

This Report Was Prepared For
 JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396

ORGANIZATIONAL FOCUS - INDIVIDUAL

The Organizational Focus shows you the best working environment for you. It's generated by determining how similar you are to people who work in four different work environments.

ORGANIZATIONAL FOCUS for : JOHN Q. PUBLIC

Similarity to others in this job arena:	Intensity	Intensity
Yellow - Admin/Fiscal		
Red - Operations/Technology		
Blue - Design/Strategy		
Green - Sales/Marketing		

Description of Organizational Focus (by color):

Red - Operations/Technology



- A work environment that emphasizes a practical, hands-on approach, usually with a tactical focus.
- A product-focused culture with strong emphasis on implementation.

Green - Sales/Marketing



- A work environment that emphasizes selling, promoting, directing, and motivating others.
- A communications-based culture designed to influence others.

Yellow - Admin/Fiscal



- A work environment that emphasizes standards, tracking, and quality assurance.
- A culture based on efficient procedures and policies.

Blue - Design/Strategy



- A work environment that emphasizes planning, innovating, and creating.
- A culture of ideas, usually with a strong strategic focus.

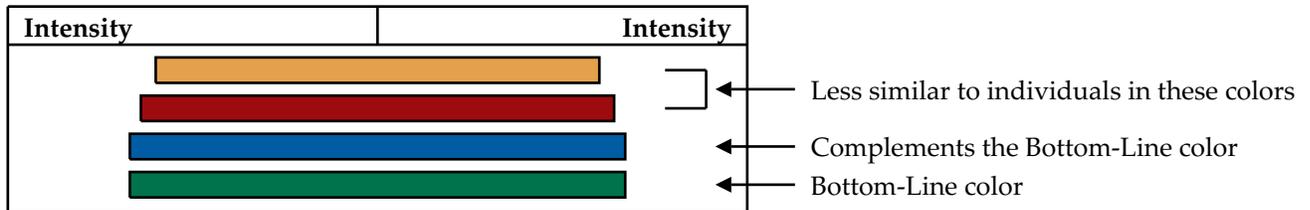
Organizational Focus - Individual

This Report Was Prepared For
 JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396

Rather than represent you in terms of your strongest Organizational Focus, we use all four. The color bars that describe your Focus may be of varying lengths: all long, all short, or a mixture.

The bottom color of the four is always the longest. The longer the bar, the more you are likely to identify with the work environment represented by that color.



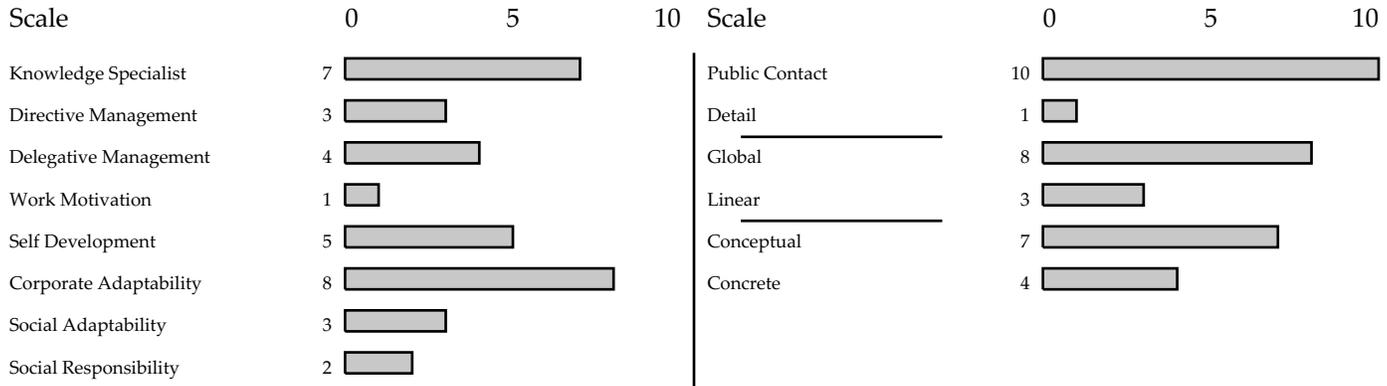
The second longest bar is your supporting color. It's less significant for you than your bottom-line color, but it will give you additional information about the work environment that fits you best.

The two remaining bars represent work environments which are likely to be less attractive for you, and where you are less likely to "fit".

Preferred Work Styles

This Report Was Prepared For
JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396



The following are descriptions of typical behaviors of High Scores (7-10).

Knowledge Specialist: Contributes and leads by utilizing personal expertise and knowledge to find solutions. Leads by example. This includes managers and executives who are leaders in technical, educational, consulting and other specialized fields.

Directive Management: Personal, direct involvement in problem solving, controlling and implementing. Leads from the front in exercising authority. Includes managers and executives in action-driven organizations.

Delegative Management: Utilizes plans and strategies. Arranges resources and assists co-workers and teams in dealing with resource and implementation issues. Includes managers and executives in plan-driven organizations.

Work Motivation: A positive attitude toward work; exhibits a responsible outlook toward work rules and assigned functions. Able to find value in most jobs/roles.

Self Development: A positive attitude toward personal growth and development; utilizes classic educational systems more than hands-on experience. Motivated to make contributions and exercise professional or managerial responsibility.

Corporate Adaptability: A positive commitment to relationships and organizational goals necessary for advancing in the organization and corporate structure/culture. Dedicated to and identifies with the corporate initiatives that require significant individual and team commitment.

Social Adaptability: Adaptability to people, social situations, corporate and legal rules. Positive attitudes toward others, ability to withstand extended stress. Meets unexpected changes in an optimistic, tolerant manner, extends trust to others easily.

Social Responsibility: Values and supports social conventions in own social group. Provides and supports stability in work, family, legal and social relationships.

Each pair below has a combined score of 11.

Public Contact: Prefers activities involving social contact. Seeks solutions through people. Focused on people being central to organizational effectiveness.

Detail: Concern for the procedural and detailed aspects of work. Focused on processes as central to organizational effectiveness.

Global: Problem solving that involves a relational and holistic process. Thinking and actions need not follow a set, sequential pattern.

Linear: Preference for activities and tasks that follow a logical, sequential analysis and process.

Conceptual: Utilizes abstract information, experience, intuition and knowledge to find fresh and imaginative solutions.

Concrete: Uses analysis and facts to solve problems. Emphasis is on concrete, immediate, visible results.

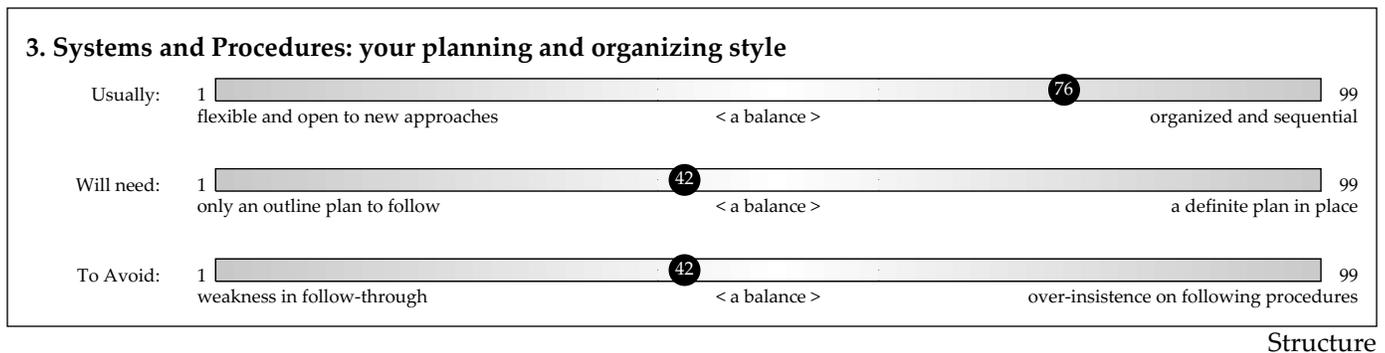
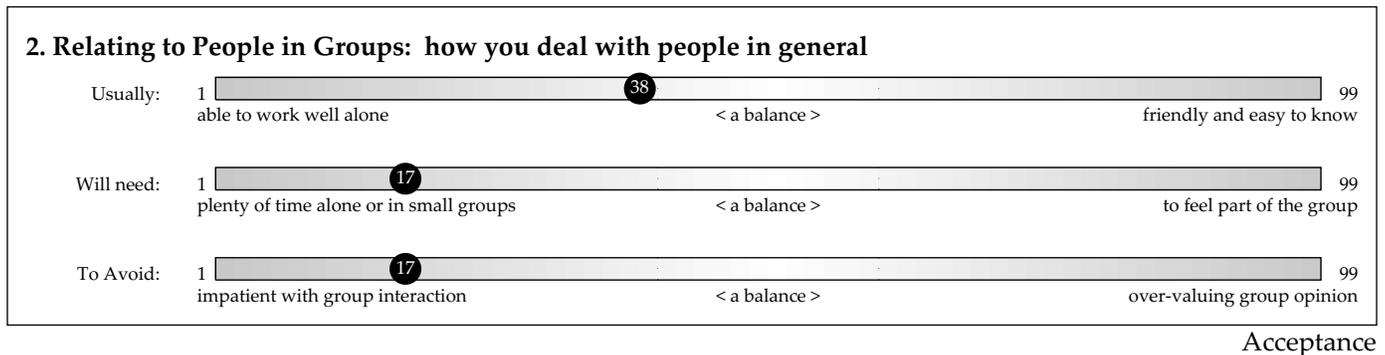
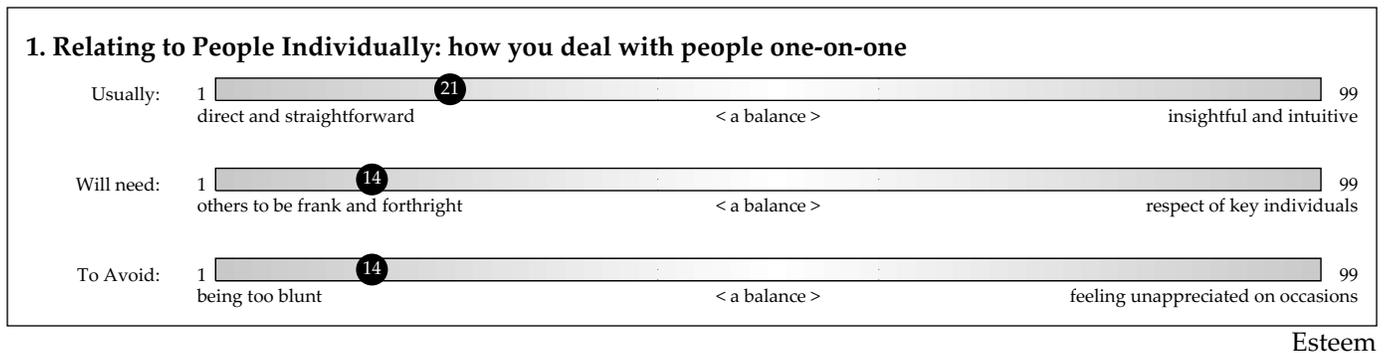
Needs Graph

This Report Was Prepared For
JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396

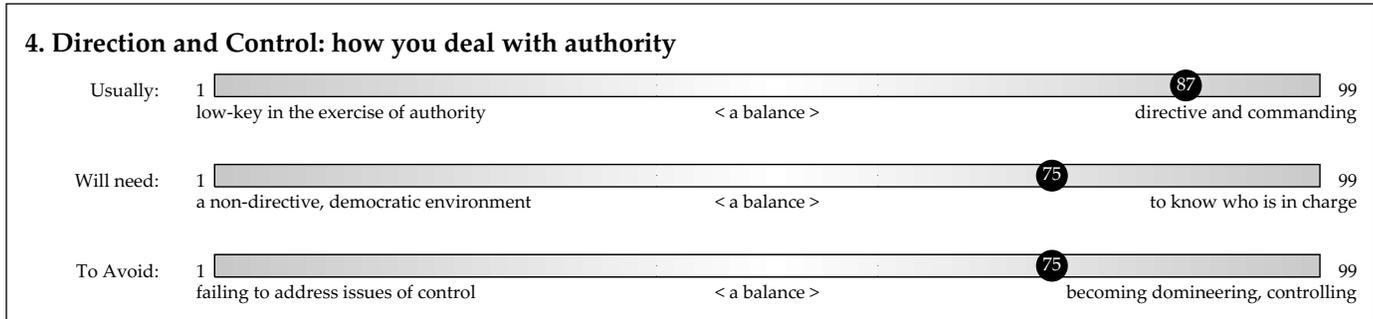
For each area, there are three bars, showing your usual style, your motivational needs, and the stress behavior which may result if the need is consistently unmet. Your scores appear in the circles on each bar.

For any bar, the closer your score is to 99, the more the description on the right is likely to apply; the closer your score is to 1, the more the description on the left is likely to apply.

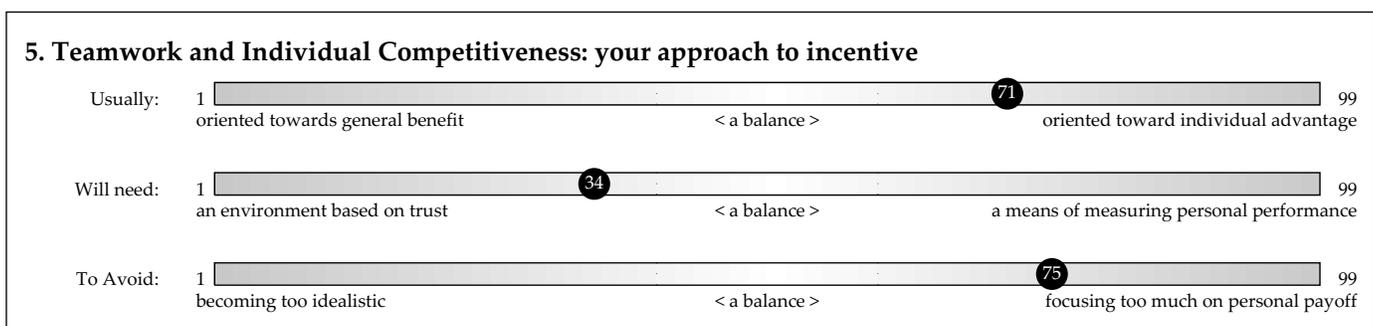


This Report Was Prepared For
 JOHN Q. PUBLIC
 The Rothschild Corporation

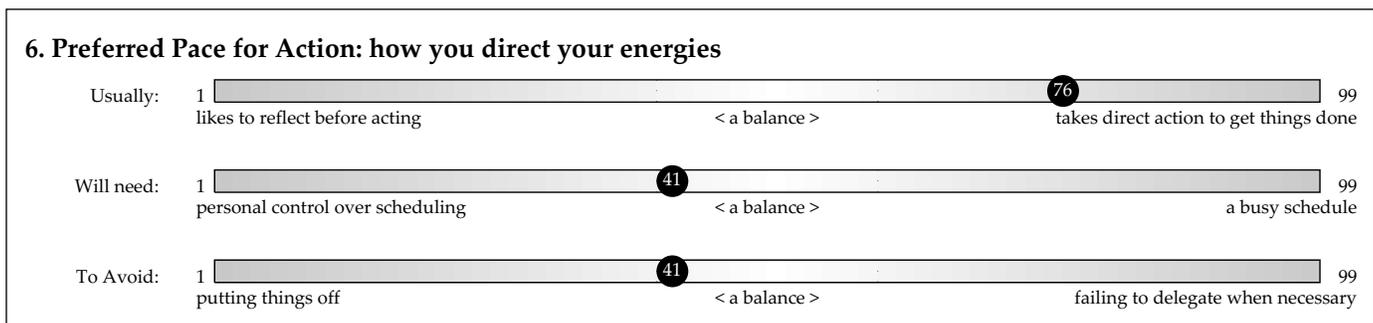
BX6396



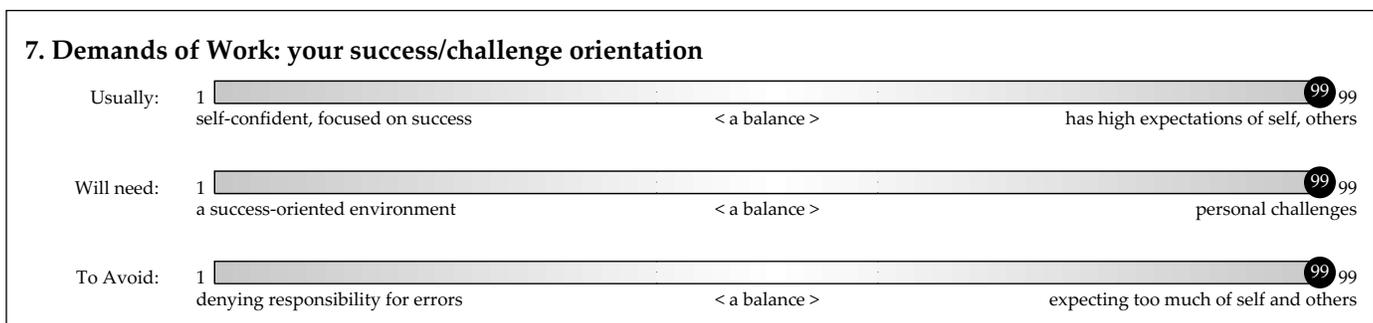
Authority



Advantage



Activity



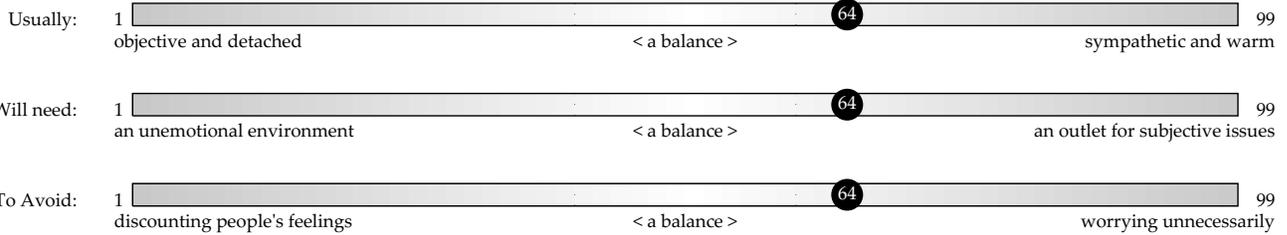
Challenge

Needs Graph

This Report Was Prepared For
JOHN Q. PUBLIC
 The Rothschild Corporation

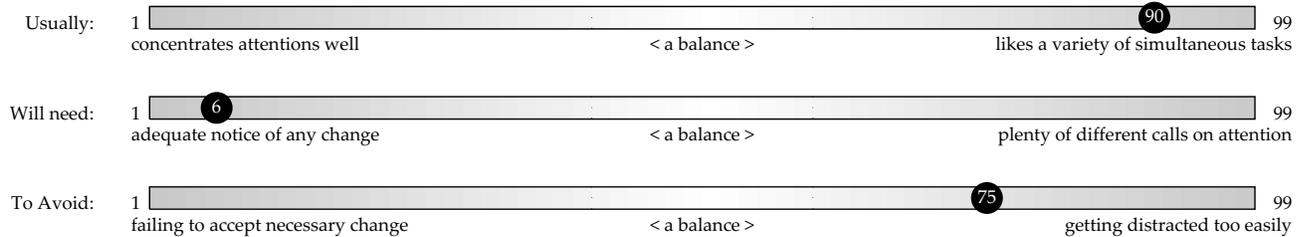
BX6396

8. Involvement of Feeling: your subjectivity and objectivity



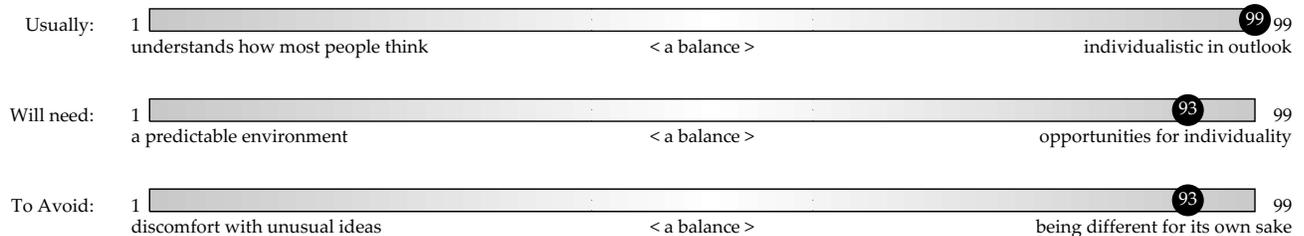
Empathy

9. Dealing with Change: how you handle variety



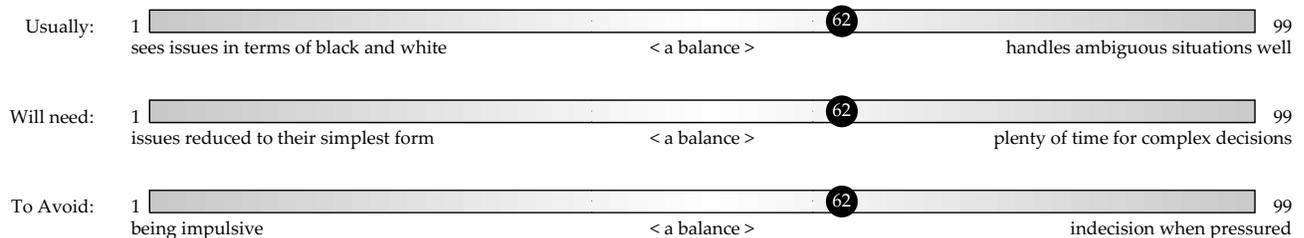
Change

10. Personal Independence: how characteristic you are in outlook



Freedom

11. Action or Reflection: how you handle issues in decision-making



Thought

This Report Was Prepared For
JOHN Q. PUBLIC
The Rothschild Corporation

BX6396

JOHN Q. PUBLIC:

In *working with others*, he is straightforward; he is primarily independent, and given to a few close, personal relationships.

When *giving or accepting direction*, he is self-assertive. He enjoys debate and active, participative discussion.

As to *competitiveness and stamina*, he is competitive and bottom line oriented; he prefers warm, genuine relationships; he feels defeated and dejected when relationships go awry. He is very strong-willed, demanding, sometimes unconsciously oppositional.

When *organizing or planning*, he questions everything. He won't blindly follow instructions unless the wisdom of doing so is obvious; he must maintain a sense of personal freedom. Cautious and thoughtful but usually comfortable with making decisions. He needs more time and information for important decisions.

Suggestions for coaching JOHN Q. PUBLIC:

Keep communications direct and impersonal. Be as straightforward as possible when giving praise, almost matter-of-fact. *Esteem*

Capitalize on his willingness to play devil's advocate. *Acceptance*

* Keep debates controlled and positive. *Authority*

* Provide a balance of team and individual goals. *Advantage*

Address the positive sides of issues. *Empathy*

* Provide him with difficult tasks, but help set reasonable, reachable goals. *Challenge*

* Freely explain the reasoning in making changes. *Change*

* Steer away from situations that are confining, restrictive or regulated. *Freedom*

Lead with a balance of thoughtfulness and decisiveness but be sure he has time to think about important decisions. *Thought*

*** Particularly significant; may impact other areas**

Profile Summary

This Report Was Prepared For
JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396

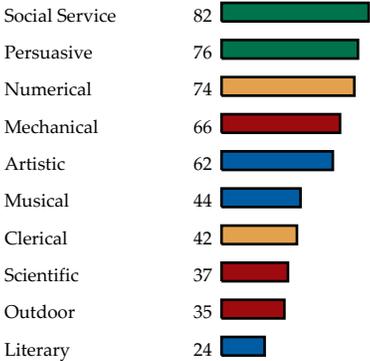
ORGANIZATIONAL FOCUS for : JOHN Q. PUBLIC

Similarity to others in this job arena:	Intensity	Intensity
Yellow - Admin/Fiscal		
Red - Operations/Technology		
Blue - Design/Strategy		
Green - Sales/Marketing		

Components



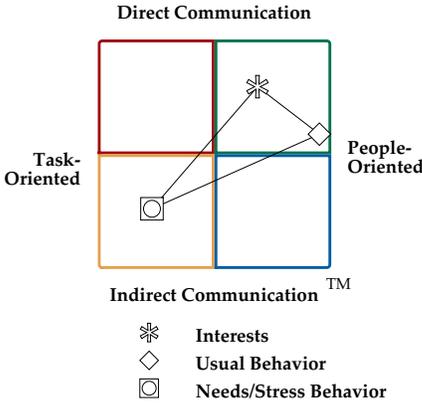
Areas of Interest



Preferred Work Styles



Life Style Grid®

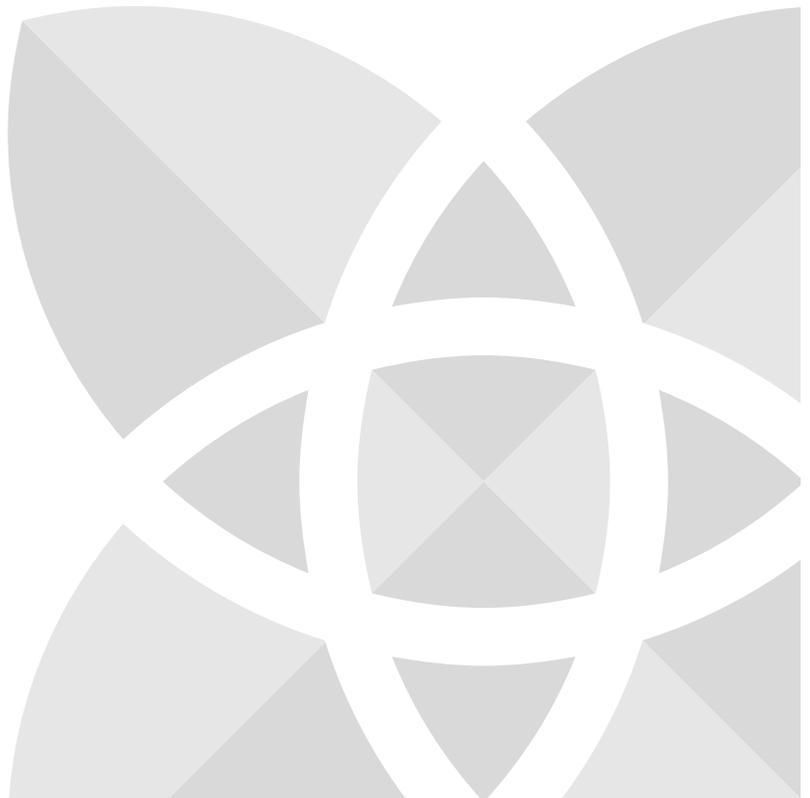


Career Management



This Report Was Prepared For
JOHN Q. PUBLIC

Date Printed
10 February 2012



This Report Was Prepared For
JOHN Q. PUBLIC
The Rothschild Corporation

BX6396

CAREER MANAGEMENT REPORT

The Career Management Report helps to better match your career choices with your personality, the kind of things that motivate you, and your interests.

The Career Management Report is organized into three sections, as follows:

- **Organizational Focus**, which will help you determine the work environment that suits you best.
- **Job Families/Job Titles** that offer you the greatest potential for success.
- **Career Summary**, a list of strengths that you bring to the work that you do.

Organizational Focus

The Organizational Focus tells you the general work environment in which you're going to feel most motivated and most comfortable. We generate this information by determining how similar you are to other people who work in these work environments.

Job Families/Job Titles

The Job Families/Job Titles tell you how closely you match employees in 22 job families (and in a large number of individual jobs). Most of the Job Titles that you match will have a direct link to the U.S. Department of Labor's online Occupational Outlook Handbook so you can find out more information about pay, conditions, and job prospects. *International users may wish to choose the Job Families Only option, since the U.S. data may not be useful to them.*

Career Summary

The Career Summary is an overview of the strengths you will probably bring to the work you do. These strengths are extracted from the Organizational Focus and Job Families/Job Titles sections.

Your career decisions should be based on many factors, including your experience, your education, your preferences, even the way you approach the interview process. We believe that the Career Management Report will provide useful information in many of these areas.

This Report Was Prepared For
 JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396

ORGANIZATIONAL FOCUS - INDIVIDUAL

The Organizational Focus shows you the best working environment for you. It's generated by determining how similar you are to people who work in four different work environments.

ORGANIZATIONAL FOCUS for : JOHN Q. PUBLIC

Similarity to others in this job arena:	Intensity	Intensity
Yellow - Admin/Fiscal		
Red - Operations/Technology		
Blue - Design/Strategy		
Green - Sales/Marketing		

Description of Organizational Focus (by color):

Red - Operations/Technology



- A work environment that emphasizes a practical, hands-on approach, usually with a tactical focus.
- A product-focused culture with strong emphasis on implementation.

Green - Sales/Marketing



- A work environment that emphasizes selling, promoting, directing, and motivating others.
- A communications-based culture designed to influence others.

Yellow - Admin/Fiscal



- A work environment that emphasizes standards, tracking, and quality assurance.
- A culture based on efficient procedures and policies.

Blue - Design/Strategy



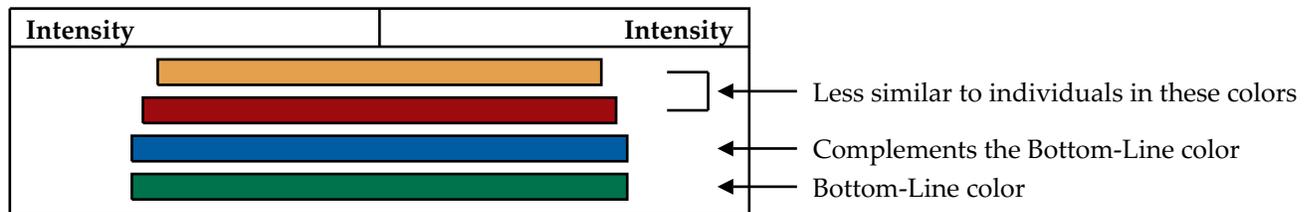
- A work environment that emphasizes planning, innovating, and creating.
- A culture of ideas, usually with a strong strategic focus.

This Report Was Prepared For
 JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396

Rather than represent you in terms of your strongest Organizational Focus, we use all four. The color bars that describe your Focus may be of varying lengths: all long, all short, or a mixture.

The bottom color of the four is always the longest. The longer the bar, the more you are likely to identify with the work environment represented by that color.



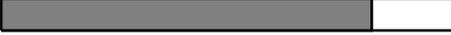
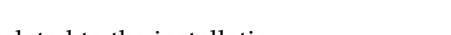
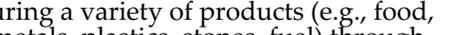
The second longest bar is your supporting color. It's less significant for you than your bottom-line color, but it will give you additional information about the work environment that fits you best.

The two remaining bars represent work environments which are likely to be less attractive for you, and where you are less likely to "fit".

This Report Was Prepared For
 JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396

JOB FAMILIES / JOB TITLES

Similarity to others in this Job Family	◀ Least Similar Most Similar ▶	The Job Titles you most closely matched within each Job Family
Construction & Extraction Performing hands-on work functions related to the building of structures or the removal of materials from natural settings for use in construction or other applications. Duties may include bricklaying, carpentry, masonry, roofing, plumbing, inspecting integrity of structures according to building codes, mining, drilling, and disposal of construction by-products, using specialized tools and equipment.		<ul style="list-style-type: none"> Electricians Carpenters Supervisors Of Construction & Extraction Workers
Management Planning, directing, and coordinating high-level activities within an organization. Duties may include managing personnel, creating budgets, developing and implementing strategies, creating organizational policies, and supervising company operations. These managerial functions are similar in nature across various industries and fields (e.g. engineering, sales, human resources, medical).		<ul style="list-style-type: none"> General & Operations Managers Public Relations & Communication Managers Property Managers Food Service Managers Medical & Health Services Managers
Community & Social Services Counseling, rehabilitating, and/or supporting social and psychological matters of individuals, groups, or communities. Duties may include helping individuals maximize their mental and emotional well-being, cope with addictions, and lead healthy lifestyles, as well as providing spiritual, moral, or vocational guidance.		<ul style="list-style-type: none"> Social & Human Service Assistants Counselors & Therapists Directors (Religious Activities & Education)
Installation, Maintenance, & Repair Performing hands-on work functions related to the installation, maintenance, and repair of various machinery, systems, vehicles, and other serviceable equipment. Duties may include diagnosing, adjusting, servicing, and overhauling engines, telecommunications and/or security systems, heating, vacuuming, and air-conditioning units, and electronics.		<ul style="list-style-type: none"> Transportation Mechanics & Technicians Supervisors Of Mechanics, Installers, & Repairers
Production Producing, creating, and/or manufacturing a variety of products (e.g., food, lumber, electrical equipment, fabrics, metals, plastics, stones, fuel) through the operating of specialized tools and/or equipment. Duties may include baking pastries, binding books, cutting, shaping, and assembling furniture, assembling electronics, shaping molten glass, fabricating jewelry, welding metal components, among other specific production tasks.		<ul style="list-style-type: none"> Power, Gas, Chemical, & Waste Plant/System Operators Industrial Production Managers Supervisors Of Production & Operating Workers

This Report Was Prepared For
JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396

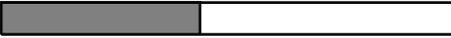
JOB FAMILIES / JOB TITLES

Similarity to others in this Job Family	◀ Least Similar Most Similar ▶	The Job Titles you most closely matched within each Job Family
Engineering & Architecture Applying principles and technology of chemistry, physics, and other scientific disciplines into the planning, designing, and overseeing of physical systems and processes. Duties may include creating, testing, developing, and maintaining tools, machines, electrical equipment, buildings/structures, or other physical entities.		<ul style="list-style-type: none"> Engineering Managers Petroleum Engineers Computer Hardware Engineers Mechanical Engineering Technicians Electrical Engineers
Healthcare Practitioner & Technical Providing medical care and treatment in an effort to achieve optimal mental and physical patient well-being. Duties may include assessing patient health, diagnosing illnesses, performing surgery, prescribing medication, implementing prevention strategies, conducting/reviewing laboratory diagnostics, and supervising medical support staff. Most of these occupations require a graduate education.		<ul style="list-style-type: none"> Medical & Health Services Managers Physicians Medical Technologists & Technicians
Sales & Related Selling goods or services to a wide range of customers across various industries. Duties may include selling retail, appliances, furniture, auto parts, medical services, insurance, real estate, financial or consulting services, securities and commodities, as well as other products/services.		<ul style="list-style-type: none"> Supervisors Of Retail Sales Workers Marketing Managers Supervisors Of Non-Retail Sales Workers
Arts, Design, Sports, Media, & Entertainment Creating and/or expressing ideas or demonstrating talents through various media for entertainment, informational, or instructional purposes. Duties may include acting, dancing, singing, designing graphics, operating media equipment, translating text, writing literature, producing/directing movies or plays, public speaking, radio announcing, competing in sporting events, news reporting, among other specific functions within the media.		<ul style="list-style-type: none"> Public Relations & Communication Managers Public Relations Specialists Graphic Designers
Legal Researching, litigating, and documenting matters relating to the law, specializing in litigation, arbitration, transcription, investigation, or negotiation of legal issues. Duties may include representing clients in legal proceedings, examining legal statutes, documenting agreements, drafting contracts, investigating cases, and transcribing hearings.		<ul style="list-style-type: none"> Paralegals & Legal Assistants Litigation Lawyers (Win-Lose Outcomes) Corporate Lawyers (Consensual Outcomes)

This Report Was Prepared For
 JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396

JOB FAMILIES / JOB TITLES

Similarity to others in this Job Family	◀ Least Similar Most Similar ▶	The Job Titles you most closely matched within each Job Family
<p>Business & Finance</p>  <p>Analyzing and evaluating business/financial information for the purposes of documenting, making recommendations and/or ensuring adherence to business protocol. Duties may include preparing financial reports, developing investment strategies, analyzing general business trends, or assessing risk/liability, to streamline the operations of an organization.</p>		<p>General & Operations Managers Employment, Recruitment, & Placement Specialists Training & Development Managers Human Resources Managers Tax Preparers</p>
<p>Education, Training, & Library</p>  <p>Teaching/training individuals or groups of people academic, social, or other formative skills using various techniques/methods. Duties may include instructing children, adolescents, adults, individuals with special needs, or other specific samples within a formal or informal setting, creating instructional materials and educational content, and providing necessary learning resources.</p>		<p>Education Administrators (Postsecondary) Secondary School Teachers (Except Special Education) Education Administrators (Elementary & Secondary)</p>
<p>Office & Administrative Support</p>  <p>Providing clerical support within an organization. Duties may include preparing statements, tracking accounts, record keeping, bill collecting, making phone calls, scheduling appointments, entering data, providing customer service, ordering and tracking inventory, handling monetary transactions, among other administrative support tasks.</p>		<p>Property Managers Supervisors Of Office & Administrative Support Workers Customer Service Representatives</p>
<p>Protective Service</p>  <p>Serving and protecting the best interests of the community, environment, and/or individuals, adhering to federal, state, and local laws. Duties may include investigating criminal cases, regulating traffic and crowds, fire fighting, ticketing/arresting perpetrators, inspecting baggage or cargo, responding to emergency situations, patrolling designated areas, guarding establishments, and providing other security measures.</p>		<p>Security, Police, & Fire Fighting Enforcement Managers Supervisors Of Police, Fire Fighting, & Correctional Officers Police & Sheriff Patrol Officers</p>
<p>Food Preparation & Serving-Related</p>  <p>Preparing and cooking foods and/or serving patrons in dining establishments or other settings. Duties may include checking food quality, mixing drinks/ingredients, cleaning dishware, taking orders, planning menus, and other food/serving-related functions.</p>		<p>Food Service Managers Supervisors Of Food Preparation & Serving Workers Chefs & Head Cooks</p>

This Report Was Prepared For
 JOHN Q. PUBLIC
 The Rothschild Corporation

BX6396

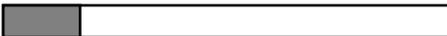
JOB FAMILIES / JOB TITLES

Similarity to others in this Job Family	◀ Least Similar Most Similar ▶	The Job Titles you most closely matched within each Job Family
---	-------------------------------------	--

Computer & Mathematical Science 

Designing, developing, and maintaining databases, software, hardware, networks, and other information/logic systems. Duties may include collecting/organizing data, computer programming, providing technical support, web design, and configuring communication systems, among other data-driven functions.

- Computer & Information Systems Managers
- Data Warehousing & Mining Analysts
- Operations Research Analysts & Statisticians

Life, Physical, & Social Science 

Applying scientific knowledge and expertise to specific life, physical, or social science domains. Duties may include researching, collecting/analyzing qualitative and quantitative data, conducting experimental studies, devising methods to apply laws and theories to industry and other fields (e.g., mental health, agriculture, chemistry, meteorology, plant and animal life, human behavior and culture).

- Biological & Agricultural Technicians
- Natural Sciences Managers
- Microbiologists

Transportation & Material Moving 

Piloting, driving, operating, or navigating transport vehicles or material moving machinery (e.g., aircraft, automobiles, water vessels, construction cranes, locomotives, tractors). Duties include flying commercial airplanes, directing air traffic, driving public or school buses, taxis, trucks, ambulances, commanding motor-driven boats, inspecting freight and cargo, conducting trains, operating forklifts, among other transportation and material moving tasks.

- Supervisors Of Vehicle Operators
- Pilots
- Supervisors Of Freight, Stock, & Material Handlers

This Report Was Prepared For
JOHN Q. PUBLIC
The Rothschild Corporation

BX6396

CAREER SUMMARY

Your Organizational Focus Characteristics

Yellow - Administrating

- * general procedural standards following carefully defined office systems and procedures
- * predictable and stable work setting that follows consistent approach to work objectives
- * functions that provide direct measurables to work output and performance

Red - Expediting

- * urgency and action are stressed in the scope of projects
- * tangible results are obtained and operational procedures are emphasized
- * direct instruction and management to clearly understand work goals and expectations

Blue - Planning

- * consideration for people and individual development
- * functions that include brainstorming and development
- * emphasis on strategy and the creation of production concepts

Green - Communicating

- * various functions that allow for interaction with stakeholders
- * high levels of energy and enthusiasm are encouraged
- * opportunities to work as a part of larger team driven initiatives

Your Top Job Strengths based on Job Families/Job Titles

Construction & Extraction

[Electricians](#), [Carpenters](#), [Supervisors Of Construction & Extraction Workers](#),

Management

[General & Operations Managers](#), [Public Relations & Communication Managers](#), [Property Managers](#),
[Food Service Managers](#), [Medical & Health Services Managers](#)

Community & Social Services

[Social & Human Service Assistants](#), [Counselors & Therapists](#), [Directors \(Religious Activities & Education\)](#),

Installation, Maintenance, & Repair

[Transportation Mechanics & Technicians](#), [Supervisors Of Mechanics, Installers, & Repairers](#)

Production

[Power, Gas, Chemical, & Waste Plant/System Operators](#), [Industrial Production Managers](#),
[Supervisors Of Production & Operating Workers](#)