

Bus Concept™



Performance Zone Series

The Manager's Performance Zone Report
for
SAMPLE CANDIDATE

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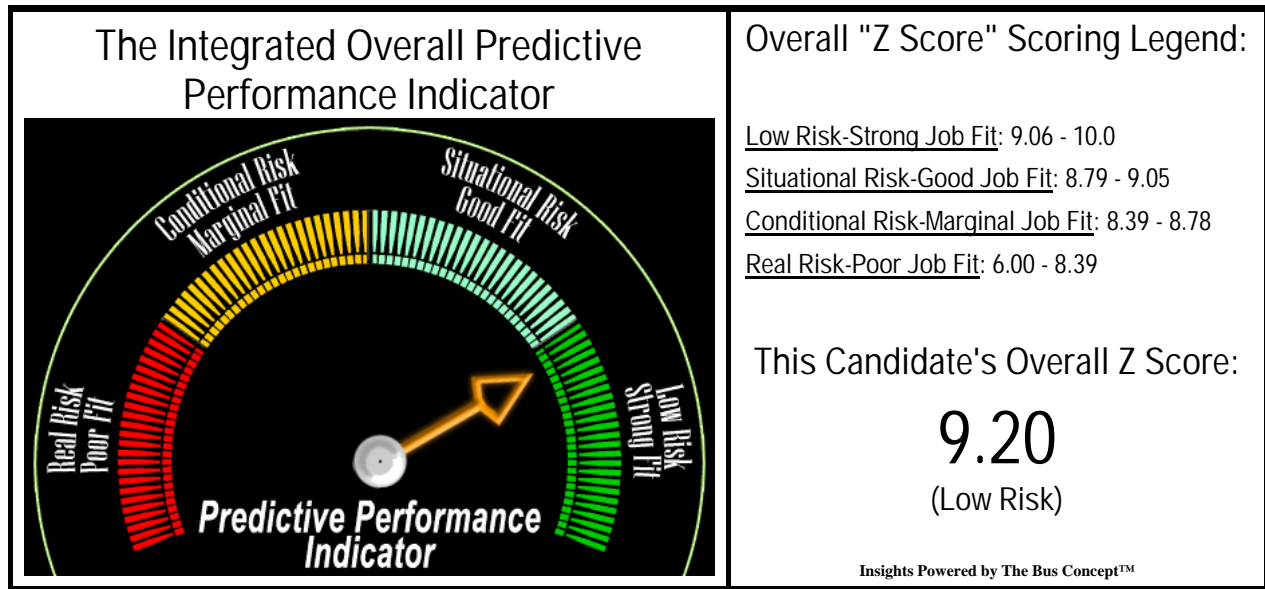
Predictive Performance Scorecard

(Available only for Positions Benchmarked with the Bus Concept™ Predictor 3000 Benchmark)

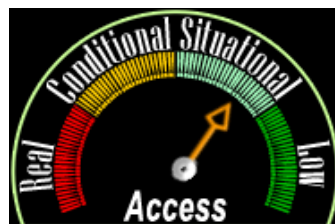
Candidate: Sample Candidate

Position Title/Company: Regional Vice President ABC Inc.

The Goal: This predictive performance scorecard plots the Individual's Net Talents vs. the specific needs of this benchmarked position. The overall performance score is shown as a Level of Risk and Job Fit. Candidates scoring in the Low Risk/Strong Fit and Situational Risk/Good Fit candidates are recommended for pursuit; Real Risk/Poor Fit candidates are to be avoided, and Conditional Risk/Marginal Fit candidates are not recommended unless they have unique offsetting supporting credentials*.



Talent: 9.20



Access: 8.96



Attitude: 9.23



Skill: 9.39

<p>The <u>Talent Score</u> reflects the POTENTIAL for making the correct decisions using the job related talents and capacities identified for this specific job.</p> <p>It is only POTENTIAL and is not the best predictor of Performance. Many very 'talented people' struggle with strong performance.</p>	<p>The <u>Access Score</u> is the capacity to CALL UPON one's available talent potential needed for this job.</p> <p>Access measures a person's weaknesses or <u>performance blockers</u> that interfere with one's ability to <u>Access the Talents</u> while in pursuit of the goals of this specific job description.</p>	<p>The <u>Attitude Score</u> measures the unique Individual Focus or Bias that influences one's thinking. It is the ATTENTION (positive or negative) that colors the overall Net Talent decision making process. It measures the bias this individual brings to this specific job requirement.</p>	<p>The <u>Skill Score</u> is the capacity to turn a decision into an effective ACTION. It is how one uses their NET TALENT within this specific job environment. It makes a healthy contribution to the overall Z Performance Score shown above.</p>
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Note: This predictive performance scorecard content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination. It should be used along with your evaluation of their credentials (e.g. education, background, track record, and interviewing results developed for this specific person in light of this specific position).



"At A Glance" Performance Zone Overview

Here's an overview of the Performance Zone Factors that will WORK FOR YOU... and those that will WORK AGAINST YOU in the role of an effective MANAGER tasked with delivering results through other people.

ATTITUDES:

- Individualist, does things their own way
- Optimistic about self and world
- Optimistic, positive attitude toward others
- Cautious, hesitant attitude toward getting things done

PROBLEM SOLVING:

- Practical Problem Solver
- Excellent, analytical, conceptual thinking and organizing

SELF IMAGE:

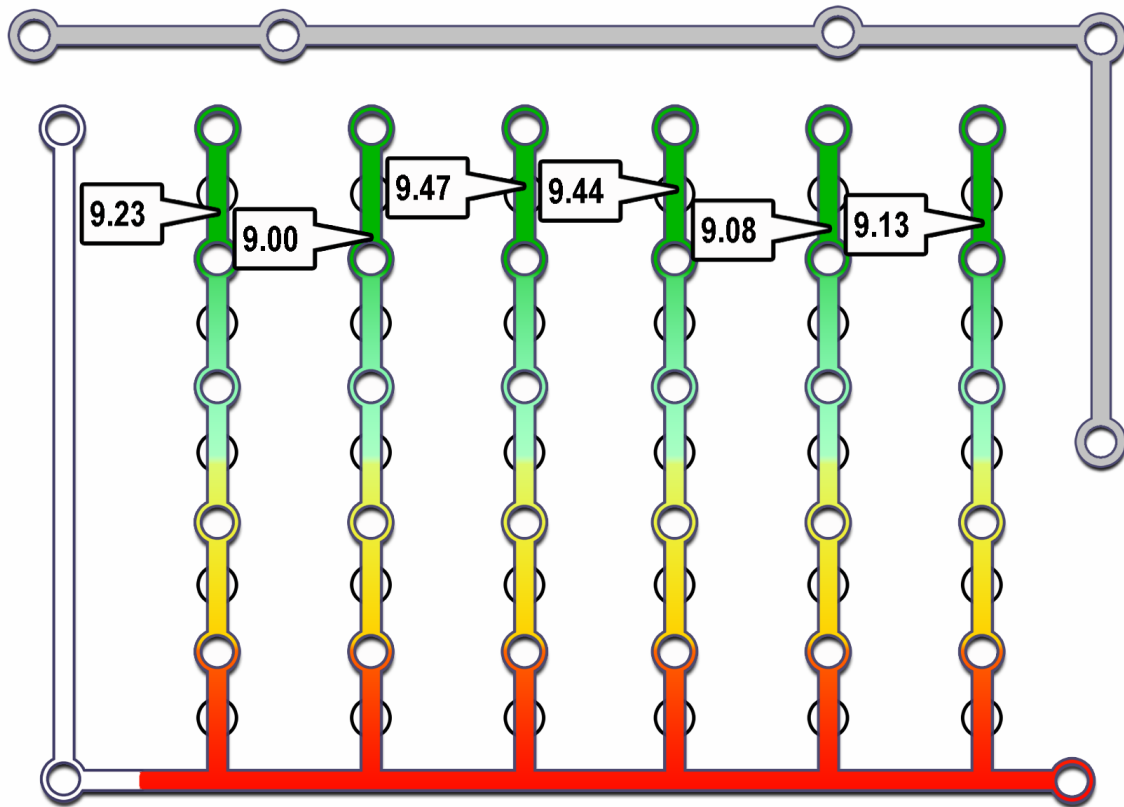
- Goal directed
- No fear of failure or success
- Confident, self assured
- Inner directed, sees things their own way

MOTIVATORS:

- Status, recognition
- Sense of mission, personal goals



Performance Zone Management Risk Graph



Critical Mgt.
Risk Scores ⇨

Working with Others Managing Activities Problem Solving Planning & Organizing Getting Things Done Managing Self

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0 Low Risk
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.5 to 8.79 Situational
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49 Conditional
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19 Real Risk

Critical Manager's Performance Zone Factors

A) Working With Others (Low Risk) — Measures the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.
B) Managing Activities (Low Risk) — Measures the ability to see what is needed to get things done.
C) Problem Solving (Low Risk) — Measures the ability to identify potential problems and generate effective solutions.
D) Planning & Organizing (Low Risk) — Measures the ability to set goals, build plans, and translate them into action.
E) Getting Things Done (Low Risk) — Measures the ability of an individual to focus energy on tasks and follow them to completion, dealing with the stresses and strains without losing freedom of action.
F) Managing Self (Low Risk) — Measures the ability to see, understand, and be sensitive to personal uniqueness, confidence, competency, goals, and self organization.

35 Expanded Management Performance Zone Factors - Part A

The next two pages provide a powerful "Risk Level View" of this individual's 35 supporting performance factors. 30 years of research confirms that access to these competencies and capacities plays an important role in the overall effectiveness and success of strong performing managers in the modern business model.

The 4 Levels of Risk: Low = Strong Access, Situational = Good Access, Conditional = Marginal Access, Real = Poor Access to these supporting factors.

Supporting Performance Zone Factors	Low Risk (Strong Access to this Factor)	Situational Risk (Good Access to this Factor)	Conditional Risk (Marginal Access to this Factor)	Real Risk (Poor Access to this Factor)
Managing Others				
- Insight Into Others	ü			
- Attitude Toward Others	ü			
- Prejudice/Bias Index	ü			
- Sensitivity To Others	ü			
- Listening To Others	ü			
- Talking At The Right Time	ü			
Managing Activities				
- Meeting Established Standards	ü			
- Doing Things Right	ü			
- Attention To Policies & Procedures		ü		
- Meeting Schedules & Deadlines	ü			
- Attitude Toward Authority	ü			
- Attention To Concrete Detail	ü			
Managing Problems				
- Evaluating What To Do	ü			
- Using Common Sense	ü			
- Intuitive Insight	ü			
- Seeing Potential Problems	ü			
- Proactive, Conceptual Thinking	ü			

Continued on the next page.



35 Expanded Management Performance Zone Factors - Part B

This page continues the "Risk Level View" of this individual's 35 supporting performance factors. 30 years of research confirms that access to these competencies and capacities plays an important role in the overall effectiveness and success of strong performing managers in the modern business model.

The 4 Levels of Risk: Low = Strong Access, Situational = Good Access, Conditional = Marginal Access, Real = Poor Access to these supporting factors.

Supporting Performance Zone Factors	Low Risk (Strong Access to this Factor)	Situational Risk (Good Access to this Factor)	Conditional Risk (Marginal Access to this Factor)	Real Risk (Poor Access to this Factor)
Planning/Organizing				
- Realistic Goal Setting	ü			
- Short Range Planning	ü			
- Long Range Planning	ü			
- Concrete Organization	ü			
- Conceptual Organization	ü			
- Attention To Planning	ü			
Getting Things Done				
- Self Confidence	ü			
- Goal Directedness	ü			
- Results Oriented		ü		
- Ambition	ü			
- Persistence	ü			
- Consistency	ü			
Managing Self				
- Self Esteem	ü			
- Self Assessment	ü			
- Self Control	ü			
- Role Satisfaction	ü			
- Flexibility & Adaptability	ü			
- Health/Tension Index	ü			

*Note: The Health/Tension Index is a unique measurement that presents the risk of frustration and anxiety when one's thinking, alternatives, suggestions and ideas are not well received, do not fit or are rejected by one's peers and co-workers.



Performance Zone "Net Talent" Inventory

Everyone has Natural Talents and Strengths as well as Weaknesses or Performance Blockers. This page presents the Critical "Net Talent" Ratio of this individual's Primary Strengths vs. their Primary Performance Blockers. Like Net Profit... the Net Talent Measurement provides a bottom line performance prediction you can trust.

Prioritized Performance Strengths

(Deliverable Potential – Excellent, Very Good, Good, and Transition)

- 1) Persistence: (Getting Things Done) (MG-28A)-Excellent Potential
Strong personal commitment to stay on track and complete goals and tasks regardless of what happens.
- 2) Concrete Organization: (Planning And Organizing) (MG-21C)-Excellent Potential
Individualistic, unconventional thinking gives you the ability to organize things in novel, innovative ways.
- 3) Seeing Potential Problems: (Managing Problems) (MG-16)-Excellent Potential
Excellent capacity for identifying crucial issues in complex and confusing situations.
- 4) Using Common Sense: (Managing Problems) (MG-14B)-Excellent Potential
Excellent ability to see and understand how to get things done in a practical, common sense way.
- 5) Conceptual Organization: (Planning And Organizing) (MG-22B)-Excellent Potential
Individualistic, potentially innovative approach to thinking can lead you to novel ways to organize and plan.
- 6) Short Range Planning: (Planning And Organizing) (MG-19H)-Excellent Potential
The ability to see and understand planning in novel, unconventional, and individualistic ways.
- 7) Health/Tension Index: (Managing Self) (MG-35B)-Excellent Potential
Unique combination of clear personal identity and a sense of balance helps them see and accept successes and mistakes.
- 8) Attitude Toward Others: (Managing Others) (MG-2A)-Excellent Potential
Positive, open attitude toward others generates genuine concern about the needs and interests of others.
- 9) Self Assessment: (Managing Self) (MG-31)-Very Good Potential
The ability to realistically see and understand how to utilize personal strengths in situations.

Prioritized Performance Blockers

(Blocker Strength - Real, Conditional, Situational, and Low)

- 1) Results Oriented: (Getting Things Done) (MGT-26B)-Situational Risk
Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.
- 2) Attention To Procedures: (Managing Activities) (MGT-9E)-Situational Risk
Individualistic, skeptical thinking leads them to disregard policies and procedures that do not meet their needs.
- 3) Attitude Toward Authority: (Managing Activities) (MGT-11C)-Situational Risk
Strong individualism will lead them to covertly or overtly challenge or disregard existing rules and authority.



Top 10 "Net Talent" Performance Blockers

Everyone has Performance Blockers. This page provides a brief explanation of the performance cause and effect you can expect from these blockers for a candidate or ARE likely experiencing from an incumbent. Notice that the strength of the level of risk or interference is presented for each performance blocker.

Remember, that "NET TALENT" like Net Profit is the most reliable critical performance measurement. It is a sophisticated net calculation of the strengths of one's talents/capacities impacted by the strength of their interfering performance blockers. Just like Net Profit...Net Talent proves to be your best bottom line predictor for the level of PERFORMANCE you can expect from anyone for any specific job.

Prioritized Performance Blockers:

1) Results Oriented: (Getting Things Done) (MGT-26B)-Situational Risk

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

2) Attention To Procedures: (Managing Activities) (MGT-9E)-Situational Risk

Individualistic, skeptical thinking leads them to disregard policies and procedures that do not meet their needs.

3) Attitude Toward Authority: (Managing Activities) (MGT-11C)-Situational Risk

Strong individualism will lead them to covertly or overtly challenge or disregard existing rules and authority.

4) Proactive, Conceptual Thinking: (Managing Problems) (MGT-17C)-Situational Risk

Attention to being individualistic and inventive creates a lack of attention to consequence of decisions and actions.

5) Long Range Planning: (Planning And Organizing) (MGT-20B)-Situational Risk

A tendency to be naturally skeptical about the value of spending time and energy on long range planning.

6) Doing Things Right: (Managing Activities) (MGT-8C)-Low Risk

Individualistic thinking can lead them to disregard even the need for order, structure, and doing things by standards.

7) Goal Directedness: (Getting Things Done) (MGT-25B)-Situational Risk

Uncertainty about the future can lead to inconsistent goals and to a lack of urgency to get things done.

8) Flexibility, Adaptability: (Managing Self) (MGT-34C)-Low Risk

Perfectionistic, dogmatic, and self-directed thinking can lead them to feel anxiety, frustration, and despair.

9) Attention To Planning: (Planning And Organizing) (MGT-23E)-Low Risk

Cautious, skeptical thinking can lead to either discount or overlook the need for planning decisions and actions.

10) Self Confidence: (Getting Things Done) (MGT-24I)-Low Risk

Surface confidence, may overlook own mistakes and become too concerned about status and image.

Performance Blocker Scoring Legend:

- **Real Risk Blocker = Very Strong Interference**
- **Conditional Risk Blocker = Active Interference**
- **Situational Risk Blocker = Marginal Interference**
- **Low Risk Blocker = Very Low/Limited Interference**

Contact your Authorized Bus Concept™ distributor if you wish to view the expanded blocker explanations or learn more about the years of research and study that developed the Net Talent Concept and the critical role that the performance blockers play in this revolutionary predictive calculation.



How the Human Business Brain Works

(OR...How Clearly can you think? What do you pay Attention to? & how Balanced are your decisions?)

The Bus Concept Performance Zone Technology is built upon the Nobel Peace Prize nominated research of Dr. Robert S. Hartman. This amazing work has been carried on by Wayne Carpenter who was one of Dr. Hartman's graduate students at the University of Tennessee. Wayne has spent 30 years scientifically expanding, validating, and translating Dr. Hartman's revolutionary discovery into modern business models. His tireless effort has validated the ability to precisely measure the individual human thinking patterns that drive all decisions and he has built that understanding into these reports. He confirms Dr. Hartman's contention that while all human beings Value Reality using the same 3 dimensional STRUCTURE OF VALUE We each adjust our valuation of reality using our own unique combination of the Clarity, Personal Bias, and Balance that we bring to the decisions we make. Thanks to Wayne's 30 year quest for excellence, this report offers you an accurate predictive performance scorecard based upon the precise measurement of the unique thinking pattern of any candidate or incumbent.

Our Success is directly tied to the QUANTITY AND THE QUALITY OF THE DECISIONS WE MAKE!

The Measurable Quantity and Quality Decision Making Components:

- Clarity – The measure of our ability to see and understand what is happening around us and to us. It is the capacity to be sensitive to the focus of each dimension.
- Bias – The measure of how we Filter or Color our Clarity view of each dimension.
- Balance – The measure of our ability to keep our judgment (Clarity & Bias) in a balanced perspective. It is the balanced capacity to make our decisions based upon the integrated clarity and bias input from each of the 3 dimensions.
- Integration- The relative overall balance between the 3 dimensional World View and the 3 dimensional Self View.

What makes it Unique and Why does it work?

Every action is first preceded by a DECISION to take that action. This technology scientifically measures the components of the decision making process translated into the net performance you can expect. The root cause of performance is of course, the CHOICES WE MAKE. Measure the quality and quantity of the choices...and measure the performance prediction with stunning reliability.

How to read the Superview Page (next page graphic)

Begin by noting the Clarity AND the Bias for EACH DIMENSION. The clarity scores run South to North (bottom to top) There are 5 levels of clarity: Crystal Clear, Clear, Clear Unconventional, Visible and Transition. Next, view the Bias for Each Dimension. Bias runs East and West and is the attention or coloration (positive or negative) that we apply to our clarity view of each dimension.

Always view each dimension in terms of Clarity AND Bias.

The clearer the clarity and the less the strength/influence of the personal bias, the better one is able to objectively SEE that view of reality (e.g. Crystal Clear Empathy with an Attentive bias enables superior understanding of others with a positive bias...while Transition Clarity with Inattentive negative bias is prone to mistakes in judgment about others and a feeling of suspicion toward them.

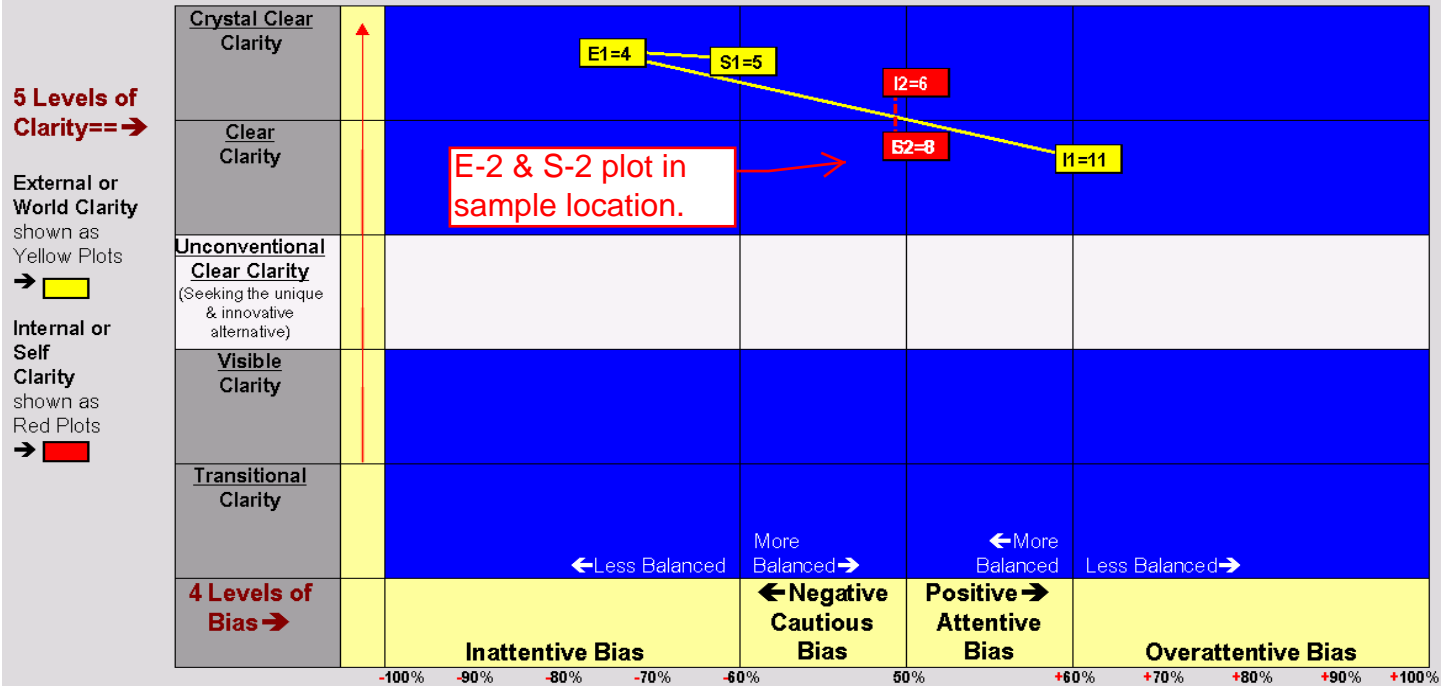
The Unconventional Level of Clarity

The Unconventional level of clarity measures your willingness to be inventive and novel. To see things in ways that others overlook because they think in habits and patterns that tend to look for what is familiar rather than what is inventive. Depending upon the needs of the specific job this can be a strong contributor or can cause problems if creative, innovative, and "out of the box" thinking is NOT desired.

Contact your Authorized Bus Concept™ distributor for assistance if you wish to learn more about this technology. Or contact us and we'll connect you. Toll Free: 800.240.7327 info@busconcept.com



SuperView[®] Performance Zone Graph [Integrated View of Thinking Clarity, Bias, & Balance]



SuperView[®] Performance Zone Graph [Integrated View of Thinking Clarity, Bias, & Balance]

Performance Zone Superview[®] Thinking Pattern

3 World/External Dimension Scores Explained: (Empathy – Practical Thinking – Systems Judgment)

- **Empathy** - [I-1 Plot] The ability to see and accept others as they are. The ability to see the UNIQUE and IRREPLACABLE in this view of reality. This person's Empathy clarity is CLEAR with a positive, attentive bias.
(Integrated Empathy Descriptors: PERCEPTIVE, BALANCED, CAUTIOUSLY OPTIMISTIC, DISCRETE)
- **Practical Thinking** - [E-1 Plot] The ability to see and appreciate practical, functional, and material values. It is the comparative view of reality that compares A to B... This to That... and the relative value of one choice vs. another choice. This person's Practical Thinking clarity is CRYSTAL CLEAR with a negative, inattentive bias.
(Integrated Practical Thinking Descriptors: KEENLY PERCEPTIVE, CAUTIOUSLY DISCRETE, PRAGMATIC)
- **System Judgment** - [S-1 Plot] Systems Judgment is the ability to see and appreciate systems, order, conceptual and analytical thinking. It is the Either Or... perfectionistic Black or White view of reality. This person's System Judgment clarity is CRYSTAL CLEAR with a negative, cautious bias.
(Integrated System Judgment Descriptors: KEENLY PERCEPTIVE, INDIVIDUALISTIC, INVENTIVE, INTEGRATIVE)

3 Self/Internal Dimension Scores Explained: (Self Esteem – Role Awareness – Self Direction)

- **Self Esteem** - [I-2 Plot] The ability to see, accept and value oneself as a unique and individual person. This person's Self Esteem clarity is CRYSTAL CLEAR with a positive, attentive bias.
(Integrated Self Esteem Descriptors: KEENLY PERCEPTIVE, ATTENTIVE TO INNER SELF VALUES)
- **Role Awareness** - [E-2 Plot] The ability to see and appreciate one's role and or social contribution. This person's Role Awareness clarity is CLEAR with a positive, attentive bias.
(Integrated Role Awareness Descriptors: PERCEPTIVE, ATTENTIVE TO SOCIAL/ROLE IMAGES, CONFIDENT)
- **Self Direction** - [S-2 Plot] The ability to see where one ought to go and to feel a strong sense of persistence to get there. This person's Self Direction clarity is CLEAR with a positive, attentive bias.
(Integrated Self Direction Descriptors: PERCEPTIVE, PERFECTIONISTIC, IDEALISTIC, PERSISTENT, INSISTENT)



What's next...Or where do I go from here?

The Bus Concept Performance Zone technology is built upon the revolutionary Nobel Peace Prize nominated research of Dr. Robert S. Hartman. Our ability to translate these "how the human business brain works measurements" via the Net Talent calculation (i.e. Available strengths, competencies and capacities impacted by the interfering performance blockers) into reliable modern business models is an integral part of our Talent Led strategy.

That aligned strategy drives a Talent System that harmonizes any organization's available talent with their overall targeted objectives/goals. The result is a step by step talent led process that delivers the long term sustainable results all organizations are seeking.

The Bus Concept offers our clients a sequential "talent led performance system" that uses our revolutionary "NET TALENT" performance science and leverages it across a wide range of critical organizational components that go beyond getting the best new hires/promotions into your organization. In organizations, people have to work together. They have to be able to FUNCTION effectively in a team environment. Talent alone is NOT ENOUGH. Successful organizations also need strong integrated Leadership, Teamwork, Communication, Benchmarking, Mentoring, Coaching And Succession Planning that is aligned with their goals. It is too important to leave that alignment to chance.

Virtually all Executives understand the critical need for the aforementioned organizational components but they are too busy to create the system to get there. We've done the heavy lifting for you. We offer you the ability to use a scientifically reliable step by step process for balancing, implementing and powering these organizational imperatives via our revolutionary Talent Led system.

The Bus Concept is the leveraged use of applied human performance technology that aligns the Net Talent in an organization with the goals of that organization. The ride is always much smoother if you can get the right people on your bus...get them placed in the right seats, and get everyone headed in the same destination. This seldom happens by accident. The Bus Concept offers a step by step system to get there.

The 6 Million Dollar Questions:

- How do you currently measure the "Net Talent" of the Individuals' in Your Organization?
- Does the net talent in your organization align with your strategic business plan?
- Does your organization have a clear understanding and assignment of the responsibilities and expected results?
- Does your organization have a consistent way to measure those results?
- Does your organization provide a clear understanding of who does and does not have the authority to effect changes in those responsibilities?
- Would you like to explore the competitive benefits of building a Talent Ready organization?

The answers to these questions are a part of the Bus Concept Talent Readiness Performance System. We invite you to experience the advantage of using our scientifically reliable talent led system designed to FIND, DEVELOP, TEAM, AND OPTIMIZE AND SUSTAIN strong performers throughout your organization. The Bus Concept Tools are available through a network of highly trained distributors. Call us and we'll connect you. Toll Free: 800.240.7327 info@busconcept.com

