



Long Haul Driver ASSESSMENT PROFILE

PERSONAL PROFILE REPORT

Report Prepared for: **Sample Company**

Name: **John Sample**

Position: **Long Haul Driver**

Date Assessed: **04/20/2012**

Intended Use Reminder

The D-RAP Personal Profile Report is not a pass/fail assessment, but rather a source of information designed to support selection, development and succession planning decisions. The end user accepts all responsibility to apply this information according to applicable laws and organizational procedures and responsible use includes consideration of all other relevant aspects of an individual's qualifications, such as prior experience, education and specific skills. Precision Human Development and its partners accept no liability for incidental or consequential damages resulting from the inappropriate use of this material.

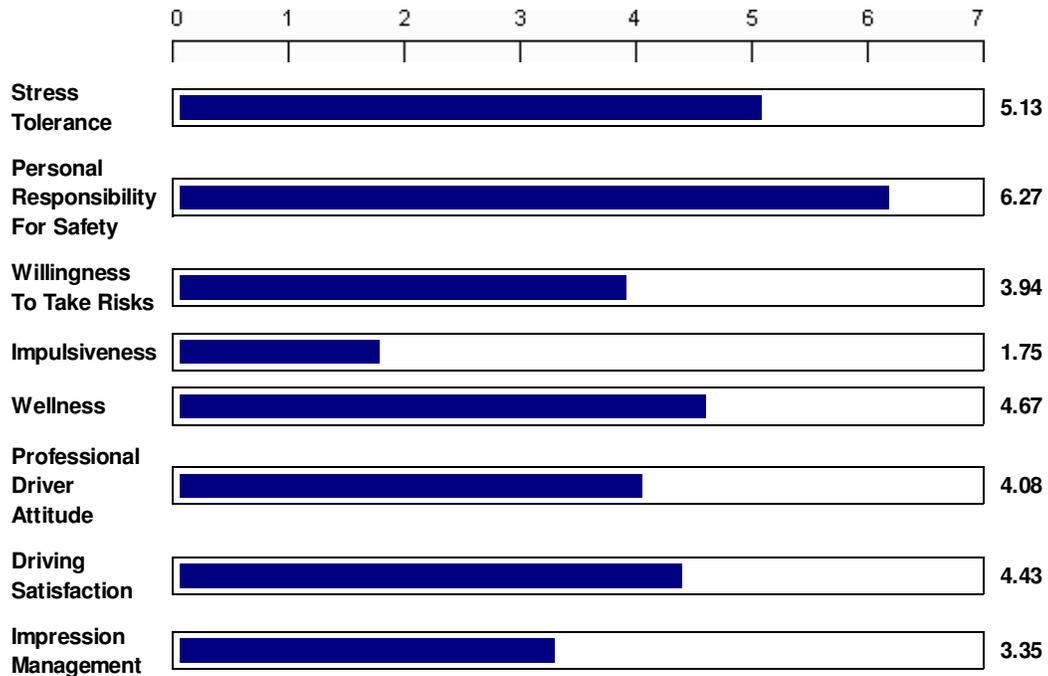
Provided by:





Name: John Sample

D-RAP Competency Summary for John Sample



D-RAP Competency Definitions

Following are the definitions for each of the driver competencies measured in the D-RAP. These definitions present contrasting descriptions where the competency score is either high or low.

Driver Competencies	Meaning of Scores (High: = > 4 ; Low: < 4)
S ress Tolerance	High: Is able to acknowledge stress and is not likely to become easily overwhelmed; sleep and appetite are usually undisturbed. Low: Has difficult dealing with stress; may lose sleep and appetite at times; may be easily angered and quick to convey frustrations to others.
P ersonal Responsibility For Safety	High: Acknowledges that personal actions will contribute significantly to safety. Low: Attributes responsibility for safety to external and not personal factors.
W illingness To Take Risks	High: Enjoys taking risks, fast-paced activities and tends not to be mindful of personal safety; may be prone to impulsive, higher risk behaviors. Low: Avoids taking risks; enjoys routines and activities that require patience.
I mpulsiveness	High: Prone to act on impulse, say things without thinking; is easily distracted. Low: More able to think, plan and concentrate; less prone to acting on impulse.



Name: John Sample

D-RAP Competency Definitions

Following are the definitions for each of the driver competencies measured in the D-RAP. These definitions present contrasting descriptions where the competency score is either high or low.

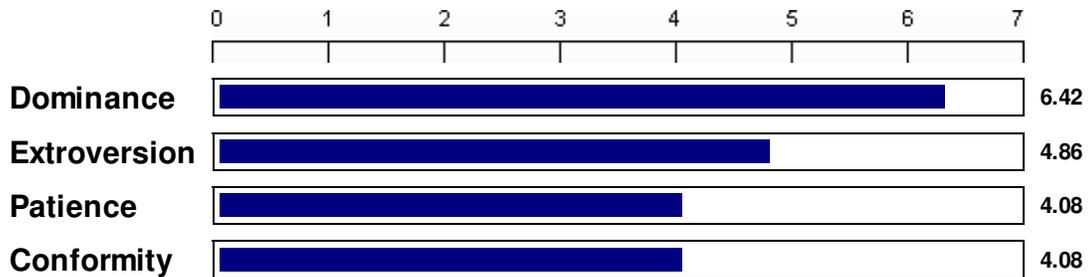
Driver Competencies	Meaning of Scores (High: = > 4 ; Low: < 4)
W ellness	High: Makes an effort to stay healthy; is mindful of healthy eating habits; is able to relax / unwind; makes an effort to enjoy free time with friends, family or on a hobby. Low: Makes little effort to maintain health and healthy eating habits; likely finds it difficult to relax; less likely to pursue activities outside of work.
P rofessional Driver Attitude	High: Is mindful of getting sufficient rest and not engaging in activities that may prove distracting when driving. Low: Will continue to operate vehicles while fatigued and may engage in distracting activities while operating a vehicle.
D riving Satisfaction	High: Enjoys driving; is generally satisfied with career choice; does not mind working alone. Low: Does not generally enjoy driving; is likely unsatisfied with career choice.
I mpression Management	This scale provides an indication of whether the individual was truthful or not. Scores at either end of the scale indicate whether the person was trying to make him or herself look good. Exceptionally low or high scores mean that all of the applicant's scores should be carefully scrutinized and considered.



Name: John Sample

The behavior trait below with the highest score explains up to 50% of this individual's behavioral style.

Behavior Trait Summary for John Sample



Behavior Trait Definitions

Following are the definitions for each of the four foundational traits of behavior measured in the D-RAP. These definitions present contrasting descriptions where the trait score is either *high* or *low*.

Behavioral Trait	Meaning of Scores
D ominance The control trait.	High: Likes to lead, to be in charge, tends to be all business, sees the big picture, looks to the future, delegates the details. Low: Accepts a supportive role, gives attention to what needs to be done today, tends to be hands-on.
E xtroversion The people communication trait.	High: Likes to talk, persuasive, good communicator, is outgoing, relates well to people, exciting, likes to be where the action is. Low: Reserved, thoughtful, deliberate, tends not to draw attention to self.
P atience The pace or rate of motion trait.	High: Supportive, likes to work at own pace, wants to please, focuses on immediate tasks, able to wait, warm, gentle, and nice. Low: Fast-paced, hates to wait, may be impulsive.
C onformity The structure detail trait.	High: Depends on clear instructions or other authority, wants to be right, tends to be precise, is highly organized, thorough, conscientious. Low: Very independent, tends to focus on the big picture, may expect others to take care of details, more likely to be proactive than reactive.



Name: John Sample

Behavioral Profile Overview

Based on the obtained responses, this individual exhibits the following behavioral styles, tendencies and actions:

- John is a natural leader with an entrepreneurial vision and drive. John likes to take charge and make decisions, and when necessary, issues can be confronted in a strong, forceful manner. John usually knows what needs to be done and has good ideas about how to reach the goal. John expects others to provide necessary help and support, especially when it comes to following through and taking care of details.
- John has the natural ability to size up a situation and make decisions without all of the facts. This means that decisions are often made intuitively, based more on feelings than on facts. John wants things done quickly and on time, such that, pressure is constantly being applied to do more, or speed up the process.
- The approval of others is not a high priority for this person, but if it occurs, it needs to be sincere. John respects people who are honest, trustworthy, and objective, but has little use for those who try to make impressions with flattery or hollow praise. John is not impressed by people who are pretentious or give themselves more credit than they deserve.
- John does not like to wait and makes conscious efforts to avoid long lines, slow elevators, and excessive traffic, or anything else that wastes time.
- John is very independent and can take the initiative and make decisions without being told what to do at every step. John has the ability to manage others, and in those situations, delegates the routine tasks and most of the details. In fact, while this person may tend to have a clear vision of the BIG picture, there may be much less attention paid to keeping the desktop organized and tidy.
- John rarely has time for banter or small talk, and when issues need to be discussed, John likes to get to the bottom line early. John may become annoyed with people who speak in generalizations or get onto tangents that are not directly related to the topic.
- John is more of a thinker than one who talks a lot. This person tends to be reserved, come across as professional all-business. But, benefits lost by diminished social interaction may be replaced by respect.
- John is a competitor, with a strong need to succeed, to WIN! Sometimes John's tendency to make quick decisions shows impatience, even impulsivity. In some of those situations, John could benefit from listening to others and being influenced by their advice.
- John has a high level of energy, even to the extent of seeking activities beyond the typical workday.