

Key Correlations within the ZERORISK Hiring System Profile

1. If scores in both Results Orientation & Decisiveness and Self Awareness are 6 or greater, the individual will have a lot of energy, be very competitive, be assertive, and will be motivated by individual recognition.

EQUATION: $RO\&D \geq 6 + SA \geq 6 = \text{energy, aggressiveness, assertiveness.}$

2. If scores in both Results Orientation & Decisiveness and Self Awareness are 5 or lower, the individual will be more focused on processes, systems, and attention to detail, and may be more passive.

EQUATION: $RO\&D \leq 5 + SA \leq 5 = \text{focused on systems and processes and a more passive approach.}$

3. If all of the Self Thinking scores (Self View, Self Awareness, and Self Expectations) are 5 or lower, the individual will be very sensitive and more passive and could be under an unusual amount of stress.

EQUATION: $SV \leq 5 + SA \leq 5 + SE \leq 5 = \text{very sensitive to rejection/criticism and under unusual amounts of stress.}$

4. If scores in Self View are 3 or lower, and scores in Intuition & Empathy are 8 or higher, and scores in both Results Orientation & Decisiveness and Self Awareness are 5 or lower, the individual will be very sensitive to rejection and criticism.

EQUATION: $SV \leq 3 + I\&E \geq 8 + RO\&D \leq 5 + SA \leq 5 = \text{sensitivity to rejection/criticism.}$

5. If scores in Self View are 3 or lower, and scores in Intuition & Empathy are 7 or lower, and either Results Orientation & Decisiveness or Self Awareness are 6 or greater, the individual will be more resilient in their ability to handle rejection and criticism.

EQUATION: $SV \leq 3 + I\&E \leq 7 + RO\&D$ or $SA \geq 6 =$ more resiliency and better ability to handle rejection/criticism.

6. If both scores in Adherence & Organization and Self Expectations are 5 or lower, the individual will not like to have black and white rules imposed upon them and they may not conform to company policies and procedures. They will prefer to bring their own creative ideas to their work and will benefit from being micromanaged. They have a higher likelihood of breaking company policies and rules and theft/shrinkage issues.

EQUATION: $A\&O \leq 5 + SE \leq 5 =$ need to be micromanaged and potential for unethical and risky behaviors that go against company rules.

7. If scores in Results Orientation & Decisiveness are higher than Adherence & Organization the person will be more focused on getting desired tangible results and could bend the rules to obtain those results.

EQUATION: $RO\&D > A\&O =$ could bend rules to get desired results.

8. If scores in Results Orientation & Decisiveness are higher than Intuition & Empathy they will be impatient and more direct and blunt with people. The larger the difference is between the two scores the more impatient the person will be.

EQUATION: $RO\&D > I\&E =$ Impatience

9. If scores in Self Awareness are higher than scores in Self Expectations the behaviors described in Self Awareness will be stronger and the person will need more individual recognition to keep them motivated. The larger the difference is between the two scores the more recognition the person will need.

EQUATION: $SA > SE =$ Strong need for individual recognition.

