

# test center

by People Systems

## Franchisee/ New Business Owner Assessment Report

Candidate: XXXXXXXXXXXX  
Username: XXXXXXXXXXXX  
Date: XXXXXXXXXXXX

Sample Report

|   | Low | Below Average | Average | Above Average | High |
|---|-----|---------------|---------|---------------|------|
| <b>OPTIMISM</b> - upbeat, positive outlook.   |     |               |         | ◆             |      |
| <b>EMOTIONAL RESILIENCE</b> - stable, hardy, emotionally resilient; able to handle work stress & pressure.                  |     |               | ◆       |               |      |
| <b>LOCUS OF CONTROL</b> - belief that work success terms from personal initiative & effort, not luck or fate.               |     |               | ◆       |               |      |
| <b>SOCIAL NETWORKING</b> - expanding one's business and/or social contacts by making connections thru individuals.          |     |               | ◆       |               |      |
| <b>SELF-PROMOTION</b> - promoting one's self and product or service to other people for business-related purposes.          |     |               |         | ◆             |      |
| <b>COMPETITIVENESS</b> - trying to outperform business rivals. other people for business-related purposes.                  |     |               |         |               | ◆    |
| <b>GOAL-SETTING</b> - regularly setting clear business goals and objectives.  |     |               |         | ◆             |      |
| <b>WORK DRIVE</b> - working long hours and extending oneself when needed to finish projects and meet deadlines.             |     |               |         |               | ◆    |
| <b>TOLERANCE FOR FINANCIAL INSECURITY</b> - ability to tolerate financial uncertainty.                                      |     |               |         | ◆             |      |
| <b>ADAPTABILITY</b> - adaptable, flexible, and able to adjust work style to different conditions and situations.            |     |               |         | ◆             |      |
| <b>AUTONOMY</b> - need for independence and autonomy at work, including not having a boss.                                  |     |               |         |               | ◆    |
| <b>PERSISTENCE</b> - disposition to keep working on projects until completed, and persevere despite setbacks and obstacles. |     |               |         |               | ◆    |
| <b>PREDICTED PERSONAL SATISFACTION</b>  |     |               |         | ◆             |      |
| <b>PREDICTED POTENTIAL FOR SUCCESS</b>  |     |               |         | ◆             |      |

**YOUR PERSONAL STRENGTHS:****Optimism**

- With a positive outlook in most situations and a fairly optimistic disposition, you tend to expect good results in your work and business.
- You usually try to look for the best in people, and often manage to avoid pre-judging or forming negative preconceptions.
- You will not usually become demoralized by setbacks and problems.

**Emotional Resilience**

- Moderately stable and even-tempered under pressure, you can usually manage the normal, day-to-day stresses of business.
- Resilient under moderate pressure, you recover fairly quickly from minor setbacks and daily hassles.

**Locus of Control**

- From your perspective, success comes from your own competence as well as factors beyond your influence – like marketplace variations and luck – so you take some credit for your accomplishments in business.
- In analyzing your work performance, you can see the impact of both your own initiatives and factors beyond your control, like government regulation and the national economy.

**Social Networking**

- Moderately outgoing in some conditions and somewhat reserved in others, you can develop contacts for business networking if you see benefits and focus your attention on connecting with people.

**Self-Promotion**

- In business situations, you often promote your capabilities and alert others to the value of your services.
- In informal social gatherings, you sometimes use the occasion to inform people about your business.

**Competitiveness**

- Results show that you have a highly competitive personal style and strong motivation to out-perform your peers.
- Your strong, personal need to compete motivates you to seek opportunities to compare your performance with that of your peers, like professional conferences and expositions, which can also help build your knowledge and skills, as well as, let others know how well you are doing.

**Goal-Setting**

- You have a fairly strong goal-setting orientation. With your orderly personal style, goal-setting represents a priority in your business. So you establish specific goals, review your progress against them, and strive to set new goals as you attain your current ones.
- Your work goals may help you prioritize and focus on what you need to do next to be successful in self-employment.

**Work Drive**

- You have a high work drive and will readily take on challenging, difficult work with long and irregular hours if necessary for success.
- You have the motivation and energy to complete demanding projects on schedule, and to extend extra effort and sustain a heavy workload to finish a job properly.

**Tolerance for Financial Insecurity**

- Results show you have moderate tolerance for financial insecurity and can deal fairly well with uncertainty about your future income, contracts, and business.
- Ambiguous prospects for financial security may motivate you to work hard as an entrepreneur.

**Adaptability**

- You are quite adaptable and flexible, capable of quickly and easily dealing with the uncertain and ambiguous conditions you'll face in entrepreneurship.
- When confronted with unanticipated problems, you are able to make on-the-spot assessments and improvise new approaches, and adapt to changing conditions and unplanned developments.

**Autonomy**

- You are self-reliant and autonomous. You enjoy working independently and function very effectively without supervision or having to work as part of a team.
- In situations that call for quick decisions, you can comfortably move ahead with no need for external validation or approval from others.

**Persistence**

- Your style is to keep working on tasks and projects until they are completed. You have a strong, personal determination to finish what you start, despite obstacles and setbacks.
- Your tenacity can enable you to out-distance less persistent competitors.



**YOUR AREAS FOR DEVELOPMENT:****Emotional Resilience**

- In high-pressure work situations you may sometimes lose your composure or over-react to stress at work.
- Major setbacks, disappointments, or frustrations can sometimes leave you demoralized and slow to recover.

**Locus of Control**

- When business goes badly you sometimes blame other people or circumstances or bad luck rather than take personal responsibility for your own performance.
- Sometimes you miss opportunities to take control of problems in your work when you mistakenly see them as outside your sphere of influence.

**Social Networking**

- Because social networking doesn't come naturally to you under some conditions, you probably miss opportunities to make contacts – especially in informal gatherings and casual occasions for leisure.
- Especially during the initial stage of developing your business, you may need to develop a more extensive social network which you can use for new ideas, generating leads, learning about your competition, developing alliances, and social support. You may need to make more effort to have business lunches, attend conferences and workshops, or participate in business clubs and community organizations.

**Autonomy**

- Your independent style can sometimes lead you to make decisions on your own that might have benefited from more consultation with or input from others.

**Persistence**

- Your perseverance may occasionally blind you to the value of abandoning a losing project and cutting your losses.

**Overall Summary**

Your results from this assessment, combined with Euphony HR's research on success in entrepreneurship and self-employment, indicate that in a self-employed entrepreneurial role:

- *You will likely experience **Above Average personal satisfaction.***
- *You can expect **Above Average financial success.***

The accuracy of these projections - based entirely on your personality - also depends on many factors, including prevailing economic conditions, the markets you enter, your competition, and others. In deciding whether to pursue a career as an entrepreneur or self-employed professional, you can benefit from considering these factors in your decision, along with your personal Strengths and Areas for Development outlined in this report.

Euphony HR extends best wishes for your future career!

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