

CONFIDENTIAL

INDIVIDUAL REPORT

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L. Eve Engelbrite

DEVRY UNIVERSITY
ONE TOWER LANE
Oakbrook Terrace, IL 60181
800-225-8000

A Message to L. Eve Engelbrite

Behavioral science has proven that the most successful people are those who know themselves, both their strengths and weaknesses. This knowledge is important to them as they develop the strategies necessary to meet the demands and challenges of achieving success.

The purpose of this report is to help you to identify and make full use of your strengths, and to help you develop an awareness of any areas that could be limiting your effectiveness. The goal of this report is to help you to achieve greater success for yourself.

The report gives you a Profile of the Total Person

- **Thinking Style** – Learning index, Verbal Skill, Verbal Reasoning, Numerical Ability, and Numeric Reasoning.
- **Behavioral Traits** – Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence, and Objective Judgment.
- **Interests** – Enterprising, Financial/Administrative, People Service, Creative, Technical, and Mechanical.

The information in your report can be useful in planning a self improvement program for your professional development and personal growth.

A Profile of the Total Person

Thinking Style

Learning Index (An index of expected learning, reasoning and problem solving potential.)

- Your capacity to adapt intellectually is very strong.
- It is very likely that you will find it easy to learn the requirements of a new job situation.
- You are quite capable in the area of flexible problem solving.
- You are an effective learner who may appreciate a challenge in a training experience.

Verbal Skill (A measure of verbal skill through vocabulary.)

- You should be competent in making analyses involving written and verbal data.
- You have a sound understanding of everyday communication processes.
- You can build on your foundation as the particular communication skills required in performing the job become familiar.
- You show strong potential for developing existing skills with communication.

Verbal Reasoning (Using words as a basis in reasoning and problem solving.)

- Information gathering is a strength of yours.
- You demonstrate a good range of vocabulary and an excellent capability for verbal expression.
- You communicate with others effectively.
- You learn verbal information more easily than average.

Numerical Ability (A measure of numeric calculation ability.)

- You are quick in mentally determining correct mathematical solutions to problems.
- You are capable of precise numerical accounting even under the pressure of strict time constraints.
- You excel in a job that requires the accurate application of mathematical procedures in order to make correct decisions.
- Your analysis of business-related numbers should be sharp and on target.

Numeric Reasoning (Using numbers as a basis in reasoning and problem solving.)

- You likely have little difficulty in assimilating new information of a numerical nature.
- You rapidly grasp numerical information.
- You are certainly adaptive when handling complex numerical decisions.
- You should effectively solve numerical problems and mathematical applications.

Behavioral Traits

Energy Level (Tendency to display endurance and capacity for a fast pace.)

- In general, you focus on timely results.
- You act with a sense of urgency under routine conditions.
- You are moderately energetic; your work pace will show few peaks and valleys.
- You are capable of taking action in a timely manner.

Assertiveness (Tendency to take charge of people and situations. Leads more than follows.)

- You tend to prefer solutions that are not risky and that have been proven to be effective in the past.
- You tend to be a good listener, to be more comfortable as a participant in a group rather than the leader.
- You are careful in asserting yourself, tending to be more of a follower than a leader.
- You sometimes need to be in charge and to be the leader, but not in all situations.

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

- You express a low interest in the opportunity to socialize with people, to establish a network of contacts.
- You prefer independent work, rather than involving a team in the discussion about how things will be done.
- You express a limited concern for assignments that require a high degree of people contact and the opportunity to socialize with others.
- You prefer a reserved, impersonal and business-like approach to doing business.

Manageability (Tendency to follow policies, accept external controls and supervision and work within the rules.)

- You have a moderately positive attitude concerning organizational constraints and restrictions.
- You are friendly, accommodating and should be fairly easy to work with.
- You demonstrate a willingness to conform to company policies without feeling any loss of personal freedom.
- You typically are willing to accept guidance and suggestions from others.

Attitude (Tendency to have a positive attitude regarding people and outcomes.)

- Your attitude is moderately compatible with confronting interpersonal problems and frustrations.
- Your assessment of others may occasionally be more critical than optimistic.
- You can potentially become impatient or faultfinding with others who do not conform to your expectations.
- You may express guarded optimism and trust. When under stress, your attitude toward some people can be more tense than open.

Decisiveness (Uses available information to make decisions quickly.)

- You tend to be cautious, preferring to wait for more information and advice before taking action.
- You must remain prepared and organized if you are to avoid delaying important decisions.
- You can be a competent decision maker when given enough time, but have difficulty taking quick, decisive action under pressure.
- You are capable of making decisions that arise from day to day.

Accommodating (Tendency to be friendly, cooperative, agreeable. To be a team person.)

- You are quick to accommodate others and to avoid interpersonal conflict.
- You may tend to minimize serious problems and negative information. You are quick to seek solutions that are acceptable to everyone.
- You are highly motivated by an informal, positive and relaxed work environment.
- You share a high commitment to reducing conflict and establishing cooperation. You are comfortable working as part of a team and with sharing ideas and information.

Independence (Tendency to be self-reliant, self-directed, to take independent action and make own decisions.)

- You could appreciate some opportunity to challenge tradition and the status quo, in order to cause a change in something.
- You prefer to carry out important tasks with minimal supervision.
- You are typically comfortable handling new problems independently.
- You have a moderate need for freedom from controls, close supervision and organization constraints.

Objective Judgment (The ability to think clearly and be objective in decision-making.)

- Your judgment and decisions should indicate generally consistent usage of your thinking capabilities.
- You generally make sensible, on the spot judgments.
- Your thinking process will probably emphasize logical deduction more than intuitive capabilities.
- Your judgment should reflect a balance of common sense and practical experience.

Occupational Interests

Your interest results are focused in the Creative, Technical and People Service themes. This is the pattern of an individual who enjoys the creative aspects of dealing with people and technology or theories. One would expect such an individual to be drawn toward technical opportunities, especially as such technical information applies to the service and improvement of people's lives. You are likely to be attracted to the opportunity to use creative thinking toward such endeavors.