be in charge and in control</li> <li>• Strong willed</li> </ul>

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### **PROFILES TEAM ANALYSIS**

<b>Profiles Team Analysis Factors</b>	<b>Definition</b>	<b>High Scorer Characteristics</b>
<b>Control</b>	The tendency to take charge, be assertive and/or to take control of a situation.	<ul style="list-style-type: none"> <li>• May be overpowering to others</li> <li>• May be blunt and sarcastic</li> <li>• Tends to make quick decisions</li> <li>• Usually responds to challenges</li> </ul>
<b>Ambition</b>	The tendency to be competitive, to have a desire to win, and to be aggressive.	<ul style="list-style-type: none"> <li>• May experience frustration with others</li> <li>• Seeks prestige and authority</li> <li>• Tends to question status quo</li> <li>• Needs to develop good understand with others</li> </ul>
<b>Results Orientation</b>	The concern for timely results and the tendency to be quick	<ul style="list-style-type: none"> <li>• Emphasizes getting the job done</li> <li>• Enjoys accepting challenges</li> <li>• Focuses primarily on results</li> <li>• Less concerned with how it gets done</li> </ul>
<b>Social</b>	The tendency to be outgoing, people-oriented and extroverted.	<ul style="list-style-type: none"> <li>• Enlists people with problem solutions</li> <li>• Participates with others with ideas</li> <li>• Seeks social recognition</li> <li>• Works well with team members</li> </ul>
<b>Positive Expectancy</b>	The tendency to have a positive attitude regarding people and outcomes.	<ul style="list-style-type: none"> <li>• Desire to be helpful</li> <li>• Establishes positive personal relationships</li> <li>• Generally optimistic</li> </ul>
<b>Emotions</b>	The tendency to show emotions, to share feelings.	<ul style="list-style-type: none"> <li>• Needs to work on being more objective</li> <li>• Seeks freedom and expression</li> <li>• Objective problem solving</li> <li>• Comfortable decision making process</li> </ul>
<b>Patience</b>	The tendency to be patient, tolerant and understanding to others.	<ul style="list-style-type: none"> <li>• Comfortable working with traditional procedures</li> <li>• Tends to move forward</li> <li>• Empathetic with team members</li> <li>• Enjoys working with structural situations</li> </ul>
<b>Composure</b>	The tendency to be easygoing and casual, to take things as they come.	<ul style="list-style-type: none"> <li>• Tends to be cautious</li> <li>• A good listener</li> <li>• Comfortable with low-key approach</li> <li>• Flexible and open-minded</li> </ul>
<b>Team Player</b>	A preference to be a part of the team and to work with others.	<ul style="list-style-type: none"> <li>• Works best with cooperative members</li> <li>• Willing to share information with others</li> <li>• Supports the exchange of ideas</li> <li>• Enjoys working in a team situation</li> </ul>
<b>Precision</b>	The concern for accuracy, details and exactness.	<ul style="list-style-type: none"> <li>• Expects team to work with accuracy</li> <li>• Takes time to plan ahead and organize</li> <li>• Establishes processes and procedures</li> <li>• Conscientious team member</li> </ul>
<b>Analytical</b>	Liking to identify and analyze problems.	<ul style="list-style-type: none"> <li>• Systematic and thorough in thinking</li> <li>• High standards of quality</li> <li>• Very familiar with rules and regulations</li> <li>• Analytical thinking</li> </ul>
<b>Quality Orientation</b>	A concern for standards and high quality of work.	<ul style="list-style-type: none"> <li>• Tends to be a perfectionist</li> <li>• May become overly critical under stress</li> <li>• High standards for self and team</li> <li>• Task - oriented</li> </ul>