

# ProfileXT Job Pattern Description

The "*Management Accountant*" position will require:

## Employee Description

Learning Index	Employees who assimilate information within expected norms and can appreciate more complex information processing.
Verbal Skill	Employees who communicate within normal expectations and are also comfortable communicating the more complex aspects of their routine functions.
Verbal Reasoning	Employees who are capable of discerning the important elements in basic communications and routine verbal instructions.
Numerical Ability	Employees who perform complex calculations on a regular basis and who are comfortable communicating complex data to others.
Numeric Reasoning	Employees who can efficiently base their decisions on numerical data and who can communicate this data in easily understood formats.
Enterprising	This is not one of the top three interests for this position.
Financial/Admin	Employees who are motivated by administrative duties, making budgets and processing numerical information, yet also possess other interests.
People Service	This is not one of the top three interests for this position.
Technical	Employees who are motivated by scientific and computer-related endeavors, yet also possess less technical interests.
Mechanical	This is not one of the top three interests for this position.
Creative	Employees who are somewhat motivated by innovation and creative tasks, yet whose primary motivation may lie in other interests.
Energy Level	Employees who are active and can focus on several tasks at a time.
Assertiveness	Employees who are somewhat willing to lead others, but most comfortable when given the chance to take direction from others.
Sociability	Employees who are somewhat reserved, but capable of presenting ideas and viewpoints to others with some motivation derived by working with others.
Manageability	Employees who respond well to a structured environment and are willing to accept the leadership of others.
Attitude	Employees who respond appropriately to motivational efforts of management, yet are primarily capable of working without expressing a particularly positive attitude.
Decisiveness	Employees who are patient and respond to decision-making at a relaxed pace.
Accommodating	Employees who can appropriately accommodate the needs of customers and co-workers, and also appreciate the occasional need to take a personal position that is different than the group's position

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### Independence

Employees who are moderately independent yet can accept necessary supervision and structure.

### Objective Judgment

Employees who are most successful when provided ample information to make objective decisions, yet are capable of relying on intuition when necessary.

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## Graphic Summary

### Management Accountant

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#### Thinking Style

Learning Index						6	7	8		
Verbal Skill					5	6	7			
Verbal Reasoning				4	5	6				
Numerical Ability								8	9	10
Numeric Reasoning							7	8	9	

#### Behavioral Traits

Energy Level						7	8	9		
Assertiveness				4	5	6				
Sociability				4	5	6				
Manageability				4	5	6	7			
Attitude				4	5	6				
Decisiveness		2	3	4						
Accommodating				4	5	6	7			
Independence				4	5	6	7			
Objective Judgment					5	6	7			

#### Occupational Interests

##### Interests Ranking

##### Top three interests for this position

Financial/Admin										
Technical										
Creative										

##### Lowest three interests for this position

Enterprising										
People Service										
Mechanical										

The Job Matching process for Interests is concerned with the top three interests of a Job Match Pattern and how closely a candidate's top three interests match. The three top interests for this Pattern are indicated and ranked from top to bottom