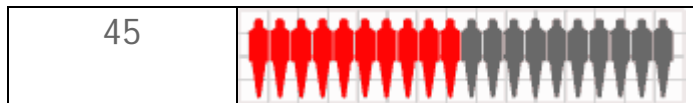


## Attitudes, Interests and Motivations

The AIMS Survey provides valuable information about 10 hidden attitude, interests and motivation areas independent research consistently link with job fit and job attitude.

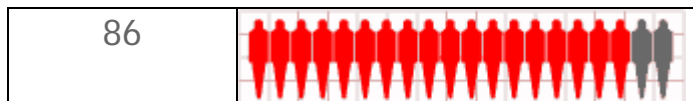
Applicant scores are compared with a normative base of approximately 5000 job applicants and results are shown in percentiles. The following is an example of a Level Two Report.

### Perfectionism



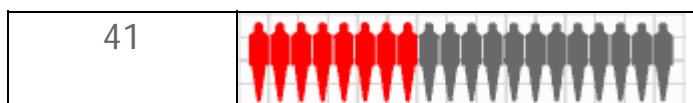
This score represents the person's attitude toward producing a perfect product. A small amount of perfectionism goes a long way. People with high perfection scores may never be satisfied enough with the final product causing unnecessary delays and reductions in output. People with too little perfectionism may be sloppy and unconcerned with quality.

### Attitude Toward Work



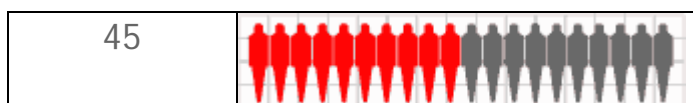
This score represents how an applicant feels about working for an organization. Some people, for example, see the office as a battle ground between good (the employees) and evil (the management). These people are either unable or unwilling to pull together for the common good and care little about the customer. People with low scores sap energy and become destructive to both morale and productivity. People with high scores tend to see the organization as a positive place to work and contribute.

### Self Centeredness



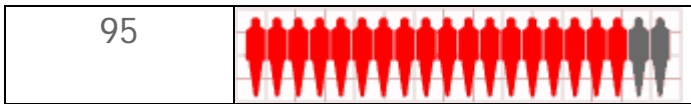
This score represents how much the candidate looks out for himself or herself. High scores indicate someone who spends much of their time thinking about themselves and the impact of decisions on them personally instead of worrying about out producing and out-smarting the competition. People with low scores on this scale indicate that they focus more on what other people feel than on what they consider important.

### Truthfulness



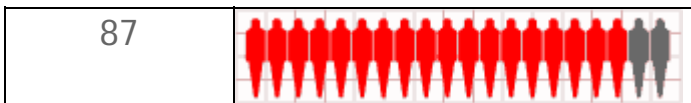
This scale shows whether the person was truthful or not. Scores at either end of the scale indicate the person was trying to make him or herself look good. This means that all of the applicant's scores should be very carefully scrutinized.

### Problem Solving



This score represents the applicant's attitude toward solving complicated problems. A high score means they prefer jobs that require a mental challenge and enjoy using your mind to solve complex problems. Low scores mean they prefer to avoid mentally challenging positions.

### Idea Generation/Innovation



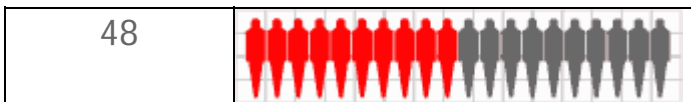
This score represents their attitude toward freethinking and creativity. High scores indicate they enjoy suggesting new ideas and creative processes. Low scores indicates a preference for systematic traditional work.

### Administration



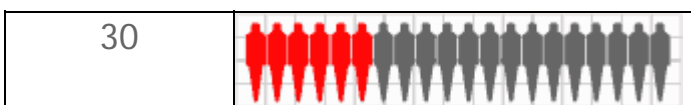
This score represents a preference for following rules and procedures. High scorers like to follow precedent and established processes. Low scorers like to create their own rules and are comfortable working without structure or guidelines.

### Resistance to Change



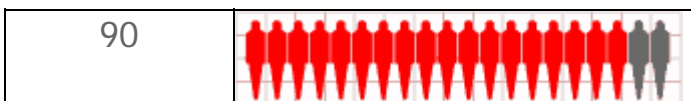
This score represents willingness to adapt and change to different conditions. High scores represent resistance and desire for stability and consistency. Low scores indicate willingness to change and adapt to whatever conditions might be.

### Teamwork



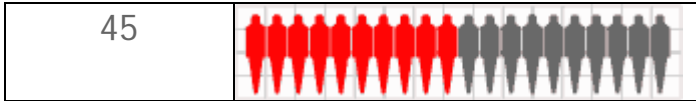
This score indicates preference for working alone or with others. High scores indicate preferences for close-knit teams. Low scores indicate preferences for solitary work.

### Expressiveness



This score represents interest in public contact. People who score high on expressiveness label themselves as outgoing and having many social contacts. Low scores indicate the person may not have the interest or willingness to stand out in social settings.

### Impulsiveness



Impulsiveness is a measure of how fast the applicant likes to make decisions. High scores indicate an interest in making fast decisions and quick response. Low scores mean a preference for slow response and postponing decisions.