

omnia® Selection Profile™

Subject's Name: _____ Job Title: _____
PRINT NAME CLEARLY

Client Name: _____ Client Number: _____

Candidate for selection: Complete Parts 1 - 5 and return this form to the Omnia client.
Client, please complete Part 6.

Part 1: Read down each column and check all the words you think other people at work use to describe you. **The Omnia®Profile is not multiple choice.**

- | | | | |
|--|--|--|---|
| 1 <input type="checkbox"/> Loyal | 1 <input type="checkbox"/> Receptive | 1 <input type="checkbox"/> Assertive | 1 <input type="checkbox"/> Personality Plus |
| 2 <input type="checkbox"/> Persevering | 2 <input type="checkbox"/> Enterprising | 2 <input type="checkbox"/> Prudent | 2 <input type="checkbox"/> Understanding |
| 3 <input type="checkbox"/> Fascinating | 3 <input type="checkbox"/> Polite | 3 <input type="checkbox"/> Ambitious | 3 <input type="checkbox"/> Adventurous |
| 4 <input type="checkbox"/> Decisive | 4 <input type="checkbox"/> Willing | 4 <input type="checkbox"/> Determined | 4 <input type="checkbox"/> Doubting |
| 5 <input type="checkbox"/> Obliging | 5 <input type="checkbox"/> Stable | 5 <input type="checkbox"/> Self-centered | 5 <input type="checkbox"/> People person |
| 6 <input type="checkbox"/> Courteous | 6 <input type="checkbox"/> Conformist | 6 <input type="checkbox"/> Eloquent | 6 <input type="checkbox"/> Unhurried |
| 7 <input type="checkbox"/> Impulsive | 7 <input type="checkbox"/> Tolerant | 7 <input type="checkbox"/> Dominant | 7 <input type="checkbox"/> Extroverted |
| 8 <input type="checkbox"/> Detail-oriented | 8 <input type="checkbox"/> Professional | 8 <input type="checkbox"/> Cautious | 8 <input type="checkbox"/> Dependable |
| 9 <input type="checkbox"/> Stimulating | 9 <input type="checkbox"/> Gentle | 9 <input type="checkbox"/> Calm | 9 <input type="checkbox"/> Careful |
| 10 <input type="checkbox"/> Conscientious | 10 <input type="checkbox"/> Outgoing | 10 <input type="checkbox"/> Inspiring | 10 <input type="checkbox"/> Flexible |
| 11 <input type="checkbox"/> Perfectionist | 11 <input type="checkbox"/> Bold | 11 <input type="checkbox"/> Laid-back | 11 <input type="checkbox"/> Risk-taker |
| 12 <input type="checkbox"/> Convincing | 12 <input type="checkbox"/> Compliant | 12 <input type="checkbox"/> Sociable | 12 <input type="checkbox"/> Opinionated |
| 13 <input type="checkbox"/> Patient | 13 <input type="checkbox"/> Good-natured | 13 <input type="checkbox"/> Self-conscious | 13 <input type="checkbox"/> Charming |
| 14 <input type="checkbox"/> Grateful | 14 <input type="checkbox"/> Agreeable | 14 <input type="checkbox"/> Amusing | 14 <input type="checkbox"/> Courageous |
| 15 <input type="checkbox"/> Even-tempered | 15 <input type="checkbox"/> Serious | 15 <input type="checkbox"/> Entertaining | 15 <input type="checkbox"/> Satisfied |
| 16 <input type="checkbox"/> Tense | 16 <input type="checkbox"/> Helpful | 16 <input type="checkbox"/> Aggressive | 16 <input type="checkbox"/> Fashionable |
| 17 <input type="checkbox"/> Orderly | 17 <input type="checkbox"/> Appealing | 17 <input type="checkbox"/> Tranquil | 17 <input type="checkbox"/> Popular |
| 18 <input type="checkbox"/> Diplomatic | 18 <input type="checkbox"/> Dynamic | 18 <input type="checkbox"/> Meticulous | 18 <input type="checkbox"/> Sympathetic |
| 19 <input type="checkbox"/> Relaxed | 19 <input type="checkbox"/> Devoted | 19 <input type="checkbox"/> Demanding | 19 <input type="checkbox"/> Poised |
| 20 <input type="checkbox"/> Competitive | 20 <input type="checkbox"/> Attractive | 20 <input type="checkbox"/> Hesitant | 20 <input type="checkbox"/> Driven |
| 21 <input type="checkbox"/> Self-starter | 21 <input type="checkbox"/> Impressive | | |

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Subject's Name: _____

Part 2: Read down each column and check all the words you use to describe yourself.

- | | | | |
|--|--|--|---|
| 1 <input type="checkbox"/> Loyal | 1 <input type="checkbox"/> Receptive | 1 <input type="checkbox"/> Assertive | 1 <input type="checkbox"/> Personality Plus |
| 2 <input type="checkbox"/> Persevering | 2 <input type="checkbox"/> Enterprising | 2 <input type="checkbox"/> Prudent | 2 <input type="checkbox"/> Understanding |
| 3 <input type="checkbox"/> Fascinating | 3 <input type="checkbox"/> Polite | 3 <input type="checkbox"/> Ambitious | 3 <input type="checkbox"/> Adventurous |
| 4 <input type="checkbox"/> Decisive | 4 <input type="checkbox"/> Willing | 4 <input type="checkbox"/> Determined | 4 <input type="checkbox"/> Doubting |
| 5 <input type="checkbox"/> Obliging | 5 <input type="checkbox"/> Stable | 5 <input type="checkbox"/> Self-centered | 5 <input type="checkbox"/> People person |
| 6 <input type="checkbox"/> Courteous | 6 <input type="checkbox"/> Conformist | 6 <input type="checkbox"/> Eloquent | 6 <input type="checkbox"/> Unhurried |
| 7 <input type="checkbox"/> Impulsive | 7 <input type="checkbox"/> Tolerant | 7 <input type="checkbox"/> Dominant | 7 <input type="checkbox"/> Extroverted |
| 8 <input type="checkbox"/> Detail-oriented | 8 <input type="checkbox"/> Professional | 8 <input type="checkbox"/> Cautious | 8 <input type="checkbox"/> Dependable |
| 9 <input type="checkbox"/> Stimulating | 9 <input type="checkbox"/> Gentle | 9 <input type="checkbox"/> Calm | 9 <input type="checkbox"/> Careful |
| 10 <input type="checkbox"/> Conscientious | 10 <input type="checkbox"/> Outgoing | 10 <input type="checkbox"/> Inspiring | 10 <input type="checkbox"/> Flexible |
| 11 <input type="checkbox"/> Perfectionist | 11 <input type="checkbox"/> Bold | 11 <input type="checkbox"/> Laid-back | 11 <input type="checkbox"/> Risk-taker |
| 12 <input type="checkbox"/> Convincing | 12 <input type="checkbox"/> Compliant | 12 <input type="checkbox"/> Sociable | 12 <input type="checkbox"/> Opinionated |
| 13 <input type="checkbox"/> Patient | 13 <input type="checkbox"/> Good-natured | 13 <input type="checkbox"/> Self-conscious | 13 <input type="checkbox"/> Charming |
| 14 <input type="checkbox"/> Grateful | 14 <input type="checkbox"/> Agreeable | 14 <input type="checkbox"/> Amusing | 14 <input type="checkbox"/> Courageous |
| 15 <input type="checkbox"/> Even-tempered | 15 <input type="checkbox"/> Serious | 15 <input type="checkbox"/> Entertaining | 15 <input type="checkbox"/> Satisfied |
| 16 <input type="checkbox"/> Tense | 16 <input type="checkbox"/> Helpful | 16 <input type="checkbox"/> Aggressive | 16 <input type="checkbox"/> Fashionable |
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| 19 <input type="checkbox"/> Relaxed | 19 <input type="checkbox"/> Devoted | 19 <input type="checkbox"/> Demanding | 19 <input type="checkbox"/> Poised |
| 20 <input type="checkbox"/> Competitive | 20 <input type="checkbox"/> Attractive | 20 <input type="checkbox"/> Hesitant | 20 <input type="checkbox"/> Driven |
| 21 <input type="checkbox"/> Self-starter | 21 <input type="checkbox"/> Impressive | | |



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Subject's Name: _____

Part 3: Candidate: Describe your ideal job.

		Critical	Very Important	Important	Somewhat Important	Not Important
1	Taking risks and facing challenges is					
2	The use of emotion/charm to persuade is					
3	A strong sense of urgency					
4	Independent decision-making					
5	Being cautious and/or non-confrontational					
6	The use of proof/facts to convince					
7	Persistence, strong follow-up skills					
8	Adhering to rules when making decisions					
9	A strong desire to win					
10	An enthusiastic communication style					
11	Comfort with multi-tasking and change					
12	Being self-sufficient and self-directed					
13	A low-key, "live-and-let-live" attitude					
14	A direct, specific communication style					
15	Comfort with routine, predictable tasks					
16	Being cooperative, following directions					
17	Proactively handling challenge					
18	A high level of consideration, empathy					
19	The ability to deal with a variety of tasks					
20	A "big picture" focus					
21	Comfort following the lead of others					
22	A high level of objectivity and impartiality					
23	Working systematically at routine tasks					
24	Strong attention to detail					
25	An assertive, "make-it-happen" attitude					
26	Establishing, nurturing relationships					
27	Working at a fast, demanding pace					
28	The need to act independently					
29	An accommodating, supportive attitude					
30	Working with facts and technical information					
31	Working at a relaxed, steady pace					
32	The need to follow a well-defined set of procedures and guidelines					



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Part 4: Candidate: Describe your ideal workplace, work environment. My ideal workplace:

		Critical	Very Important	Important	Somewhat Important	Not Important
1	Is committed to growth					
2	Is friendly, welcoming					
3	Rewards fast-pace, multi-tasking					
4	Encourages self-management					
5	Considers service more important than growth					
6	Is serious					
7	Rewards methodicalness, process					
8	Has structured, well-defined management system					
9	Considers growth as important as service					
10	Is "professional," impressive					
11	Supervisor is everywhere, in everything					
12	Requires self-management and self-direction					
13	Encourages cooperation among associates					
14	Is practical, no-nonsense					
15	Supervisor is a Coach					
16	Has job descriptions, rules, traditions					
17	Supervisor is a Driver, assertive					
18	Supervisor is approachable, a "Cheerleader"					
19	Is full of change					
20	Supervisor is absent or "hands-off"					
21	Supervisor is conservative					
22	Supervisor is no-nonsense, serious					
23	Is stable and secure					
24	Supervisor is a Controller, attentive, involved					
25	Pay features performance incentives					
26	Is fun, social					
27	Favors individual performance					
28	Supervisor/employee relationships are informal					
29	Pay features benefits					
30	Is mostly about work					
31	Favors teamwork performance					
32	Supervisor/employee relationships are formal					

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Subject's Name: _____

Part 5:

1. Do you have previous experience in this kind of work?

Yes – years in job ____ No

2. Highest level of education completed:

Less than high school

High School

More than high school/less than university

University degree

Graduate school degree

3. Do you know of anything which may have affected your Omnia Profile:

Tired

Upset

Rushed

Nothing

Other

4. If a candidate for hire, are you applying for your first position following completion of formal education? Yes No

Candidate: Return this form to the client organisation.

Part 6: Client Instructions to Omnia:

1-1. Score this Profile Yes No

1-2. Check for type of report

Candidate for hire

Candidate for transfer or promotion "Best fit" profile

To be shared

Database (Comparison benchmark only, no report written and no charge)

1-3. Please include

Interview Questions

Selection Companion

1-4. Special Instructions (use "John Doe" as a benchmark, etc)

1-5. Is the subject an existing employee of this company? Yes - years in job _____ No

1-6. Is the subject employed elsewhere? Yes No

1-7. Email Profile report to (Email _____) (Contact) _____