Michael Goodhire

Job ID: **Special** Date: **11-11-08**
Client: **Western Steakhouses**
Position: **No Position Provided**
Location: **Denver, CO**

NATURAL SUITABILITY ⭐ **7** **+** **QUALITY OF EXPERIENCE** **NOT KNOWN** *PRESUMING GOOD MATCH* **PROBABILITY OF SUCCESS** **= 95%**

Golden Target Profile℠ for **No Position Provided**

Personality Type

1. **Extrovert – Introvert** *Prefers to engage in conversation OR prefers to listen*	EEE	EE	E	EI	**(I)**	II	III
2. **iNtuitive – Sensory** *Prefers to see things as they could be OR as they are*	NNN	NN	N	**(NS)**	S	SS	SSS
3. **Tough-minded – Feeler** *Prefers to make decisions with cold objectivity OR not*	TTT	TT	**(T)**	TF	F	FF	FFF
4. **Judicious scheduler – Prober** *Prefers to plan and execute tasks OR explore options*	JJJ	JJ	J	**(JP)**	P	PP	PPP
5. **Questioner – Acceptor – Logician** *Analyzes both people & things OR neither OR just things*	QQQ	**(QQ)**	QA	AL	LL	LLL	QL	QQL
6. **Big picture – Ground-level focus** *Prefers to focus on the big picture OR the task at hand*	BBB	BB	B	BG	**(G)**	GG	GGG

Talent Level

7. **Work Skills** *(organization, focus and efficiency)*	7+	7	**(6+)**	6	5	4	3	2	1
8. **Motivation** *(ambition, willpower, and energy level)*	7+	**(7)**	6+	6	5	4	3	2	1
9. **Aptitude** *(general intelligence level)*	7+	**(7)**	6+	6	5	4	3	2	1
10. **People Skills** *(ability to work with others)*	7+	7	**(6+)**	6	5	4	3	2	1
11. **Trustworthiness** *(integrity to employer)*	7+	**(7)**	6+	6	5	4	3	2	1
12. **Discretion** *(not a gossip monger)*	7+	**(7)**	6+	6	5	4	3	2	1
13. **Post-Job Loyalty** *(not vindictive)*	7+	7	**(6+)**	6	5	4	3	2	1

It takes 3 things to make a great hire: the Right Personality, the Right Talents, and the Right Experience. The personality and talents necessary to achieve top performance *(in the above position)* are shown by Colored Target Zones. Taken together, these zones make up the Golden Target Profile. The circles show how well the candidate fits the Target Profile and form the basis for the **Natural Suitability** rating of 1 to 7 Stars, with 7+ being the very best. **Quality of Experience** grades how well the candidate's work history and education match the job specs, with five possibilities: Great Match, Good Match, OK Match, Partial and No Match. Combining **Natural Suitability** with **Quality of Experience** gives you the candidate's **Probability of Success** for the above position.

Correlation to Success

CRITICAL	STRONG	MODERATE	NONE

Key to "Talent Level" Ratings

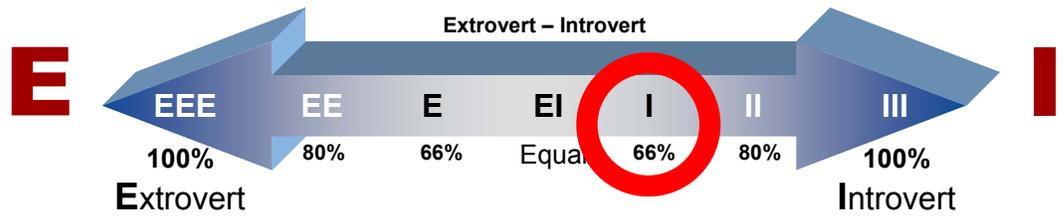|	
7+ = Top 1%	**5** = Middle 50%
7 = Top 5%	**4** = Bottom 33%
6+ = Top 12%	**3** = Bottom 20%
6 = Top 20%	**2** = Bottom 10%
	1 = Bottom 1%

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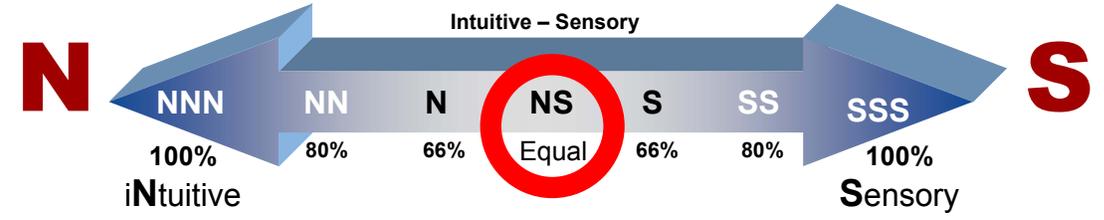jgroob@americaninvestigative.com

Jay Groob
President

Brief explanation of Golden Target Profile℠

The Golden Target Profile (GTP) is a **custom hiring template** that readily separates **top performers** from marginal and mediocre candidates. The colored target zones are different for every job and position. The GTP is built from **6 Personality Factors** and **7 Talent/Character Factors**. Talent/Character Factors include Work Skills, Motivation, Aptitude, People Skills, Trustworthiness, as well as Custom Factors *specific to the position*. GTP's 6 Personality Factors expand and correct the 4 basic **Jungian Typology** Factors used in Myers-Briggs Type Indicator (MBTI) and Keirsey Temperament Sorter. The GTP also differs from these tools in that it measures each Factor with **7 gradational choices** instead of just 2 polar-opposite choices. GTP's resulting **117,649 possible types** is far more exacting for personnel selection than MBTI's basic "16 types".
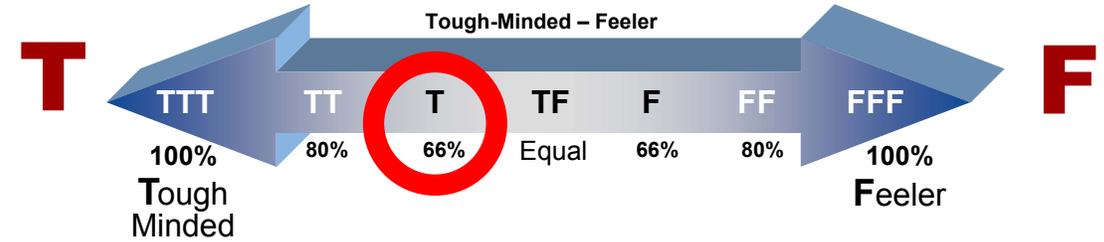

Do you prefer to engage in conversation *(expressive)* OR do you prefer to listen *(reserved)*?

E — Extrovert – Introvert — **I**

EEE	EE	E	EI	I	II	III
100%	80%	66%	Equal	66%	80%	100%

Extrovert ... **I**ntrovert

Do you prefer to see things as they could be *(abstract-minded)* OR do you prefer to see things as they are *(observant)*?

N — Intuitive – Sensory — **S**

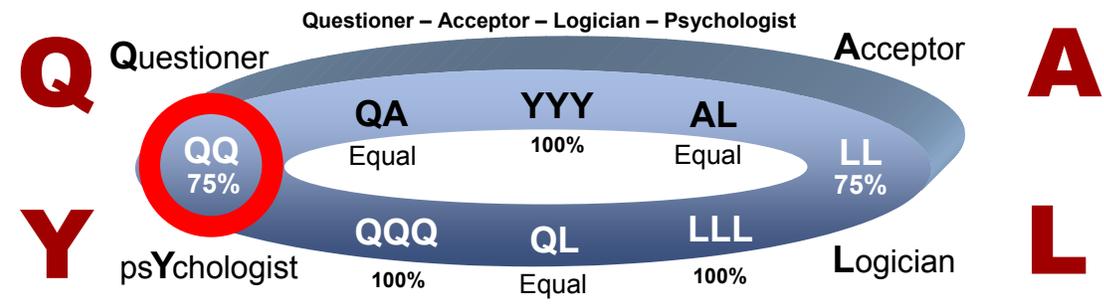| NNN	NN	N	NS	S	SS	SSS
100%	80%	66%	Equal	66%	80%	100%

i**N**tuitive ... **S**ensory

Do you prefer to make your decisions with cold objectivity *(impersonal)* OR with the human side of the equation *(personable)*?

T — Tough-Minded – Feeler — **F**

TTT	TT	T	TF	F	FF	FFF
100%	80%	66%	Equal	66%	80%	100%

Tough Minded ... **F**eeler

Do you prefer to plan and execute tasks right away *(Judicious Scheduler)* OR do you prefer to delay and explore more options *(Prober)*?

J — Judicious Scheduler – Prober — **P**

JJJ	JJ	J	JP	P	PP	PPP
100%	80%	66%	Equal	66%	80%	100%

Judicious Scheduler ... **P**rober
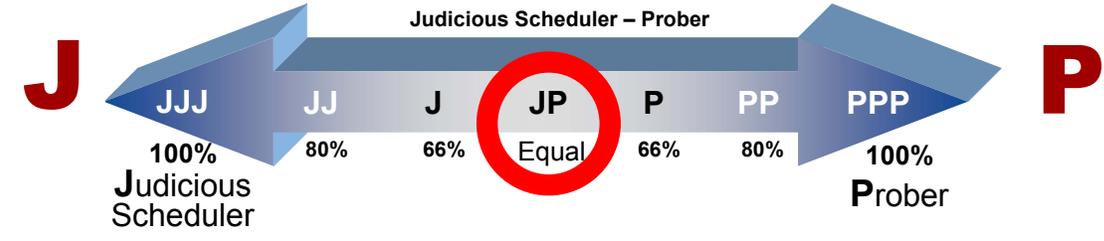
Do you prefer to analyze both people and things *(Questioner)* OR do you prefer to accept them at face value *(Acceptor)* OR do you prefer to just analyze things *(Logician)* OR do you prefer to just analyze people *(Psychologist)*?

Q ... **A** / **Y** ... **L**

Questioner – Acceptor – Logician – Psychologist

Questioner ... **A**cceptor

QA	YYY	AL
Equal	100%	Equal

| QQ 75% | | | LL 75% |

QQQ	QL	LLL
100%	Equal	100%

ps**Y**chologist ... **L**ogician

Do you prefer to look at the big picture *(overview)* OR do you prefer to focus on the task close at hand *(details)*?

B — Big-Picture View – Ground-Level Focus — **G**

BBB	BB	B	BG	G	GG	GGG
100%	80%	66%	Equal	66%	80%	100%

Big-Picture View ... **G**round-Level Focus