



ASSESSMENT SOLUTIONS

Performance Management

Career Advancement

Succession Planning

Retirement Planning

Human Resources Strategies

Employment

Career Development

Leadership

Performance Management

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Succession Planning

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Employment

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**2009 / 2010
Catalogue**

CONTENTS

In order to win, you have to have the best employees - and performance always starts at the front door. Hiring the right people for the right jobs is the first and perhaps the most important element of performance.

But "selection" is by no means an exact science. Decisions are often made by instinct, or gut feel, resulting in bad hiring decisions which can cause headaches, cost money (training), and affect the overall performance of the group.

Fixing the problem by sending miss-hired employees to training programs does not work. In fact, trying to train a person to fit the job is throwing good money after bad - and you are just postponing the inevitable - your "bad-fit" employee will leave - or worst, stay! and disrupt the chemistry of the department.

The solution? -- Pre-employment testing as part of your overall interview strategy. Using state of the art assessments, you can accurately predict the future success of your job candidate. And most modern assessments will give the hiring manager or interviewer, the specific interview questions, based on how the candidate scored on the assessment. This makes the whole interview process more consistent and less vulnerable to "gut feel" mistakes. With pre-employment assessment tools you can...

- Hire the right person most every time
- Decrease time spent on disruptive employees
- Decrease training costs
- Improve both the effectiveness of training and group productivity

Probably the number one strategic objective on every CEO's mind these days is retention of top performers. In the past, company leaders gave lip service to the importance of employees, i.e., our "number one resource", but now, CEO's know that in order to succeed, they need to hire, and hold on to, top talent! Your best employees always have options. Why do top performers leave? Here are some of the most likely reasons.

- They don't like their boss
- They don't fit their job or the Company culture
- They aren't growing
- They don't have the support to succeed

Most great companies place a premium on learning and development because they know that to produce top results they need top employees - and knowledge today becomes obsolete faster than in any other time in history. Learning & development is fast becoming the key strategic objective of companies expecting to be at the top of their industry.



Anne Charette-Tyler, President

WHAT'S INSIDE...	Page
Office © Tutorials	3
Microsoft © Software	4
Accounting & Bookkeeping	5
Clerical & Administrative Support	5
Technical Abilities	
Applied Technology Series (ATS)	6
Technical Test Battery (TTB)	7
Personnel Assessment Solutions	
Personnel Test Battery (PTB)	8
Wonderlic Personnel Test	9
Work Styles Questionnaire	9
Career Development	
Prevue Assessment	10
Myers-Briggs Type Indicator (MBTI)	11
Performance Management	
DiSC Personal Profile	12
360° Feedback	13
OPQ 32	14
Emotional Quotient Inventory (EQI)	15
Herrmann Brain Dominance (HBDI)	16

NOT READY FOR A PRACTICAL ASSESSMENT?

Not ready for a practical assessment, or looking to refresh your software skills before returning to the workforce? The Burke group offers a full range of Microsoft © Tutorials.



Each Microsoft Office tutorial package; including MS Word, Excel, PowerPoint, Outlook, Access, Project, Vista and Visio has practice labs and hands-on software simulations geared towards all skill levels. Whether you are novice to the Microsoft Office suite or you have been using MS products and are looking to brush up your skills as you prepare for a new job or promotion, The Burke Group has tutorials to match your needs.

Each Microsoft © tutorial includes material specifically designed to help learners build knowledge around a topic as quickly and efficiently as possible. Assets include reference-ware; access to course materials organized into Learning Roadmaps that make it easy for learners to locate and use the most appropriate courses for their needs, simulations (through practice labs, or the Project Center), expert mentoring services; and featured topic spotlights, refreshed regularly, to provide an in-depth focus on particular topical areas.

Tutorials make it fast and easy for learners to locate and take advantage of essential topic-oriented content. The more efficiently learners can access the information they need, the faster they can apply that knowledge to their jobs.

PRACTICE ZONE

The Practice Zone is where users can put their skills to the test in real-world scenarios using hands-on simulations. Each simulation focuses on different aspects of the applicable subject matter.

New interactive learning resources will be part of the Practice Zone and will be incorporated as they become available.

The “Challenge Series” is role-based content designed to enable problem analysis and solution definition. It is engaging with rich content, including interactive video.

The Burke Group’s Microsoft Tutorials are available in both the 2003 and 2007 versions.

MICROSOFT WORD
 MICROSOFT EXCEL
 MICROSOFT POWERPOINT
 MICROSOFT ACCESS
 MICROSOFT PROJECT
 MICROSOFT OUTLOOK
 WINDOWS VISTA

All logos and software names (Word, Excel, Project, Publisher, Access, PowerPoint, Outlook, Vista and Office are registered trademarks of the Microsoft Corporation.

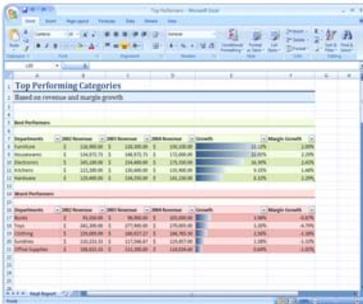
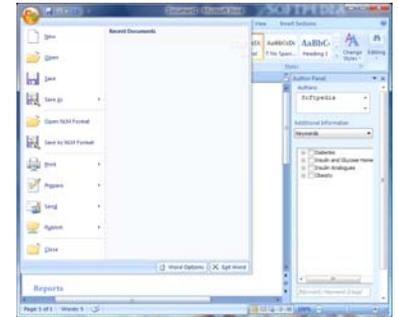


SOFTWARE SKILLS

As an employer, it is essential to know that the software skills of applicants meets your organizational needs. The Burke Group offers software assessments that can measure a candidate's skills on a basic, intermediate or advanced level and cover all of the programs standard functions. An assessment specialist from The Burke Group can work with your organization to determine appropriate benchmarks for each job description. All software assessments are available in 2000, 2002, 2003 and 2007 editions.

MICROSOFT WORD ©

Assessment includes topics such as file and disk management, printing, editing, formatting, desktop publishing, running applications and customizing WORD. Available in Basic, Intermediate and Advanced skill sets. A standard version is available and incorporates questions from all levels.

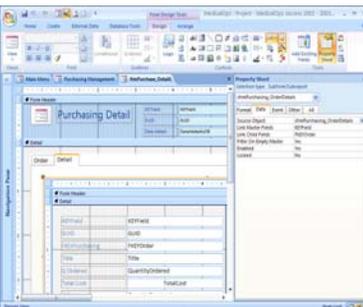
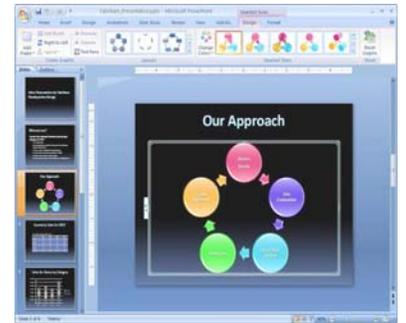


MICROSOFT EXCEL ©

Covers topics such as file management, formatting, customizing Excel, Excel and the internet, editing documents and data analysis. Available in Basic, Intermediate and Advanced skill sets. A standard version is also available and incorporates questions from all skill levels.

MICROSOFT POWERPOINT ©

Includes questions on topics such as file management, creating and editing presentations and slideshows, inserting and editing graphics customizing your presentation and using PowerPoint and the internet. Available in Basic, Intermediate and Advances skill levels. A standard version is also available and includes questions from all available skill levels.



MICROSOFT ACCESS ©

Assessments cover such Access features as file management, Access forms, queries reports, tables, customizing databases and using Access and the internet. Available in Basic, Intermediate and Advanced skill sets. A standard version incorporating questions from all levels is also available.

MICROSOFT OUTLOOK ©

Assessments cover the most commonly used Outlook functions including contacts management, sending and organizing emails, maintaining calendar entries and various email tasks. Basic, Intermediate and Advanced levels are available. A Standard version includes questions from all skill levels.

INTERNET EXPLORER ©

Topics covered include the most commonly used Internet Explorer features such as customizing Internet Explorer, file management, web browsing and searching the internet. Available in 5.0, 6.0 and 7.0 versions.

WINDOWS ©

Topics include the most commonly used Windows functions such as creating, arranging, and deleting desktop elements, file and disk management, running applications, launching MS programs, specifying printers and systems management. Available editions: '98, XP, ME and Vista.

ACCOUNTING & BOOKKEEPING

ACCOUNTING & BOOKKEEPING

Includes questions on common knowledge and skills required by an accountant or bookkeeper working under Canadian rules and regulations. Also available utilizing American procedures. (44 Questions)

ACCOUNTS PAYABLE

Topics covered include knowledge and skills required by someone responsible for managing Accounts Payable such as AP concepts, procedures and calculations. (35 Questions)

ACCOUNTS RECEIVABLE

Applicants are tested on their skills and knowledge of common Accounts Receivable functions, including standard AR concepts, procedures, calculations and proper AR posting rules. (45 Questions)

BOOKKEEPING

Candidates are assessed on their understanding of common Bookkeeping practices including general accounting concepts, bookkeeping calculations, filing procedures and knowledge of financial statements. (45 Questions)

CREDITS & DEBITS

Applicants are asked to determine how various items would be classified when posted to an account; as a credit or debit. (40 Questions)

CLERICAL & ADMINISTRATIVE SUPPORT

TYPING TEST

Applicants are asked to type text from a copy. Scores measure typing speed and accuracy. In addition to a standard edition, this assessment can also be geared towards a banking and finance or technology role.

DATA ENTRY

Applicants are asked to type names, addresses and/or other details using the keyboard. Scores are based on speed and accuracy of input. Available in Alphanumeric, Numeric, Checks and Decimals.

GRAMMAR

Applicants are asked to select grammatically correct sentences from a list of options. Available in General, Business or Legal editions.

SPELLING

Examinees are asked to select the correct spelling of general words. Spelling assessments can be customized to reflect Legal, Accounting and Medical environments.

VOCABULARY

Examinees are asked to select the correct spelling of general words. The spelling assessments can be customized to reflect Accounting, Legal and Medical environments.

PROOFREADING

Candidates are asked to find and highlight errors found in on-screen text.



THE BURKE GROUP CAN
WORK WITH YOUR
ORGANIZATION TO BUILD A
CUSTOMIZED SOFTWARE
ASSESSMENT PACKAGE.

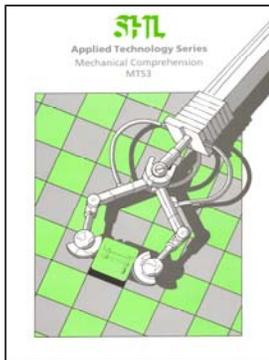
TECHNICAL ABILITIES ASSESSMENTS

APPLIED TECHNOLOGY SERIES (ATS)

While technology changes at a rapid pace, there are essential skills employees must possess to work with existing technologies, and to easily adapt to new or revised versions of different applications. The ATS instruments weigh a candidate's ability to follow technical instructions, estimate numerical calculations, and comprehend fundamental mechanical principles in addition to one's ability to identify faults in logical systems and to pinpoint critical differences in complex designs.

Technology is often only as effective as the people using it. ATS assessments help you select the people best suited to maximize the power of the technology in use today and tomorrow.

The ATS Series is most appropriate for Skilled Technicians, Apprentices, Electronic/Electrical Technicians, Process Control Operators, Engineers and Programmers/Software Designers.

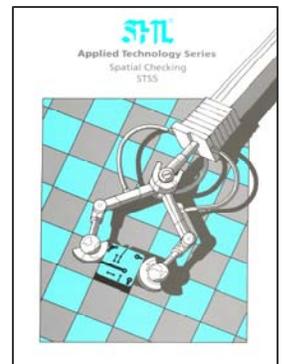


MECHANICAL COMPREHENSION (MTS3)

Assesses the understanding of basic mechanical principles and their application to such devices as pulleys, gears and simple structures. The task involves selecting answers to short written questions from a number of alternatives. Each question is supported by a realistic technical drawing.

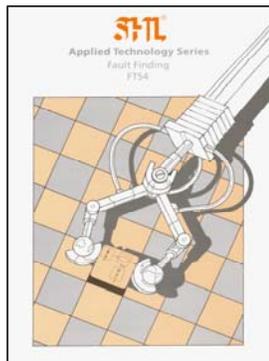
SPACIAL CHECKING (STS5)

Measures the ability to locate differences between complex designs rotated and reversed in two or three dimensions. This ability is important in checking and designing of electronic systems, engineering components and in some applications of computer-aided design. Each item in this test involves identifying mismatches between master and copy designs.



FAULT FINDING (FTS4)

Assesses the ability to identify faults in logical systems by measuring the skill to locate the element in an arrangement of colour-coded symbols that is not working as specified. No specialized knowledge of fault finding is required. This test is appropriate for many applications, including electronics fault-finding, debugging software, process control systems and systems design.



ALSO AVAILABLE FROM THE APPLIED TECHNOLOGY SERIES

FOLLOWING INSTRUCTIONS (VTS1)

Measuring a candidate's ability to follow written instructions on topics which are relevant to a technical environment.

NUMERICAL ESTIMATION (NTS2)

Tests one's ability to quickly estimate numerical calculations. Fractions, percentages and basic arithmetic are included.

NUMERICAL ESTIMATION (DTS6)

Measures a candidate's ability to follow a sequence of interdependent symbols and apply checks relevant to process flow control.

**NOT SURE OF YOUR
ASSESSMENT NEEDS?
CONTACT THE BURKE
GROUP TO WORK WITH
OUR SPECIALISTS.**

TECHNICAL ABILITIES ASSESSMENTS

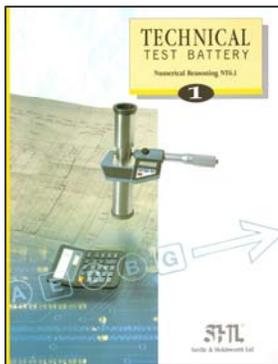
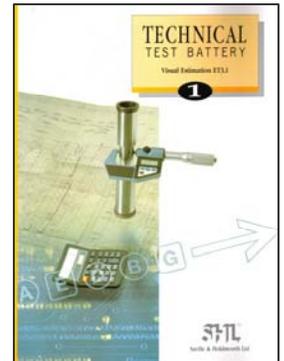
TECHNICAL TEST BATTERY (TTB)

The TTB is a collection of assessments designed specifically for the selection and allocation of a wide range of apprentice and technical personnel. The emphasis of the TTB has always been on the assessment of relevant work-related skills rather than conceptions of human intelligence.

The industries for which the TTB has been used include paper and printing, heavy engineering, motor industry, chemicals and pharmaceuticals, building and construction and metal refining and processing.

VISUAL ESTIMATION (ET3.1)

Designed to measure a candidate's ability to accurately estimate length and breadth as well as identify minor differences in a variety of basic shapes. The applicant is asked to choose identical figures from a set of five possibilities. The test is designed so that progressively finer discriminations are required when selecting the identical figures towards the end of the test.

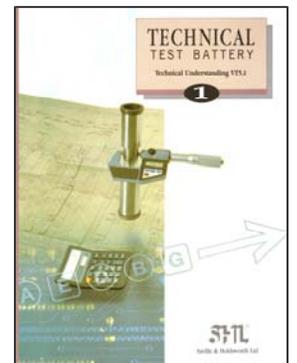


NUMERICAL REASONING (NT6.1)

Emphasis is placed on the candidate's reasoning skills rather than simpler number calculations. The test is comprised of written problems which involve percentages, fractions, decimals and diagrams as well as the four basic rules of arithmetic.

TECHNICAL UNDERSTANDING (VT5.1)

Measures an applicant's ability to follow written instructions in a technical context. After reading each written passage the applicant is asked to select a correct answer from a list of choices. Topics covered include operating instructions and procedures associated with a wide range of equipment and technology.



ALSO AVAILABLE FROM THE TECHNICAL TEST BATTERY CATALOGUE

FOLLOWING INSTRUCTIONS (VTS1)

Measuring a candidate's ability to follow written instructions on topics which are relevant to a technical environment.

NUMERICAL ESTIMATION (NTS2)

Tests one's ability to quickly estimate numerical calculations. Fractions, percentages and basic arithmetic are included.

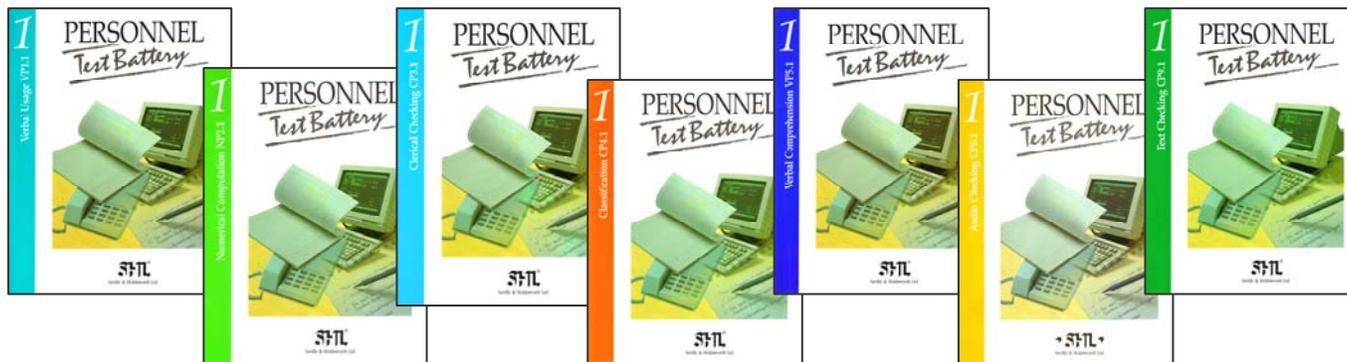
NUMERICAL ESTIMATION (DTS6)

Measures a candidate's ability to follow a sequence of interdependent symbols and apply checks relevant to process flow control.

PERSONNEL TEST BATTERY

The Personnel Test Battery (PTB) is designed to satisfy the need of many organizations where the need is for a position with a degree of clerical and administrative work. The PTB assesses abilities in three (3) key areas; language proficiency, numerical ability and perceptual accuracy.

The PTB can be applied across jobs ranging from warehouse staff to retail managers in addition to clerical, administrative and secretarial employees.



VERBAL USAGE (VP1.1 & VP1.2)

Measures a candidate's basic literacy skills needed for the drafting and processing of correspondence.

NUMERICAL COMPUTATION (NP2.1 & NP2.2)

Designed to assess basic number skills with an emphasis placed on straightforward calculations and the understanding of arithmetical operations.

CLERICAL CHECKING (CP3.1 & CP3.2)

Designed to assess speed and accuracy in checking detailed information transcribed from a hand-written list to a typed copy.

CLASSIFICATION (CP4.1 & CP4.2)

Measures an applicant's ability to classify information according to a given rule system and to record accurately actions taken in simple coded forms.

VERBAL COMPREHENSION (VP5.1 & VP5.2)

Measures the ability of the applicant to understand written information presented in a straightforward language.

NUMERICAL REASONING (NP6.1 & NP6.2)

Designed to assess simple reasoning skills with numbers through written problems involving decimals, percentages, averages and graphs.

BASIC CHECKING (CP7.1)

Measures speed and accuracy in the checking of non-contextual material including codes consisting of letters and numbers.

AUDIO CHECKING (CP8.1)

Designed to assess speed and accuracy in comparing spoken information against a written copy. Non-contextual material is used to avoid contamination by verbal or other skills.

TEXT CHECKING (CP9.1)

Measures proof-reading ability in terms of both speed and accuracy and the specification of the exact nature of the errors to be identified.

WONDERLIC PERSONNEL TEST

The Wonderlic Personnel Test (WPT) is one of the most widely recognized tests of General Cognitive Ability, a term used to describe the level at which an individual learns, understands instructions, and solves problems. The WPT is primarily used by businesses and organizations to evaluate job applicants for employment and occupational training.

It provides quantitative insight into how easily individuals can be trained, how well they can adjust and solve problems on the job, and how well-satisfied they are likely to be with the demands of the job.

The WPT is a test of problem-solving ability. It contains various types of questions that must be completed without the aid of a calculator or other problem-solving device.

The test consists of 50 questions that increase in difficulty. Topics include word comparisons, disarranged sentences, sentence parallelism, following directions, number comparisons, number series, analysis of geometric figures, and story problems requiring mathematical or logic solutions. The candidate has exactly 12 minutes to provide as many correct answers as possible.

Useful for improving your organization's ability to Identify, Select, Place, Train, and Promote qualified individuals.



WORK STYLES QUESTIONNAIRE

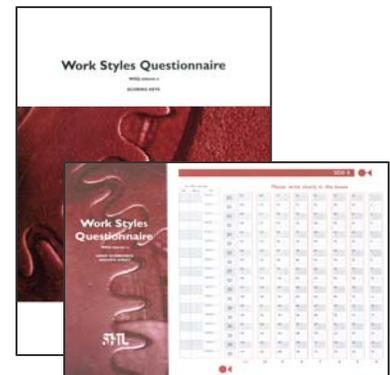
The Work Styles Questionnaire has been specifically designed to help assess and develop the behaviours associated with successful job performance in the manufacturing and production area. It is applicable to a wide range of selection and development activities, ranging from recruitment, one-to-one performance counselling, training needs analysis, through to team building and restructuring.

The test consists of 144 questions wherein the candidate responds to phrases or statements using a 5-point Agreement scale (Strongly Disagree, Disagree, Unsure, Agree, Strongly Agree).

Reports are generated that identify a candidate's strengths and development areas based on 17 key dimensions related to success in manufacturing positions.

The following elements are identified in the report:

- Relationships with People
- Thinking Style
- Feelings and Emotions
- Energies
- Compliance



The following competencies are addressed in the Work Styles Competency Potential Profile:

Working with People

- Team Work
- Communication
- Coaching

Personal Qualities

- Flexibility
- Resilience
- Reliability
- Dynamic

Working with Information

- Quick Learner
- Problem-Solving
- Innovation
- Organization

Technical Qualities

- Quality Conscious
- Technically Capable
- Safety Conscious
- Manually Capable
- Cost Conscious

PREVUE ASSESSMENT

Prevue Assessment is an integrated assessment tool that measures learning abilities, motivation and interests, and 12 personality characteristics that have a direct bearing on work and success within a job. It provides a clear picture of the candidate and his or her fit with the position. The right person is hired for the right job, which means reduced turnover costs, increased productivity, and a better bottom line.



Prevue provides insight about an individual's learning speed, how they process information, assimilate ideas, and problem solve. This information is critical to maximize the on-going learning process.

Prevue identifies the primary areas of interest for each individual. It is well-documented that people achieve maximum performance and personal satisfaction when they have responsibilities and positions that facilitate expression of their interests.

Moreover, Prevue objectively identifies twelve key personality traits that impact work performance.

A powerful capability of Prevue Assessment is the creation of custom benchmarks or job profiles for various positions in all industries. Results of candidate assessments are then compared to the benchmark to clarify job fit through a variety of reports, including:

- A Selection report;
- A Coaching report;
- An Individual report;
- A Working Characteristics report

Prevue Assessment reports include valuable behaviour-based questions to provide interview focus and direction, and narratives provide snapshots of the candidate and their core abilities, interests, and personality characteristics. Prevue Assessment also provides direction for coaching and training, as well as a succession planning module for existing employees.

Prevue reveals how a person compares to the working population AND a specific benchmark for the position.

Our reputation is determined by the quality of our service; and our service is excellent.

"There have been numerous situations where we were under extremely tight deadlines and required our applicants to be tested and the results forwarded immediately. The Burke Group has always come through and ensured that we were able to have our employees in place and trained by the scheduled dates. We would recommend The Burke Group to other organizations without hesitation."

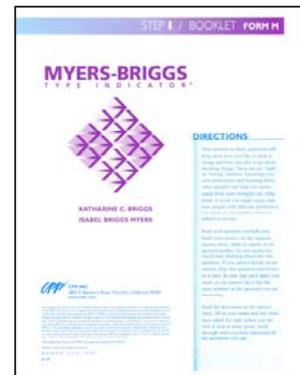
"Many thanks to the qualified staff at The Burke Group for their support over the years."

"Our clerical applicants are required to meet specific benchmarks in order to be considered for union positions. The Burke Group took the time to work with us and build an appropriate assessment package and establish those benchmarks. Working with an organization that understands the skills and requirements necessary for a clerical position made this development and implementation process much easier. Thank you again for your assistance."

MYERS-BRIGGS TYPE INDICATOR

MBTI® is considered by many to be the “grandfather” of assessments; it is built upon a theoretical model of personality that many of the modern behavioural assessments lend from.

The Indicator takes from a self-report questionnaire designed to make Jung’s theory of psychological types understandable and useful in everyday life. The results measure and describe people’s preferences for how they like to get information, make decisions, and orient their lives. It can also help to better understand and appreciate those who differ from ourselves. Understanding the MBTI is self-affirming and enhances co-operation and productivity, both personally and within organizations.



After more than 50 years of research and development, the current MBTI is the most widely used instrument for understanding normal personality differences. The MBTI is used in:

- **Self-development**
- **Management and leadership development**
- **Organizational development**
- **Career management and transition**
- **Change and transition**
- **Team building**
- **Problem solving and decision-making**
- **Conflict resolution**
- **Creativity**
- **Relationship counselling**
- **Education and curriculum development**
- **Diversity training**

The MTBI instrument describes an individual’s personality preference in four (4) dimensions:

- **Extroversion—Introversion**
- **Sensing—Intuition**
- **Thinking—Feeling**
- **Judging Perceiving**

**CONTACT AN ASSESSMENT
SPECIALIST AT THE BURKE
GROUP FOR INFORMATION ON
ALL ASSESSMENTS IN THE
MYERS-BRIGGS TYPE
INDICATOR CATALOGUE**

DISC PERSONAL PROFILE SYSTEM

A plan to understand yourself and others. All of us have developed behavioural patterns - distinct ways of thinking, feeling, and acting. The central core of our patterns tends to remain stable because it reflects our individual identities. However, the demands of the work environment often require different responses that evolve into a work behavioural style

DiSC Dimensions of Behaviour provides a non-judgmental language for exploring behavioural issues. It helps explore behaviour across four primary dimensions:

- **Dominance**
- **Influence**
- **Steadiness**
- **Conscientiousness**

The Personal Profile System is a multi-level learning instrument that helps individuals assess to what degree they utilize each dimension of behaviour in a situation. The instrument then provides feedback designed to help people in your organization:

- Build productive teams
- Develop effective managers
- Train a powerful sales force
- Improve customer service
- Ease frustration and conflict

The Personal Profile System provides feedback in several unique formats, including:

Behavioural Highlights	Behavioural Overview
Motivating / Demotivating Factors	Preferred Environment
What the Individual tends to Avoid	Strategies for Increased Effectiveness
Behaviour in Conflict Situations	Behavioural Tendency Continuum

The DiSC Profile lays the foundation for high performance in a wide variety of applications. Use it to help people in your organization:

- Discover behavioural strengths
- Value the strengths of others
- Manage effectively
- Foster teamwork
- Reduce conflict and stress
- Develop strategies to meet diverse needs
- Improve communication skills
- Increase sales
- Improve customer relations

See what some of our clients have to say about The Burke Group's Assessment Solutions:

"The assessments provided by The Burke Group allow our Organization to attract and retain top-notch talent. We have been very satisfied with the results achieved."

"Our Human Resources team has received numerous comments from applicants regarding the professionalism and respect they receive from The Burke Group during the testing process. They provide clear and concise instructions, ensuring that candidates are at ease during what can be a very stressful process. We are pleased with the services provided by The Burke Group and look forward to a continued partnership"

"Our skilled trades applicants require demonstrated troubleshooting skills and mechanical comprehension. Assessments provided by The Burke Group deliver the results we need to make difficult hiring decisions."

360° Feedback Assessment Process

The Burke Group will assist your organization by providing a professional and ethical approach to the 360° Feedback process by:

- assuring respondents anonymity
- providing a quick, convenient and efficient approach for the administration
- conducting a process to determine invalid respondents
(invalid responses – those 40% different from the consensus of others – should be below 5%)
- accurate statistical analysis
- easy-to-interpret feedback reports
- non-threatening coaching sessions which provide information for the development of an action plan
- creating an executive summary for the organization to assist with the training and learning development needs
- providing a partnership approach to the project which includes consultation pertaining to the process

Utilizing the **20/20 Insight** 360° Feedback tool The Burke Group can identify the leadership competencies that the organization wishes to assess and create a tool for implementation. The administration process can be implemented by:

- paper / pencil
- disk copy
- e-mail
- web-based

Whichever methodology is best suited for the culture of the organization.

Interpretation Session

Upon completion of the administration of the assessment process, each participant will receive an individual consultation to review and explore the information obtained from the 360° Feedback Process.

During the feedback process, the participant and the consultant will develop a personal/professional development action plan in order to carry on the learning process.

Follow-up Session

After a three-month period of time, each participant will meet with The Burke Group consultant again to review the personal/professional development action plan. This will provide participants with the opportunity to access guidance during the implementation phase of their action plan. Areas of discussion could include:

- Implementation difficulties
- Areas of improvements
- Identification of learning opportunities
- Etc...

Each participant will receive a personal report profile of the assessment process.

OPQ 32

The Occupational Personality Questionnaire (OPQ 32) model of personality describes 32 dimensions of people's preferred or typical style of behaviour at work.

The OPQ 32 is designed to be an international model of personality, reflecting today's changing workplace. It is appropriate for use with professional and managerial groups, although the content deals with personality and behavioural characteristics important to a wide variety of roles.

The OPQ 32 presents an extremely comprehensive picture of people's behavioural tendencies based upon how they respond to statements covering the following dimensions:

Relationships with People

Influence

- Persuasive
- Controlling
- Outspoken
- Independent Minded

Sociability

- Outgoing
- Affiliative
- Socially Confident

Empathy

- Modest
- Democratic
- Caring

Thinking Style

Analysis

- Data Rational
- Behavioural
- Evaluative

Structure

- Forward Planning
- Detail Conscious
- Conscientious
- Rule Following

Creativity & Change

- Conventional
- Conceptual
- Innovative
- Adaptable
- Variety-Seeking

Emotions & Feelings

Emotion

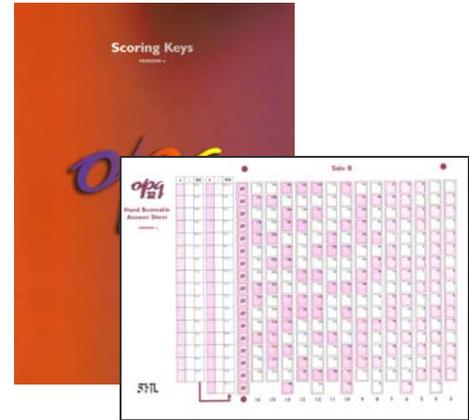
- Relaxed
- Worrying
- Tough-Minded
- Optimistic
- Trusting
- Emotional Control

Dynamism

- Vigorous
- Competitive
- Achieving
- Decisive

PROFILES & REPORTS

The OPQ 32 can generate Management Competency profiles, Team Types reports, Leadership Styles reports, Sales Competency reports, Reporting Styles summaries, and Individual Candidate reports.



 This image displays a sample report generated from the OPQ 32. It is a complex table with multiple columns and rows, organized into sections. The top section includes a header with the SHL logo and various report details. The main body of the report contains data for different dimensions, with columns for 'Statement', 'Score', and 'Interpretation'. The data is presented in a structured, grid-like format with alternating row colors (pink and white).

EMOTIONAL QUOTIENT INVENTORY

The Emotional Quotient-Inventory (EQI) is an instrument designed to measure an array of personal, emotional, and social competencies and skills that influence one's ability to succeed in coping with environmental demands and pressures.

Emotional intelligence reflects one's ability to deal with daily environment challenges and helps predict one's success in life, including professional and personal pursuits. A growing body of research suggests that emotional intelligence, measured by Emotional Quotient (EQ), is a better predictor of "success" than the more traditional measures of cognitive intelligence (IQ).

The EQ-i is also similar to the typical IQ test: 100 is the mean and 15 is one standard deviation. People who have scores above 100 will have emotionally intelligent sets or skills to cope with life. Those with scores below 100 will have emotionally intelligent sets or skills that need "growing," or improving, if they want to experience a more full life. Obviously, the higher one's EQ score, the greater the probability there is for that individual to be successful in the way he/she views success. The individual is also more able to meet and cope with environmental demands and pressures.

HERRMANN BRAIN DOMINANCE INDICATOR

The Herrmann Brain Dominance Instrument™ (HBDI) is a thinking styles assessment tool which allows you to learn more about how you prefer to think, how you interact with other people and situations when thinking is involved, why some activities are easy for you and why others cause you difficulties - in other words it is a snapshot of how you prefer to think.

The assessment measures four distinct ways of thinking. The HBDI assessment is designed specifically to chart out these different selves for you, so that you can better understand your strengths, your weaknesses, your likes, your dislikes – in short, your thinking preferences.

The HBDI can be used for Personal, Organizational, Educational, and Strategic/Operational Issues, including:

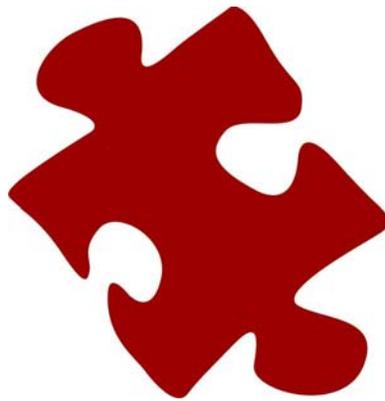
- Working Relationships
- Better Decision Making
- Team Building
- Productivity Improvement
- New Skills Development
- Creative Problem Solving
- Sales Training
- Personal Growth
- Management & Leadership Style
- Communication
- Dealing with Change
- Strategy Development
- Group Formation



**BY USING WELL-DESIGNED
HIRING TOOLS,
ORGANIZATIONS AVOID
CATASTROPHIC LOSSES
ASSOCIATED WITH POOR
HIRING DECISIONS.**

There are no limitations on what assessments can measure. Assessments measure and clarify personal style, job style, character traits, leadership skills, team compatibility, aptitude, values, health, self-worth, integrity, trust factors, and much more.

Contact The Burke Group Assessment Specialists to develop an assessment system to meet your needs.



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