

Job Analysis Report

for

Casino Cashier

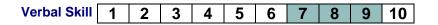
Monday, August 12, 2002

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LMI's Center for Effective Organizations 1506 Tiffany Park Circle, Suite 101 www.Assessmernts.Biz Santa Maria, CA 93455-4541 805-934-5956 or 570-0620

Job Match Pattern Description For											
		Cas	ino (Cas	hier						
Description describ	es the ideal eaning of e	employee each sca	e relati [.] le gen	ve to erally	each , and	scale	. The	Scal	s job. The Employee e Description provides understand the ideal		
		Thi	nkin	g St	yle						
Learning Index 1 2 3 4 5 6 7 8 9 10											
Employee Descriptio	informa	vees who ation witho	out diffi	culty.	-						
Low		ale Desc				-			High		
Repetition and hands-on learning can be effective in training Achieves best through learning that is specific to	This is an problem s for Verbal & Numeri The ability situation o a high Le communic both in an	solving po I Skill, Ver c Reason y to respo can typica can typica cate comp	tential; bal Re ing. nd effic lly be fo dex . S blex ide	a cor asoni ciently ound cuch a eas th	nposit ng, N in a t in an in indi	te of t umeri trainin indivio ividua	he sc cal A ig dual v I can	ores bility, vith	Strong capacity to adapt quickly Typically finds it easy to learn the requirements of a		
that is specific to the jobboth in an enective manner.new job situationAt the low end, an individual may be most comfortable with responsibilities that emphasize concrete thinking and routine tasks.new job situation											

Thinking Style (con't)



Employee Description: Employees who communicate effectively in a variety of settings and can assimilate complex instructions easily.

Low	Low Scale Description – Verbal skill						
Can be slow and deliberate in communicating ideas	This is a measure of verbal skill through vocabulary. High Verbal Skill is often associated with confidence in vocabulary. However, the individual may occasionally "talk over the heads" of others.	Capable of precise communication, even under strict time constraints					
Most communi- cations are concrete and straightforward	Lower scorers do not demonstrate a strong command of vocabulary and may tend to utilize vague or inaccurate expressions when they communicate. Such an individual might not ask for clarification when information is not understood.	Competent in making analyses involving written and verbal data					

Verbal Reasoning	1	2	3	4	5	6	7	8	9	10
vorbal Roadoning		2	3	4	5	U	-	0	3	10

Employee Description: Employees who interpret routine communications effectively with an ability to analyze more complex verbal information.

Low	Scale Description - Verbal Reasoning	High
May require more time to assimilate new information of a verbal or written nature May be less proficient in information gathering techniques	 Relates to using words as a basis in reasoning and problem solving. High Verbal Reasoning suggests a strong potential for understanding verbal information both quickly and accurately. May find concrete and routine problem solving tedious. A low scorer may overlook inferences in verbal or written data. This individual may be most comfortable with responsibilities that do not require abstract reasoning skills when working with words. 	Strong information gathering ability Assimilates verbal information rapidly Can abstract conclusions from verbal information more proficiently than others

Thinking Style (con't)

Numerical Ability 1 2 3 4 5 6 7 8 9 10

Employee Description: Employees who perform complex calculations on a regular basis and who are comfortable communicating complex data to others.

Low	Scale Description - Numerical Ability	High
Using mathematics can be challenging Figuring numerical problems may require the use of a calculator	 This is a measure of numeric calculation ability; basically, of how well an individual works with numbers. High Numerical Ability is often associated with being confident when calculating numerical data. Often, decisions can be made quickly, based on such data, without having to refer to calculation tools since the work is often done mentally. Lower scorers will often rely on calculators or other aids to solve numerical problems. They may be most comfortable with positions that do not routinely utilize numerical calculations. 	Quick in mentally determining mathematical solutions to problems Demonstrates a sound under- standing of basic mathematical processes

Numeric Reasoning	1	2	3	4	5	6	7	8	9	10

Employee Description:

Employees who can efficiently base their decisions on numerical data and who can communicate this data in easily understood formats.

Low	Scale Description - Numerical Reasoning	High
May overlook the implications derived from a set of numerical data May be comfortable using simple calculations for problem solving	 This scale measures an individual's ability to use numbers as a basis in reasoning and analysis. Utilization of statistical inference is common among those with high Numerical Reasoning scores. The ability to visualize trends in a set of numerical data is likely to occur in such individuals. Lower scorers may be most comfortable with positions that rarely utilize numerical forms of data for reaching decisions. 	Demonstrates little difficulty in assimilating new information of a numerical nature Can process numerical data to reach conclusions or understand inferences

	Occupational Interests											
Enterprising	1	2	3	4	5	6	7	8	9	10]	
mployee Description: Employees who are moderately enthusiastic about a for-profit setting but whose primary motivations lie in other areas of interest.												
Low		ę	Scale	Desc	riptic	on - E	nterp	orisin	g		High	
Generally disinterested in many areas of entrepreneurship and sales	Generally disinterested in many areas of entrepreneurship and sales Generally tisinterested in many areas of entrepreneurship and sales Generally tisinterest in occupations where one uses persuasiveness and enjoys presenting plans. The entrepreneurial aspects of sales and business are often desirable for such											
May not always enjoy the give and take of deal making and negotiatingBeing motivated by many of the Enterprising occupations listed in the interest inventory is characteristic of an individual with a high score on this scale.Persuading others Sales activities Profit-oriented activities												

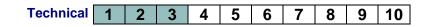
Financial/Administrative 1 2 3 4 5 6 7 8 9 10

Employee Description:

Employees who are motivated by administrative duties, making budgets and processing numerical information, yet also possess other interests.

Low	Scale Description - Financial / Administrative	High
Generally disinterested in some areas of administration	Financial/Administrative indicates interest in occupations that work with financial data, business systems, administrative procedures, etc.	Characterized by interest in: Financial Tasks
May not always enjoy work that requires attention to details or other organized routines	Being motivated by many of the Financial / Administrative occupations listed in the interest inventory is characteristic of an individual with a high score on this scale .	Administration Organization Office Work Business Procedures

		0	ccup	oatio	nal Ir	ntere	sts (con'i	t)		
People Service	1	2	3	4	5	6	7	8	9	10	
Employee Descripti		oppoi		' to he	elp oth	ners c	or prov	/ide s	ome		that offers the ive service.
Generally disinterested in some areas of social service May not always enjoy work that requires social service or human resources	occ with Beir occu chai	e Peo cupat in the v ing mo	ple So ions t welfar tivate ons lis istic c	ervic that h e of c d by i ted in	e scal elp pe others many the ii	le indi eople of the	cates and a e Peo	are co ple S entory	rest in ncerr ervic	ned e	High Characterized by interest in: Facilitating those in need Helping others Community service Working with people



Employee Description: Employees who rarely seek out work that involves the processing of technical information.

Low	Scale Description - Technical	High
Generally disinterested in some areas of the technical fields	The Technical scale indicates interest in occupations that center on scientific and technical activities, research and intellectual skills.	Characterized by interest in:
May not always enjoy work that requires analytical tasks or working with data	Being motivated by many of the Technical occupations listed in the interest inventory is characteristic of an individual with a high score on this scale .	Scientific study Research methods Working with data

	Occupational Interests (con't)	
Mechanica	1 2 3 4 5 6 7 8 9 10	
Employee Descriptic	n: Employees who are motivated by mechanical situati possess less mechanical interests.	ons, yet also
Low	Scale Description - Mechanical	High
Generally disinterested in some areas of the mechanical/ industrial fields May not always enjoy work that requires hands-on tasks or working with equipment Creative	Characterized by interest in: Being physical Working with things Working with machines, tools or equipment	
Low	Scale Description - Creative	High
Generally disinterested in some areas of the	The Creative scale indicates interest in occupations where one may be imaginative, original and aesthetic.	Characterized by interest in:
creative fields		Aesthetics

Behavioral Scales

Energy Level 1	2	3	4	5	6	7	8	9	10	
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Employee Description: Employees who are most effective in a relaxed atmosphere with the opportunity to focus on one task at a time.

Low	Scale Description – Energy Level	High
Patient	Energy Level demonstrates a tendency toward restlessness, activity and drive. This scale deals with issues such as efficiency and time utilization.	
		Self starter
Good with	The potential for risk-taking, restlessness and	
methodical processes	seeking excitement and challenge can be found in an individual with a high Energy Level .	Multi-tasker
	5 67	Self-motivated
Good task focus	At the low end , an individual provides the patience and calmness fundamental to particular kinds of work.	

Assertiveness 1	2	3	4	5	6	7	8	9	10

Employee Description: Employees who take on leadership roles comfortably but are still capable of following when necessary.

Low	Scale Description - Assertiveness	High
Willing to accept a leader	Assertiveness is identifiable as a measure of generalized confidence. It is often associated with expressed influence.	Comfortable with self expression and leadership
Diplomatic Low need to control	High assertiveness is often found with a focus on achievement and a seeking of leadership and the control of situations.	Competitive Achievement
others	Lower scores suggest a minimal need to control the actions of others. Such an individual may provide co-workers with an example of a compliant follower.	oriented

Behavioral Scales (con't)

Sociability 1 3 10 2 4 5 6 8 9 7

Employee Description: Employees who are moderately social, motivated by the opportunity to present their ideas and suggestions and are encouraged by the opportunity to work in a team environment.

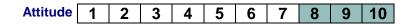
Low	Scale Description - Sociability	High
Avoids small talk	Sociability is a strong measure of social presence. It directly relates to self-control and flexibility. This trait can be seen as more reliant upon interpersonal contacts than most other traits.	Conversational
Keeps to one's self	High Sociability signifies a desire to work closely with others and accomplish goals in a group setting.	People oriented
Will not become frustrated by a lack of social contact	A low scorer tends to focus on achieving goals through individual efforts and can work over longer periods without considerable interpersonal contact. This individual tends to "stick to business" and often will not demonstrate a need to collaborate on projects.	Comfortable working in a group setting

Manageability	1	2	3	4	5	6	7	8	9	10

Employee Description: Employees who respond enthusiastically to a highly structured environment that requires one to work under the direct supervision of management.

Low	Scale Description - Manageability	High
Can be cautious with authority figures	Manageability suggests a strong relationship to social responsibility and stability. It is a measure of how one reacts to the limits placed by authority and the acceptance of conventional thinking.	Cooperative and agreeable
Tends to defend point of view Willing to question	High Manageability is often associated with being comfortable with authority and rules, taking duties seriously, conformity, and taking pride in being self-disciplined.	Works within the rules
when not in agreement	Lower scores reflect a working style that emphasizes individualized thinking and a willingness to question inefficient practices. This kind of person is not usually willing to blindly do the accepted thing.	Comfortable with authority

Behavioral Scales (con't)



Employee Description: Employees who consistently maintain their positive expression and trust easily. They tend to have a relaxed social style.

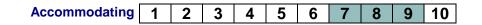
Low	Scale Description - Attitude	High		
Sometimes skeptical	Attitude measures the degree one is willing to demonstrate trust toward others. It relates to the tendency to suspend judgments about others.	Optimistic		
Can be critical of	A positive and accepting outlook regarding people is common among those with high Attitude scores.	Trusting		
others Often vigilant	Lower scorers may be good at expressing dissatisfaction with situations that do not appear acceptable to them.	Relaxed social style		

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Decisiveness	4	2	2	Λ	_	6	7	0	0	10
Decisiveness		2	J	4	5	U	1	0	9	10

Employee Description: Employees who are consistently responsive in a timely fashion and who can make quick decisions under pressure.

Low	Scale Description - Decisiveness	High
Not typically	Decisiveness has been found to reflect how confident one is in accepting the risk of making a decision in a timely fashion.	
impulsive Prefers a Methodical approach	A high decisiveness scorer will tend to make a decision with the information currently available so that processes do not become too mired in deliberation.	Moves quickly when making decisions
Analyzes before making a decision.	A low decisiveness scorer may require input and support from superiors or teammates when making a decision. In certain environments, this individual's need for analysis and collaboration leads to ultimate progress.	Accepts risk in most situations

Behavioral Scales	(con't)
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Employee Description:

Employees who enjoy working with others, even in stressful conditions.

Low	Scale Description - Accommodating	High
Can seem too firm	Accommodating is often associated with a concern for group accountability. A willingness to consider the needs of all group members is typical.	
May be disagree- able on occasion	The high Accommodating person holds societal	Cooperative
Will not typically	norms and self-control as important guides for behavior.	Harmonious
follow the group, just to get along with others	On the other hand, the low Accommodating individual is able to maintain a measure of doubt that protects him or her from being taken advantage of, when necessary.	Likeable

Independence	1	2	3	4	5	6	7	8	9	10

Employee Description: Employees who work best under direct supervision, with little need for independent action.

Low	Scale Description - Independence	High
May seek support	Independence defines the manner in which an individual prefers to be directed by others, and one's potential to accomplish tasks with minimal	
, II	supervision.	Adventurous
Cautious or		
reserved	A highly independent person is usually willing to accomplish goals in his or her own way.	Slow to follow
Accepts supervision easily	One with low Independence will prefer to turn to others to guide his or her performance. This can lead to an expression of predictability and prudence, which can be a potential asset.	Likes to set own direction

Objective Judgment	1	2	3	4	5	6	7	8	9	10	
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Employee Description:

Employees who utilize data in order to make deliberate decisions based on the logical application of objectivity and practicality.

Low	Scale Description - Objective Judgment	High
Subjective	The Objective Judgment scale reflects a willingness to make use of cognition versus intuition. This is often referred to as the balance between "head" and "gut."	Comfortable with a logical approach
Will follow a hunch	High scores describe an individual who will tend to trust observable facts in his or her thinking process,	Unemotional
Not overly bound by systematic thinking	whereas, Low Objective Judgment describes a person who is willing to follow a hunch or listen to his or her	thinking
	intuition before acting.	

Casino Cashier

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	Thinking Style										
Learning Index	1	2	3	4	5	6	7	8	9	10	
Verbal Skill	1	2	3	4	5	6	7	8	9	10	
Verbal Reasoning	1	2	3	4	5	6	7	8	9	10	
Numerical Ability	1	2	3	4	5	6	7	8	9	10	
Numeric Reasoning	1	2	3	4	5	6	7	8	9	10	

Occupational Interests

Enterprising	1	2	3	4	5	6	7	8	9	10
Financial/Administrative	1	2	3	4	5	6	7	8	9	10
People Service	1	2	3	4	5	6	7	8	9	10
Technical	1	2	3	4	5	6	7	8	9	10
Mechanical	1	2	3	4	5	6	7	8	9	10
Creative	1	2	3	4	5	6	7	8	9	10

Behavioral Traits

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Energy Level	1	2	3	4	5	6	7	8	9	10
Assertiveness	1	2	3	4	5	6	7	8	9	10
Sociability	1	2	3	4	5	6	7	8	9	10
Manageability	1	2	3	4	5	6	7	8	9	10
Attitude	1	2	3	4	5	6	7	8	9	10
Decisiveness	1	2	3	4	5	6	7	8	9	10
Accommodating	1	2	3	4	5	6	7	8	9	10
Independence	1	2	3	4	5	6	7	8	9	10
Objective Judgment	1	2	3	4	5	6	7	8	9	10
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