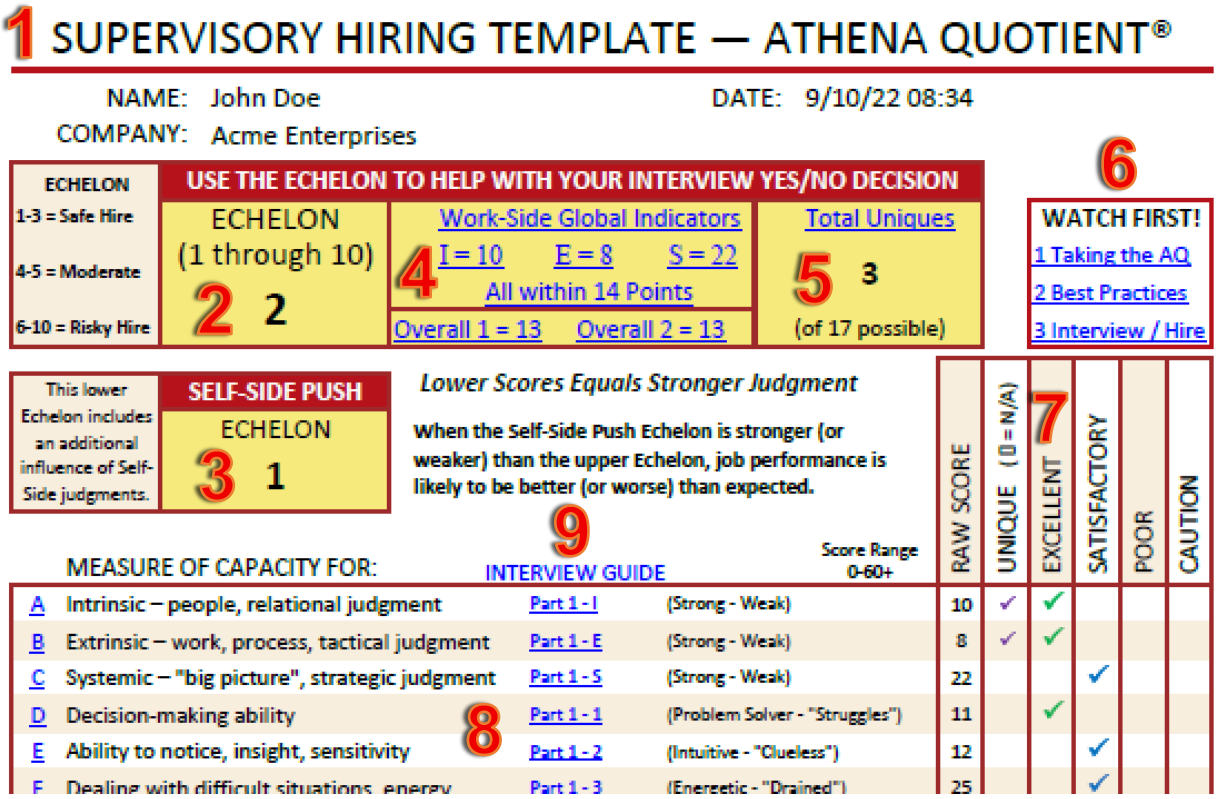

1 SUPERVISORY HIRING TEMPLATE — ATHENA QUOTIENT®

NAME: John Doe DATE: 9/10/22 08:34
COMPANY: Acme Enterprises

ECHELON
1-3 = Safe Hire
4-5 = Moderate
6-10 = Risky Hire

USE THE ECHELON TO HELP WITH YOUR INTERVIEW YES/NO DECISION

ECHELON (1 through 10) 2 2

Work-Side Global Indicators 4
I = 10 E = 8 S = 22
All within 14 Points
Overall 1 = 13 Overall 2 = 13

Total Uniques 5 3 (of 17 possible)

6 WATCH FIRST!
1 Taking the AQ
2 Best Practices
3 Interview / Hire

This lower Echelon includes an additional influence of Self-Side judgments.

SELF-SIDE PUSH ECHELON 3 1

*Lower Scores Equals Stronger Judgment*

When the Self-Side Push Echelon is stronger (or weaker) than the upper Echelon, job performance is likely to be better (or worse) than expected.

9 INTERVIEW GUIDE

| MEASURE OF CAPACITY FOR: | | | Score Range 0-60+ | RAW SCORE | UNIQUE (0 = N/A) | 7 EXCELLENT | SATISFACTORY | POOR | CAUTION |
|---|---|---|---|---|---|---|---|---|---|
| A | Intrinsic – people, relational judgment | Part 1 - I | (Strong - Weak) | 10 | ✓ | ✓ | | | |
| B | Extrinsic – work, process, tactical judgment | Part 1 - E | (Strong - Weak) | 8 | ✓ | ✓ | | | |
| C | Systemic – "big picture", strategic judgment | Part 1 - S | (Strong - Weak) | 22 | | | ✓ | | |
| D | Decision-making ability | Part 1 - 1 | (Problem Solver - "Struggles") | 11 | | ✓ | | | |
| E | Ability to notice, insight, sensitivity | Part 1 - 2 | (Intuitive - "Clueless") | 12 | | | ✓ | | |
| F | Dealing with difficult situations, energy | Part 1 - 3 | (Energetic - "Drained") | 25 | | | ✓ | | |

8

1. **Report**: Select the report that most closely matches the role/level being applied for.
2. **Top Echelon**: Predicts performance. Echelon Scores range from 1-10: lower scores indicate stronger judgment.
   Athena Recommendation: Echelon 1-3 – Interview. Echelon 4-5 – Interview, with attention to weaker scores. Echelon 6-10 – Decline interview.
3. **Bottom Echelon**: Includes additional self-side judgments.
4. **Work-Side Global Indicators**: Familiarize yourself with these important Work-Side indicators by clicking the links.
5. **Total Uniques**: Pay close attention to any Indicator with a Unique checkmark. Unique indicates an extremely well-developed area of judgment. The higher the number of Uniques, the more "job fit" matters. Click the link to learn more.
6. **WATCH FIRST!**: Learn the Athena system (3-5 minutes each).
7. **RAW SCORE**: Scores range from 0 to 100 (lower numbers indicate stronger strength). EXCELLENT, SATISFACTORY, POOR, CAUTION are based on standard deviations above and below the desired performance.
8. **MEASURE OF CAPACITY FOR**: Indicator names, and basic strong to weak descriptions. Left-hand Links: training videos. Right-hand links: interview questions.
9. **INTERVIEW GUIDE**: Should be reviewed before each interview.