

Bus Concept™



Performance Zone Series

The Management Performance Zone Report
for
Kelly Sample

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DBeard Consulting, LLC

*"When Accountability and Performance Matter ...
Get the Right People, in the Right Seat, on Your Bus"*



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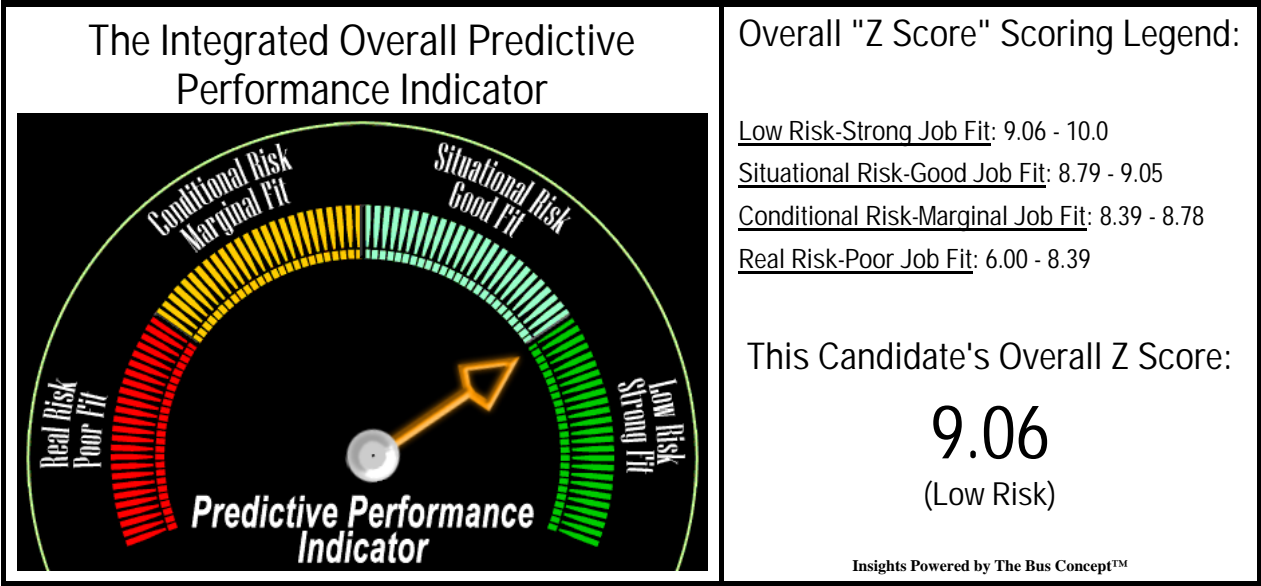
Predictive Performance Scorecard

(Available only for Positions Benchmarked with the Bus Concept™ Predictor 3000 Benchmark)

Candidate: Kelly Sample

Position Title/Company: Mid Level Mgr/Tactical Mgt.

The Goal: This predictive performance scorecard plots the Individual's Net Talents vs. the specific needs of this benchmarked position. The overall performance score is shown as a Level of Risk and Job Fit. Candidates scoring in the Low Risk/Strong Fit and Situational Risk/Good Fit categories are recommended for pursuit, Real Risk/Poor Fit candidates are to be avoided, and Conditional Risk/Marginal Fit candidates are not recommended unless they have unique offsetting supporting credentials*.



Net Talent: 9.15



Access: 8.88



Attitude: 8.99



Skill: 9.26

The NET TALENT Score is a revolutionary measurement that accurately measures the Strength of this individual's Management Abilities IMPACTED by Performance Blockers.

Just as NET PROFIT is the best predictor of a company's financial strength...Net Talent is a superior predictor of an individual's success.

The ACCESS Score is the ability of this individual to deliver NET TALENT (Strengths impacted by Performance Blockers) vs. the selected Skills identified in the Specific Benchmark/Position Profile prepared for this SPECIFIC JOB environment.

It is a unique measurement that has taken 30 years of research to calculate AND validate.

The ATTITUDE SCORE measures this individual's unique Focus or Personal Bias that influences decisions.

It is the ATTENTION (Positive or Negative) that adjusts or colors one's NET TALENT decision capacity. It is a powerful view of this individual's bias pattern that influences EVERY decision and/or judgment this individual makes.

The SKILL SCORE is a unique INTEGRATED MEASUREMENT of one's capacity to turn their NET TALENT into action as they decide how to resolve the problems, challenges, and opportunities they face in the workplace.

This measurement includes the influence of the individual's self esteem, role awareness, and self direction as one seeks to resolve the issues they encounter.

Note: This predictive performance scorecard content should not be used as the sole source for decisions regarding hiring, placement, career moves, or termination. It should be used along with your evaluation of their credentials (e.g., education, background, track record, and interviewing results developed for this specific person in light of this specific position.



"At A Glance" Performance Zone Overview

Here's an overview of the Performance Zone Management Factors that will WORK FOR THIS INDIVIDUAL... and those that will WORK AGAINST THIS INDIVIDUAL in the role of an effective Manager tasked with delivering results through other people.

ATTITUDES:

- Optimistic about self and world
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

PROBLEM SOLVING:

- Practical Problem Solver
- Good intuitive insights, 'gut instincts'
- Proactive thinking, focuses on consequences

SELF IMAGE:

- Goal directed
- No fear of failure or success
- Confident, goal oriented

MOTIVATORS:

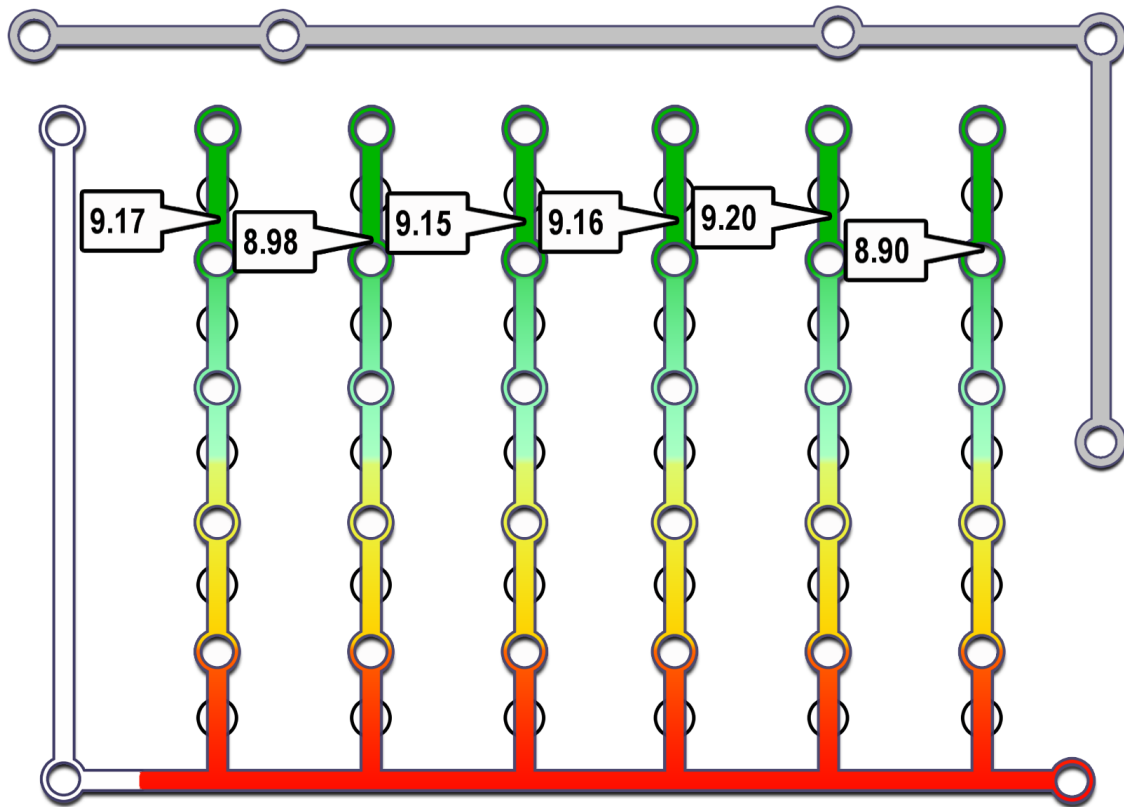
- Sense of mission, personal goals
- Sense of commitment to organization or team goals

STRESSORS:

- Excellent stress resistance



Performance Zone Management Risk Graph



Critical Mgt.
Risk Scores ⇨

Working with Others Managing Activities Problem Solving Planning & Organizing Getting Things Done Managing Self

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0 Low Risk
Situational Risk (Very good ability to utilize the capacity, especially in well-defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.5 to 8.79 Situational
Conditional Risk (Limited access to the capacity, indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49 Conditional
Real Risk (Restricted access to the capacity, indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19 Real Risk

Critical Manager's Performance Zone Factors

A) Working With Others (Low Risk) — Measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.
B) Managing Activities (Low Risk) — Measures the ability to see what is needed to get things done.
C) Problem Solving (Low Risk)— Measures the ability to identify potential problems and generate effective solutions.
D) Planning & Organizing (Low Risk) — Measures the ability to set goals, build plans, and translate them into action.
E) Getting Things Done (Low Risk) — Measures the ability of an individual to focus energy on tasks and follow them to completion, dealing with the stresses and strains without losing freedom of action.
F) Managing Self (Low Risk) — Measures the ability to see, understand, and be sensitive to personal uniqueness, confidence, competency, goals, and self organization.



35 Expanded Management Performance Zone Factors - Part A

The next two pages provide a powerful "Risk Level View" of this individual's 35 supporting management performance factors. Thirty years of research confirms that access to these competencies and capacities plays an important role in the overall effectiveness and success of strong performing management professionals in the modern business model.

The 4 Levels of Risk: Low = Strong Access, Situational = Good Access, Conditional = Marginal Access, Real = Poor Access to these supporting factors.

Supporting Performance Zone Factors	Low Risk (Strong Access to this Factor)	Situational Risk (Good Access to this Factor)	Conditional Risk (Marginal Access to this Factor)	Real Risk (Poor Access to this Factor)
Working With Others				
- Insight Into Others	ü			
- Attitude Toward Others	ü			
- Prejudice/Bias Index	ü			
- Sensitivity To Others	ü			
- Listening To Others	ü			
- Talking At The Right Time	ü			
Managing Activities				
- Meeting Established Standards	ü			
- Doing Things Right	ü			
- Attention To Policies & Procedures	ü			
- Meeting Schedules & Deadlines	ü			
- Attitude Toward Authority	ü			
- Attention To Concrete Detail	ü			
Problem Solving				
- Evaluating What To Do	ü			
- Using Common Sense	ü			
- Intuitive Insight	ü			
- Seeing Potential Problems	ü			
- Proactive, Conceptual Thinking	ü			

Continued on the next page.



35 Expanded Management Performance Zone Factors - Part B

This page continues the "Risk Level View" of this individual's 35 supporting management performance factors. Thirty years of research confirms that access to these competencies and capacities plays an important role in the overall effectiveness and success of strong performing management professionals in the modern business model.

The 4 Levels of Risk: Low = Strong Access, Situational = Good Access, Conditional = Marginal Access, Real = Poor Access to these supporting factors.

Supporting Performance Zone Factors	Low Risk (Strong Access to this Factor)	Situational Risk (Good Access to this Factor)	Conditional Risk (Marginal Access to this Factor)	Real Risk (Poor Access to this Factor)
Planning & Organizing				
- Realistic Goal Setting	ü			
- Short Range Planning	ü			
- Long Range Planning	ü			
- Concrete Organization	ü			
- Conceptual Organization	ü			
- Attention To Planning	ü			
Getting Things Done				
- Self Confidence	ü			
- Goal Directedness	ü			
- Results Oriented		ü		
- Ambition	ü			
- Persistence	ü			
- Consistency		ü		
Managing Self				
- Self Esteem		ü		
- Self Assessment	ü			
- Self Control	ü			
- Role Satisfaction				ü
- Flexibility & Adaptability	ü			
- Health/Tension Index	ü			

*Note: The Health/Tension Index is a unique measurement that presents the risk of frustration and anxiety when one's thinking, alternatives, suggestions, and ideas are not well- received, do not fit, or are rejected by one's peers and co-workers.



Performance Zone "Net Talent" Inventory

Everyone has Natural Talents and Strengths as well as Weaknesses or Performance Blockers. This page presents the Critical "Net Talent" Ratio of this individual's Primary Strengths vs. Primary Performance Blockers.

Like Net Profit... the Net Talent Measurement provides a bottom line performance prediction you can trust.

Prioritized Management Performance Strengths

(Deliverable Potential – Excellent, Very Good, Good, and Transition)

- 1) Persistence: (Getting Things Done) (MGT-28A)-Excellent Potential
Strong personal commitment to stay on track and complete goals and tasks regardless of what happens.
- 2) Health/Tension Index: (Managing Self) (MGT-35B)-Excellent Potential
Unique combination of clear personal identity and a sense of balance helps them see and accept successes and mistakes.
- 3) Listening To Others: (Managing Others) (MGT-5B)-Excellent Potential
Ability and willingness to pay attention to the unique viewpoints of others, to their needs and concerns.
- 4) Flexibility, Adaptability: (Managing Self) (MGT-34A)-Excellent Potential
Strong personal commitment to what they believe is right combined with the ability to redirect energy when necessary.
- 5) Goal Directedness: (Getting Things Done) (MGT-25A)-Excellent Potential
Driven by a need to fulfill goals and plans generated primarily by personal ideals and ambitions.
- 6) Attention To Planning: (Planning And Organizing) (MGT-23C)-Excellent Potential
Strong sense of perfectionism and proactive thinking focuses on the consequence of decisions and actions.
- 7) Attitude Toward Others: (Managing Others) (MGT-2A)-Excellent Potential
Positive, open attitude toward others generates genuine concern about the needs and interests of others.
- 8) Intuitive Insight: (Managing Problems) (MGT-15)-Excellent Potential
Very Good ability for relying on intuitive insight and inner 'gut' feelings for identifying and solving problems.
- 9) Realistic Goal Setting: (Planning And Organizing) (MGT-18A)-Excellent Potential
An excellent ability to set goals and plans which reflect ideals and principles which are important to you.

Prioritized Management Performance Blockers

(Blocker Strength - Real, Conditional, Situational, and Low)

- 1) Role Satisfaction: (Managing Self) (MGT-33B)-Real Risk
Social or role uncertainty can lead them to feel frustrated or dissatisfied in their current circumstances.
- 2) Results Oriented: (Getting Things Done) (MGT-26B)-Situational Risk
Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.
- 3) Consistency: (Getting Things Done) (MGT-29A)-Situational Risk
Inconsistent feelings about social/role image can lead one to shift from demanding too much to demanding too little.



Top 10 "Net Talent" Management Performance Blockers

Everyone has Performance Blockers. This page provides a brief explanation of the performance cause and effect you can expect from these blockers for a candidate or ARE likely experiencing from an incumbent. Notice that the strength of the level of risk or interference is presented for each performance blocker.

Remember that "NET TALENT," like Net Profit, is the most reliable critical performance measurement. It is a sophisticated net calculation of the strengths of one's talents/capacities impacted by the strength of the interfering performance blockers. Just like Net Profit... Net Talent proves to be your best bottom line predictor for the level of PERFORMANCE you can expect from anyone for any specific management job.

Prioritized Management Performance Blockers

- 1) Role Satisfaction: (Managing Self) (MGT-33B)-Real Risk
Social or role uncertainty can lead them to feel frustrated or dissatisfied in their current circumstances.
- 2) Results Oriented: (Getting Things Done) (MGT-26B)-Situational Risk
Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.
- 3) Consistency: (Getting Things Done) (MGT-29A)-Situational Risk
Inconsistent feelings about social/role image can lead one to shift from demanding too much to demanding too little.
- 4) Self Esteem: (Managing Self) (MGT-30A)-Situational Risk
Inattentive to inner self worth, may be too hard on themselves and too critical of themselves when they do not measure up.
- 5) Attention To Procedures: (Managing Activities) (MGT-9D)-Low Risk
Perfectionistic, stubborn thinking can lead them to insist on obeying rules and policies without exception.
- 6) Sensitivity To Others: (Managing Others) (MGT-4A)-Low Risk
Excessive sensitivity to what others think or say potentially making it difficult to address tough issues.
- 7) Meeting Established Standards: (Managing Activities) (MGT-7B)-Low Risk
Strong sense of perfectionism can lead them to impose an inflexibility without regard to consequences of the decision.
- 8) Self Control: (Managing Self) (MGT-32)-Low Risk
Tendency to react impulsively in stressful situations can lead to difficulty maintaining control in the process.
- 9) Insight Into Others: (Managing Others) (MGT-1A)-Low Risk
Tends to be too optimistic about and sensitive to others; may try too hard to satisfy needs of customers.
- 10) Attitude Toward Authority: (Managing Activities) (MGT-11B)-Low Risk
Dogmatic, stubborn thinking can lead them to insist on conformity to rules, standards, and authority.

Performance Blocker Scoring Legend:

- | | |
|--|--|
| • Real Risk = Very Strong Interference | • Situational Risk = Marginal Interference |
| • Conditional Risk = Active Interference | • Low Risk = Very Low/Limited Interference |

Contact your Authorized Bus Concept™ distributor if you wish to view the expanded blocker explanations or learn more about the years of research and study that developed the Net Talent Concept and the critical role that the performance blockers play in this revolutionary predictive calculation.



How the Human Business Brain Works

(OR...How Clearly can you think? What do you pay Attention to? & how Balanced are your decisions?)

The Bus Concept Performance Zone Technology is built upon the Nobel Peace Prize nominated research of Dr. Robert S. Hartman. This amazing work has been carried on by Wayne Carpenter, who was one of Dr. Hartman's graduate students at the University of Tennessee. Wayne has spent 30 years scientifically expanding, validating, and translating Dr. Hartman's revolutionary discovery into modern business models. His tireless effort has validated the ability to precisely measure the individual human thinking patterns that drive all decisions, and he has built that understanding into these reports. He confirms Dr. Hartman's contention that while all human beings Value Reality using the same 3 dimensional STRUCTURE OF VALUE, we each adjust our valuation of reality using our own unique combination of the Clarity, Personal Bias, and Balance that we bring to the decisions we make. Thanks to Wayne's 30-year quest for excellence, this report offers you an accurate predictive performance scorecard based upon the precise measurement of the unique thinking pattern of any candidate or incumbent.

Our Success is directly tied to the QUANTITY AND THE QUALITY OF THE DECISIONS WE MAKE!

The Measurable Quantity and Quality Decision Making Components:

- Clarity – The measure of our ability to see and understand what is happening around us and to us. It is the capacity to be sensitive to the focus of each dimension.
- Bias – The measure of how we Filter or Color our Clarity view of each dimension.
- Balance – The measure of our ability to keep our judgment (Clarity & Bias) in a balanced perspective. It is the balanced capacity to make our decisions based upon the integrated clarity and bias input from each of the three dimensions.
- Integration - The relative overall balance between the three dimensional World View and the three dimensional Self View.

What makes it Unique and Why does it work?

Every action is first preceded by a DECISION to take that action. This technology scientifically measures the components of the decision making process translated into the net performance you can expect. The root cause of performance is, of course, the CHOICES WE MAKE. Measure the quality and quantity of the choices...and measure the performance prediction with stunning reliability.

How to read the Superview Page (next page graphic)

Begin by noting the Clarity AND the Bias for EACH DIMENSION. The clarity scores run South to North (bottom to top) There are 5 levels of clarity: Transition, Visible, Clear Unconventional, Clear and Crystal Clear. Next, view the Bias for Each Dimension. Bias runs East and West and is the attention or coloration (positive or negative) that we apply to our clarity view of each dimension.

Always view each dimension in terms of Clarity AND Bias.

The clearer the clarity and the less the strength/influence of the personal bias, the better one is able to objectively SEE that view of reality. For example, Crystal Clear Empathy with an Attentive bias enables superior understanding of others with a positive bias...while Transition Clarity with inattentive negative bias is prone to mistakes in judgment about others and a feeling of suspicion toward them.

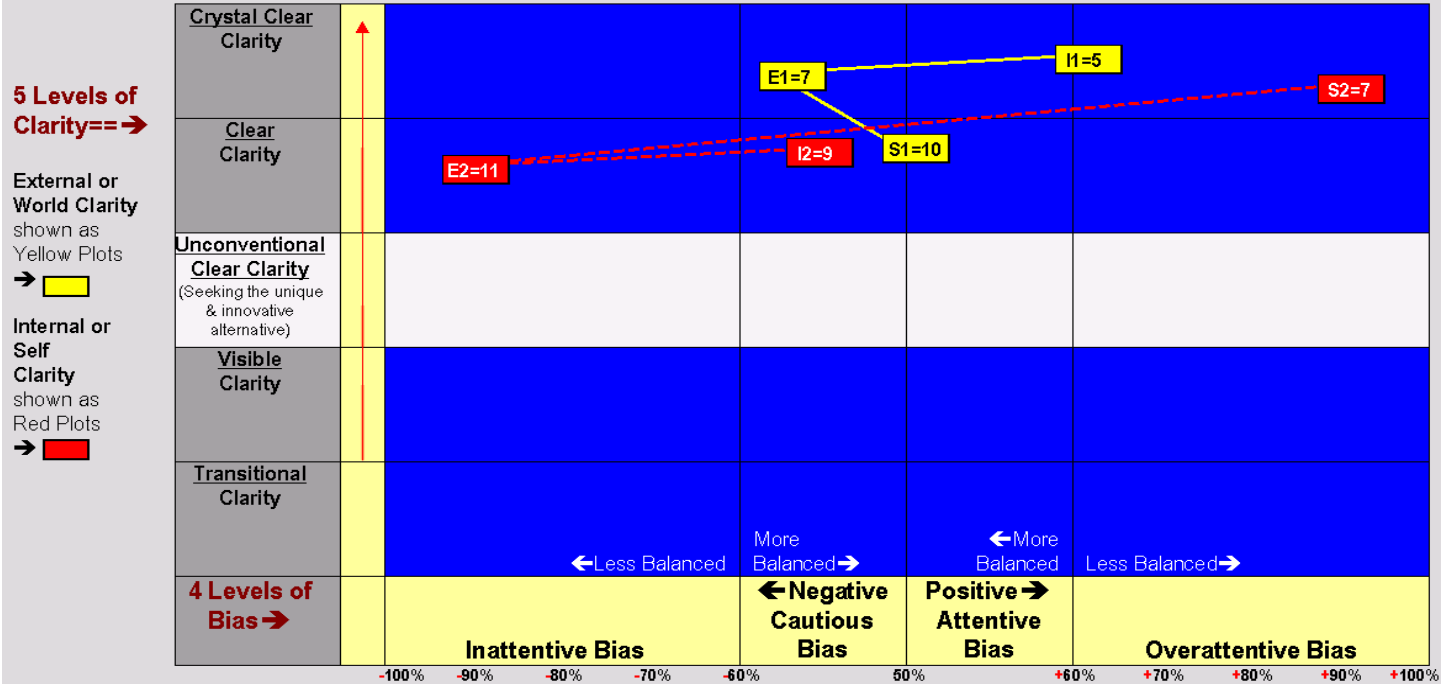
The Unconventional Level of Clarity

The Unconventional level of clarity measures your willingness to be inventive and novel. To see things in ways that others overlook because they think in habits and patterns that tend to look for what is familiar rather than what is inventive. Depending upon the needs of the specific job this can be a strong contributor or can cause problems if creative, innovative, and "out of the box" thinking is NOT desired.

Contact your Authorized Bus Concept™ distributor for assistance if you wish to learn more about this technology. Or call us and we'll connect you. Toll Free: 800.240.7327 info@busconcept.com



SuperView[®] Performance Zone Graph [Integrated View of Thinking Clarity, Bias, & Balance]



SuperView[®] Performance Zone Graph [Integrated View of Thinking Clarity, Bias, & Balance]

Kelly Sample - Performance Zone Superview[®] Thinking Pattern

3 World/External Dimension Scores Explained: (Empathy – Practical Thinking – Systems Judgment)

- **Empathy** - [I-1 Plot] The ability to see and accept others as they are. The ability to see the UNIQUE and IRREPLACABLE in this view of reality. This person's Empathy clarity is CRYSTAL CLEAR with a positive, attentive bias.
(Integrated Empathy Descriptors: KEENLY PERCEPTIVE, CAUTIOUSLY OPTIMISTIC, PRESET)
- **Practical Thinking** - [E-1 Plot] The ability to see and appreciate practical, functional, and material values. It is the comparative view of reality that compares A to B... This to That... and the relative value of one choice vs. another choice. This person's Practical Thinking clarity is CRYSTAL CLEAR with a negative, cautious bias.
(Integrated Practical Thinking Descriptors: KEENLY PERCEPTIVE, CAUTIOUSLY DISCRETE, PRAGMATIC)
- **System Judgment** - [S-1 Plot] Systems Judgment is the ability to see and appreciate systems, order, conceptual and analytical thinking. It is the Either Or... perfectionistic Black or White view of reality. This person's System Judgment clarity is CLEAR with a positive, attentive bias.
(Integrated System Judgment Descriptors: PERFECTIONISTIC, IDEALISTIC, STRUCTURED, ANALYTICAL)

3 Self/Internal Dimension Scores Explained: (Self Esteem – Role Awareness – Self Direction)

- **Self Esteem** - [I-2 Plot] The ability to see, accept and value oneself as a unique and individual person. This person's Self Esteem clarity is CLEAR with a negative, cautious bias.
(Integrated Self Esteem Descriptors: INATTENTIVE TO INNER SELF WORTH, FEELS DOUBTS AND QUESTIONS)
- **Role Awareness** - [E-2 Plot] The ability to see and appreciate one's role and or social contribution. This person's Role Awareness clarity is CLEAR with a negative, inattentive bias.
(Integrated Role Awareness Descriptors: SOCIAL/ROLE TRANSITION, QUESTIONING, INDECISIVE, UNCERTAIN)
- **Self Direction** - [S-2 Plot] The ability to see where one ought to go and to feel a strong sense of persistence to get there. This person's Self Direction clarity is CRYSTAL CLEAR with a positive, overattentive bias.
(Integrated Self Direction Descriptors: KEENLY PERCEPTIVE, IDEALISTIC, PERSISTENT, INSISTENT)

