

Job ID: **Special**      Date: **11-11-08**  
 Client: **Dollar Store #1240**  
 Position: **Retail Sales Clerk**  
 Location: **Columbus, OH**

**NATURAL  
SUITABILITY**



**QUALITY OF  
EXPERIENCE**

**NOT  
KNOWN**  
PRESUMING  
GOOD MATCH

**PROBABILITY  
OF SUCCESS**

**= 20%**

## Golden Target Profile<sup>SM</sup> for Retail Sales Clerk

| Personality Type   | Golden Target Profile |    |    |    |   |    |     |     |    |    |    |    |    |     |     |    |   |    |    |    |     |     |    |   |    |   |    |     |     |    |    |    |    |     |    |     |     |    |    |    |   |    |     |   |   |
|--|-----------------------|----|----|----|---|----|-----|-----|----|----|----|----|----|-----|-----|----|---|----|----|----|-----|-----|----|---|----|---|----|-----|-----|----|----|----|----|-----|----|-----|-----|----|----|----|---|----|-----|---|---|
|  | EEE                   | EE | E  | EI | I | II | III | NNN | NN | N  | NS | S  | SS | SSS | TTT | TT | T | TF | F  | FF | FFF | JJJ | JJ | J | JP | P | PP | PPP | QQQ | QQ | QA | AL | LL | LLL | QL | QQL | BBB | BB | B  | BG | G | GG | GGG |   |   |
| 1. <b>Extrovert – Introvert</b><br><i>Prefers to engage in conversation OR prefers to listen</i>                 | EEE                   | EE | E  | EI | I | II | III | NNN | NN | N  | NS | S  | SS | SSS | TTT | TT | T | TF | F  | FF | FFF | JJJ | JJ | J | JP | P | PP | PPP | QQQ | QQ | QA | AL | LL | LLL | QL | QQL | BBB | BB | B  | BG | G | GG | GGG |   |   |
| 2. <b>iNtuitive – Sensory</b><br><i>Prefers to see things as they could be OR as they are</i>                    | EEE                   | EE | E  | EI | I | II | III | NNN | NN | N  | NS | S  | SS | SSS | TTT | TT | T | TF | F  | FF | FFF | JJJ | JJ | J | JP | P | PP | PPP | QQQ | QQ | QA | AL | LL | LLL | QL | QQL | BBB | BB | B  | BG | G | GG | GGG |   |   |
| 3. <b>Tough-minded – Feeler</b><br><i>Prefers to make decisions with cold objectivity OR not</i>                 | EEE                   | EE | E  | EI | I | II | III | NNN | NN | N  | NS | S  | SS | SSS | TTT | TT | T | TF | F  | FF | FFF | JJJ | JJ | J | JP | P | PP | PPP | QQQ | QQ | QA | AL | LL | LLL | QL | QQL | BBB | BB | B  | BG | G | GG | GGG |   |   |
| 4. <b>Judicious scheduler – Prober</b><br><i>Prefers to plan and execute tasks OR explore options</i>            | EEE                   | EE | E  | EI | I | II | III | NNN | NN | N  | NS | S  | SS | SSS | TTT | TT | T | TF | F  | FF | FFF | JJJ | JJ | J | JP | P | PP | PPP | QQQ | QQ | QA | AL | LL | LLL | QL | QQL | BBB | BB | B  | BG | G | GG | GGG |   |   |
| 5. <b>Questioner – Acceptor – Logician</b><br><i>Analyzes both people &amp; things OR neither OR just things</i> | EEE                   | EE | E  | EI | I | II | III | NNN | NN | N  | NS | S  | SS | SSS | TTT | TT | T | TF | F  | FF | FFF | JJJ | JJ | J | JP | P | PP | PPP | QQQ | QQ | QA | AL | LL | LLL | QL | QQL | BBB | BB | B  | BG | G | GG | GGG |   |   |
| 6. <b>Big picture – Ground-level focus</b><br><i>Prefers to focus on the big picture OR the task at hand</i>     | EEE                   | EE | E  | EI | I | II | III | NNN | NN | N  | NS | S  | SS | SSS | TTT | TT | T | TF | F  | FF | FFF | JJJ | JJ | J | JP | P | PP | PPP | QQQ | QQ | QA | AL | LL | LLL | QL | QQL | BBB | BB | B  | BG | G | GG | GGG |   |   |
| 7. <b>Work Skills</b> (organization, focus and efficiency)   | 7+                    | 7  | 6+ | 6  | 5 | 4  | 3   | 2   | 1  | 7+ | 7  | 6+ | 6  | 5   | 4   | 3  | 2 | 1  | 7+ | 7  | 6+  | 6   | 5  | 4 | 3  | 2 | 1  | 7+  | 7   | 6+ | 6  | 5  | 4  | 3   | 2  | 1   | 7+  | 7  | 6+ | 6  | 5 | 4  | 3   | 2 | 1 |
| 8. <b>Motivation</b> (ambition, willpower, and energy level)   | 7+                    | 7  | 6+ | 6  | 5 | 4  | 3   | 2   | 1  | 7+ | 7  | 6+ | 6  | 5   | 4   | 3  | 2 | 1  | 7+ | 7  | 6+  | 6   | 5  | 4 | 3  | 2 | 1  | 7+  | 7   | 6+ | 6  | 5  | 4  | 3   | 2  | 1   | 7+  | 7  | 6+ | 6  | 5 | 4  | 3   | 2 | 1 |
| 9. <b>Aptitude</b> (general intelligence level)  | 7+                    | 7  | 6+ | 6  | 5 | 4  | 3   | 2   | 1  | 7+ | 7  | 6+ | 6  | 5   | 4   | 3  | 2 | 1  | 7+ | 7  | 6+  | 6   | 5  | 4 | 3  | 2 | 1  | 7+  | 7   | 6+ | 6  | 5  | 4  | 3   | 2  | 1   | 7+  | 7  | 6+ | 6  | 5 | 4  | 3   | 2 | 1 |
| 10. <b>People Skills</b> (ability to work with others)   | 7+                    | 7  | 6+ | 6  | 5 | 4  | 3   | 2   | 1  | 7+ | 7  | 6+ | 6  | 5   | 4   | 3  | 2 | 1  | 7+ | 7  | 6+  | 6   | 5  | 4 | 3  | 2 | 1  | 7+  | 7   | 6+ | 6  | 5  | 4  | 3   | 2  | 1   | 7+  | 7  | 6+ | 6  | 5 | 4  | 3   | 2 | 1 |
| 11. <b>Trustworthiness</b> (integrity to employer)   | 7+                    | 7  | 6+ | 6  | 5 | 4  | 3   | 2   | 1  | 7+ | 7  | 6+ | 6  | 5   | 4   | 3  | 2 | 1  | 7+ | 7  | 6+  | 6   | 5  | 4 | 3  | 2 | 1  | 7+  | 7   | 6+ | 6  | 5  | 4  | 3   | 2  | 1   | 7+  | 7  | 6+ | 6  | 5 | 4  | 3   | 2 | 1 |
| 12. <b>Conscientious</b> (pays close attention to detail)  | 7+                    | 7  | 6+ | 6  | 5 | 4  | 3   | 2   | 1  | 7+ | 7  | 6+ | 6  | 5   | 4   | 3  | 2 | 1  | 7+ | 7  | 6+  | 6   | 5  | 4 | 3  | 2 | 1  | 7+  | 7   | 6+ | 6  | 5  | 4  | 3   | 2  | 1   | 7+  | 7  | 6+ | 6  | 5 | 4  | 3   | 2 | 1 |
| 13. <b>Post-Job Loyalty</b> (not vindictive)   | 7+                    | 7  | 6+ | 6  | 5 | 4  | 3   | 2   | 1  | 7+ | 7  | 6+ | 6  | 5   | 4   | 3  | 2 | 1  | 7+ | 7  | 6+  | 6   | 5  | 4 | 3  | 2 | 1  | 7+  | 7   | 6+ | 6  | 5  | 4  | 3   | 2  | 1   | 7+  | 7  | 6+ | 6  | 5 | 4  | 3   | 2 | 1 |

© Copyright 2002-2006 All rights reserved.

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%  |



AMERICAN INVESTIGATIVE SERVICES™  
www.americaninvestigative.com

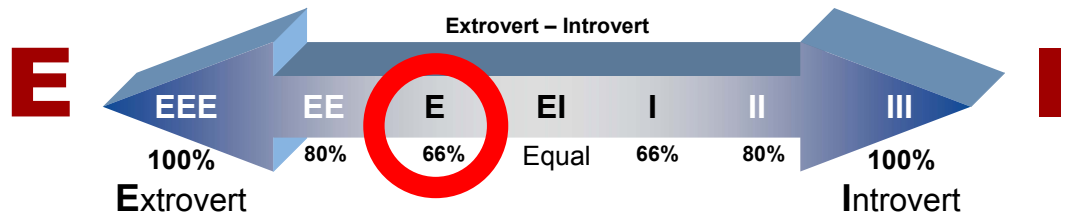
One University Road  
 Brookline, MA 02445  
 617-739-6060 x11  
 617-232-4728 Fax  
 jgroob@americaninvestigative.com

**Jay Groob**  
President

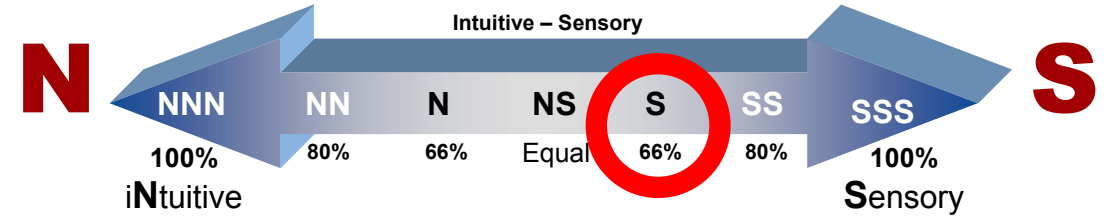
# Brief explanation of Golden Target Profile<sup>SM</sup>

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".

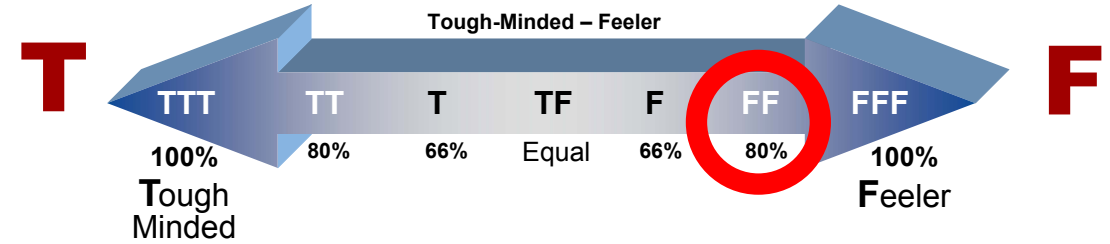
Do you prefer to engage in conversation (*expressive*) OR do you prefer to listen (*reserved*)?



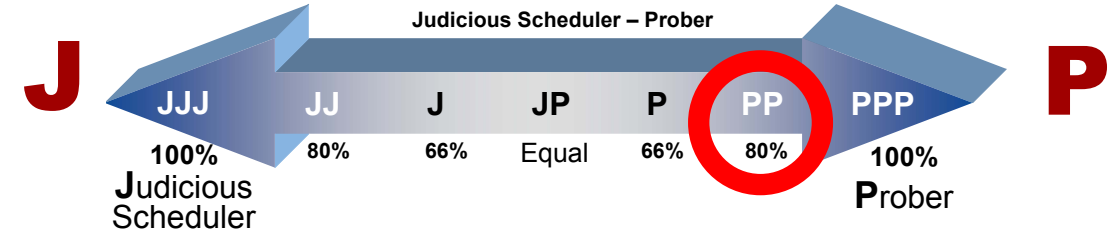
Do you prefer to see things as they could be (*abstract-minded*) OR do you prefer to see things as they are (*observant*)?



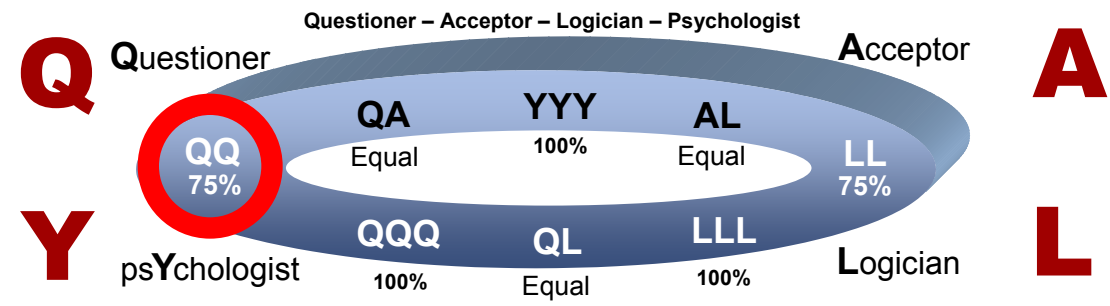
Do you prefer to make your decisions with cold objectivity (*impersonal*) OR with the human side of the equation (*personable*)?



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



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*)?



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

