



The Maui Analysis KMPI* Management

Performance Overview: * Key Management Performance Indicators

Note: Use this Executive Overview as a PART of the overall evaluation process. It is NOT intended to be used as the sole determinant for selection, promotion or termination. Use it along with considerations of education, experience, track record, job stability, reliable references and results of the evaluation process.

Name:	Strong Critical Thinking	Good Critical Thinking	Average Critical Thinking	Cautionary Critical Thinking	
Todd Sample	★				
Critical Thinking Capacity →	+ Low Risk - A Level	+ Situational Risk - B Level	+ Conditional Risk - C Level	+ Real Risk - D Level	
Is this person an UNCONVENTIONAL "out of the box" thinker who will regularly spend time and energy seeking new, unique and alternative solutions and tactics "just to be different?"				YES	NO X
Area(s) of Unconventional Thinking?	People?	Task/Projects?	Structure?		

Todd Sample applies his **very strong (A Level) Low Risk Tactical Critical Thinking** and **equally strong (A Level Low Risk Strategic Critical Thinking)** (Risk Score is the Risk of Failure) **as he faces the management problems, challenges and opportunities that fall within the scope of his credentials/expertise.** The Critical Thinking measurement is created from the Nobel nominated science that defines how the human business brain makes its "right bright" decisions.

The Critical Thinking score is the **STRENGTH of the "Right Bright Decision MULTIPLIER"** that each person can rely upon when faced with the problems, challenges and opportunities that **FALL WITHIN THE SCOPE OF THEIR CREDENTIALS, i.e., WHAT THEY KNOW HOW TO DO.**

We define credentials as the sum total of the person's education, background, industry experience, job stability, **PLUS their DOCUMENTABLE track record that confirms what they HAVE ACTUALLY BEEN ABLE TO DO with those credentials** and finally, the references and initial interview feedback.

Todd communicates his strong critical thinking decisions (A Level) in an **INDIRECT and Open style** that he delivers in a predictable, thoughtful and somewhat undemonstrative way that will reflect accuracy and precision. Others will likely view him as taking care in his choice of words and deeds, cooperative, logical and analytical, supportive of established policy and well planned.

His internal motivators influence him toward action steps that are strongly focused on operating within the established rules of the organization. He has a strong desire to bring value and support to other people, will prove to be a stabilizing force in team efforts and seeks to create and maintain a stable work-life balance in his personal life.

Expanded Critical Thinking Insights:

He has very good insight and understanding of other people (seeing both their strengths and weaknesses) and views others in a cautiously optimistic way. He will carefully and analytically consider his options/alternatives before acting, i.e., "looking prior to leaping"

and will have pretty strong views for how things OUGHT to be done. This view for how things should be can delay and influence his choices as he wants things to be just right before he takes action. He believes whatever he is doing at the moment is a good fit for him and he sees that he able to function effectively in that role. He has a very clear picture in his mind for how he wants/needs his future to unfold and will be unlikely to compromise that view if your opportunity does not provide it. If it does, then he will likely be quite interested in this opportunity

If Todd's credentials and his track record of DOCUMENTABLE RESULTS support his candidacy, **based upon his critical thinking capacity, internal motivators and natural behavioral style compared to your benchmark, we would view him as a very strong candidate worthy of additional consideration for your Management role providing he has the documented and proven track record in your specific area(s) of need.**

Note: Be sure to consider this individual for this specific job in terms of these 4 key factors:

1. **Credentials** ,i.e., Relevant DOCUMENTABLE Job Specific Expertise.
 2. **Critical Thinking Z Score Multiplier** (see above) that the person typically applies to their credentials/expertise.
 3. **The Strength of their Workplace Drivers/Internal Motivators** in light of the needs of the job.
 4. **The Strength of the Natural Behaviors** (dominance, extroversion, patience and comprehensiveness) viewed in light of the needs of the specific job.
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