

# JSI

## Job Seeking Index

---

### Social Networking Report

for

**Susanne**

*Strictly Confidential*

*The Job Seeking Index (JSI) Social Networking Report is a narrative report of questionnaire results. It contains brief but thorough descriptions of the 21 scales related to social networking. This report also includes a one page graphical summary report of scores.*

*Test results are reported as "raw score transformations" which can range from 0 to 100. The raw score transformation is a proportion obtained simply by dividing the points obtained by the maximum points possible. For example, if 10 points are obtained out of a maximum of 20 points, then a raw score transformation of 50 is reported. The results shown are based entirely on the answers you provided when you completed the Job Seeking Index.*



All measurements are inexact. Formally constructed, rigorously developed instruments are technically sophisticated measurement devices, and as such, are also subject to error. The test upon which this Job Seeking Index (JSI) report is based is no exception, even though it represents a long tradition of research and development.

## **THE INSIDER'S GUIDE TO FINDING THE BEST JOBS**

### **It's Not What You Know, It's WHO You Know**

It's no secret, most experts claim that networking is one of the best ways to find a good job. A recent study which surveyed over 14,000 individuals found that 60% of the respondents obtained their new position through networking, 10% found their job through a search/recruitment agency, 7% through print advertisements, while only 5% found their jobs through the internet.

Networking is defined as the process of building relationships with people in order to further one's career development and growth. To name a few, networking activities can include: attending social gatherings for the purpose of introducing oneself to people who could help with their job search, using the telephone to ask for job leads or advice, asking family and friends for help, pursuing introductions to influential or powerful people, or asking acquaintances or people one has recently met for referrals.

If networking is so important, why isn't everyone who wants a good job doing it? As mentioned above, networking often requires the initiation of first contact with people whom the job seeker does not know (this is commonly referred to as a "cold call" in the sales industry). Many individuals are uncomfortable doing this (in fact, many salespeople don't like it either) and often procrastinate and put it off to another day. We commonly refer to this discomfort as call reluctance® or the fear of self-promotion. Unfortunately, networking is often put on the backburner indefinitely, seriously impeding the job seeker's ability to find a job as quickly as he or she could.

Some people may not like using the telephone, some are afraid of bothering people or appearing too pushy or intrusive, some don't like to ask friends or family members for job leads or help, some avoid contacting influential or powerful individuals, while others avoid asking people they know for referrals. These are just a few examples of the eleven different types or ways people can avoid networking activities.

Which type(s) may apply to you and why is type important? Type is important because it can help point you to the best solutions (see *The Psychology of Sales Call Reluctance®* by Dudley and Goodson) for overcoming these hesitations, which in turn can help you find a job faster. The personalized report which follows is the result of more than 30 years of research conducted by George Dudley and Shannon Goodson on call reluctance® and the fear of self-promotion. This report includes your scores, scale descriptions and interpretations for each of the types of call reluctance®, plus scores for 10 additional scales. Recommendations are also provided to help make your job seeking and networking efforts as successful as they can be!

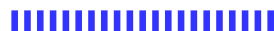
*Behavioral Sciences Research Press, Inc.  
12803 Demetra Drive, Suite 100  
Dallas, Texas 75234.*



## Section 1: JSI Overview

### JSI Brake™: 42

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** Hesitation to initiate contact in a variety of networking situations. This could translate into job-search related emotional distress, and an insufficient number of contacts to sustain personal or career objectives.

**Management Tip:** This candidate's score is no higher or lower than for the typical job seeker. A review of the individual call reluctance® types, however, will provide an indication of specific contact initiation problems which could develop at a later date. JSI BRAKE™ CODE: YELLOW

### JSI Accelerator™: 58

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



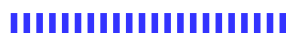
**Capsule Summary:** Tendency to initiate contact in a variety of networking situations. This could translate into a sufficient number of contacts to sustain personal or career objectives.

**Management Tip:** This candidate's score is no higher or lower than for the typical job seeker. A review of the individual call reluctance® types, however, will provide an indication of specific contact initiation problems which could develop at a later time. JSI ACCELERATOR™ CODE: YELLOW

## Section 2: JSI Diagnostic Profile

### JSI General Hesitation™: 44

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** Slow to take risks, invests considerable energy in anticipating and worrying about low probability catastrophes.

**Management Tip:** This individual may occasionally become preoccupied with worst case networking possibilities. LOOK FOR... \* Despite friendliness, rather limited voluntary social involvement \* Low social or emotional risk taking \* Distressed by having to make 'cold' calls for job seeking purposes

### JSI Over-Preparation™: 61

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100

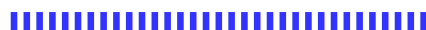


**Capsule Summary:** Always preparing, organizing and getting ready to network. May tend to over-analyze and underact.

**Management Tip:** Scores suggest this individual is likely to approach the task of social networking very cautiously, because it is important that he or she be perceived as a serious and knowledgeable professional. Consequently, this individual may procrastinate and spend more time planning and preparing than networking for job seeking purposes. LOOK FOR... \* Repeated requests for more information and additional support materials. \* May emphasize non-social networking aspects of job search such as use of internet, mailing of resumes, etc. \* Tendency to over-analyze. \* Emotionally reserved, does not express feelings easily. For further assistance read pp. 89-95 and Chapters 9 (Thought Zapping), Chapter 10 (Sensory Injection) and Chapter 7 (Negative Image Projection) in THE PSYCHOLOGY OF SALES CALL RELUCTANCE®. Although originally written for salespeople experiencing fears associated with prospecting for new customers, this material can be equally helpful for those needing to "prospect" for a new job.

### JSI Image™: 67

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100

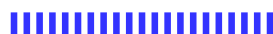


**Capsule Summary:** Places great importance on image and prestige. Likely to remove oneself quickly from any situation considered beneath him/her or that does not serve to promote image.

**Management Tip:** Scores suggest this individual may become over-concerned with issues of image and credibility. LOOK FOR... \* Pretentious, affects cultured mannerisms \* Exclusively works on high dollar, low probability prospective employers \* Often feels slighted, insulted, unappreciated or taken for granted. For further assistance read pp. 95-101 and Chapter 8 (Fear Inversion), Chapter 9 (Thought Zapping) and Chapter 10 (Sensory Injection) in THE PSYCHOLOGY OF SALES CALL RELUCTANCE®. Although originally written for salespeople experiencing fears associated with prospecting for new customers, this material can be equally helpful for those needing to "prospect" for a new job.

## JSI Stage Fright™: 42

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100

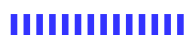


**Capsule Summary:** Fears making group presentations. May perform well in initiating one-on-one contacts, but will avoid group presentations at all costs.

**Management Tip:** Scores suggest this individual has no more or less hesitation to make group presentations than the average job seeker. LOOK FOR... \* Limited history of group or seminar selling experiences \* May dread group interview situations \* Starts preparing and worrying weeks before giving a group presentation

## JSI Role™: 29

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** Feels ashamed that he or she is unemployed and may fail to inform those who could be of assistance.

**Management Tip:** Scores suggest this individual may have some nagging doubts and feelings of shame about being unemployed, but only about as much as the typical job seeker. LOOK FOR... \* Emotionally unable to affirm the importance of social networking for job seeking purposes \* Copes by being overly positive and optimistic \* Fears loss of approval by significant others

## JSI Yielder™: 59

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** Fears doing anything which might be considered pushy or intrusive. Always waiting for the 'right time' to call.

**Management Tip:** This individual may experience greater than usual amounts of emotional discomfort related to Yielder Call Reluctance®. To avoid being considered pushy, forward or intrusive, networking activities may be evaded or attempted halfheartedly. LOOK FOR... \* Has difficulty saying 'No' \* May consider requests to become more assertive unprofessional and unnecessary \* May spend more time 'developing relationships' than asking for job leads Can best be overcome through Assertion Training. For further assistance read pp. 119-123 and Chapter 9 (Thought Zapping) and Chapter 10 (Sensory Injection) in THE PSYCHOLOGY OF SALES CALL RELUCTANCE®. Although originally written for salespeople experiencing fears associated with prospecting for new customers, this material can be equally helpful for those needing to "prospect" for a new job.

## JSI Social Deference™: 48

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100

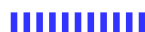


**Capsule Summary:** Intimidated by up-market individuals with wealth, power, prestige or education.

**Management Tip:** Scores suggest this individual has an average likelihood of being intimidated when trying to contact persons of wealth, prestige or power. There may be some occasional reluctance to pursue 'up-market' contacts but these episodes, when they occur, should not be particularly severe, frequent or long lasting. NOTE: THIS FORM OF CALL RELUCTANCE® CAN BECOME WORSE IF UNATTENDED. THIS FORM OF CALL RELUCTANCE® IS ALSO HIGHLY CONTAGIOUS. LOOK FOR... \* Tendency to assume submissive, ingratiating behaviors when in presence of people perceived to have position, status or wealth \* A history of networking among non-decision makers

## [JSI Family/Friends Networking™: 22](#)

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** Hesitates to network with friends or family or to use as a source of referrals. Fears that relationships might be jeopardized and believes it is unprofessional to mix business with family or friendship.

**Management Tip:** Scores suggest this individual should have no more or less hesitation to network among personal friends and family members than the typical job seeker. If difficulties do occur LOOK FOR... \* Concealment of emotional discomfort by arguing that calling on friends or family members is unethical or unprofessional \* Possible tendency to become argumentative or belligerent (emotional) when asked to justify this position \* Hesitates to give names of friends or family members to other job seekers as referrals

## [JSI Referral Networking™: 21](#)

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** Hesitates to ask for referrals. Fears that asking for referrals will threaten existing relationships or appear grasping and exploitative.

**Management Tip:** Scores suggest this individual has no more hesitation to ask for referrals than the typical job seeker. If difficulties should arise LOOK FOR... \* Tendency to wait too long to ask for referrals \* A preference for other (and often ineffective) job seeking methods over asking for referrals

## [JSI TeleStress™: 42](#)

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100

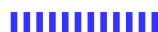


**Capsule Summary:** Uncomfortable using the telephone to network.

**Management Tip:** This individual's score is no higher or lower than for the typical job seeker. If problems should arise LOOK FOR... \* Preoccupation with alternative tasks when it is time to network on the phone \* Over-reliance on non-telephone networking methods \* Physical symptoms accompanying use of the phone to network, such as noticeable changes in voice pitch, breath rate or perspiration.

## [JSI Disputing™: 25](#)

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



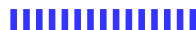
**Capsule Summary:** Highly critical of self and others. Unable to allow oneself to be coached, advised, instructed, managed or trained.

**Management Tip:** This individual's score is no higher or lower than for the typical job seeker. May occasionally experience slow-downs in networking activity due to criticizing and opposing the importance of social networking for job seeking purposes.

### Section 3: JSI Readiness Profile

#### JSI Motivational Endurance™: 30

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100

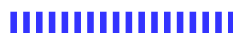


**Capsule Summary:** General level of motivation or energy available to invest in goal-supporting behaviors. Does not give up easily when faced with difficult or frustrating tasks.

**Management Tip:** Lower than average score suggests this individual may not have sufficient energy or endurance to support social networking activities. LOOK FOR... \* Physical problems \* Frequently late, unfinished assignments \* Satisfied with just 'getting by'\* Depression about unemployed status For additional information, read THE PSYCHOLOGY OF SALES CALL RELUCTANCE® - pp. 41-44, 51-55, 75. Although originally written for salespeople experiencing fears associated with prospecting for new customers, this material can be equally helpful for those needing to "prospect" for a new job.

#### JSI Goal Level™: 37

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** Degree of goal clarity or focus. Willingness to commit to long-term goals and work single-mindedly to accomplish them.

**Management Tip:** Scores suggest this individual should be able to set and pursue long-term career-related goals. However, to keep this individual on track, may need reinforcement from time to time for short-term goals achieved. For more information, see THE PSYCHOLOGY OF SALES CALL RELUCTANCE® - pp. 44-50, 62-65, 75-76. Although originally written for salespeople experiencing fears associated with prospecting for new customers, this material can be equally helpful for those needing to "prospect" for a new job.

#### JSI Goal Diffusion™: 38

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100

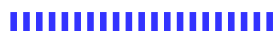


**Capsule Summary:** Tends to commit to too many goals simultaneously. Interests can change quite frequently, making it difficult to meet job and performance requirements.

**Management Tip:** Scores suggest this individual has an average need for change and should not have too much difficulty focusing on single goals once they are set. May occasionally need additional supervision to keep on track. For additional information, read THE PSYCHOLOGY OF SALES CALL RELUCTANCE® - pp. 56-61, 75. Although originally written for salespeople experiencing fears associated with prospecting for new customers, this material can be equally helpful for those needing to "prospect" for a new job.

#### JSI Pre-Occupation™: 42

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100

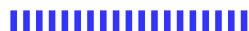


**Capsule Summary:** Tends to worry about past job seeking failures.

**Management Tip:** Scores suggest this individual is no more or less inclined to suffer from Pre-Occupation Call Reluctance®.

## JSI Initiative™: 39

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** Level of energy available to initiate actions related to job seeking activities.

**Management Tip:** Scores suggest this individual is no more or less inclined to hesitate to initiate job seeking/networking activities than the typical job seeker. For additional information, read THE PSYCHOLOGY OF SALES CALL RELUCTANCE® - pp. 41-44, 51-55, 69-76. Although originally written for salespeople experiencing fears associated with prospecting for new customers, this material can be equally helpful for those needing to "prospect" for a new job.

## JSI Maintaining Attention™: 100

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** This scale estimates an individual's capacity to attend to procedural mental tasks. Social distractibility, self-discipline, motivation level and lifestyle considerations such as physical well-being can all influence this score.

**Management Tip:** This individual's score falls within usually expected limits.



## Section 4: JSI Impression Profile

JSI Impression Management™: 60

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** Desire to create a positive impression through the use of exaggeration and embellishment.

**Management Tip:** Score suggests this individual is no more or less likely to try to influence the results of the questionnaire through the use of embellishment or exaggeration than the typical job seeker.

JSI Hedging™: 25

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100



**Capsule Summary:** Tends to choose in-between or non-committal responses.

**Management Tip:** This individual selected some of the 'in-between' answers on the test. However, scores are within the range of the typical job seeker.

*Confident Approach*  
*Prospecting for the future*  
 +356 2060 8842  
 info@confidentapproach.com  
 +356 2060 8842

Contrast Group  
 General

*Strictly Confidential*

## Presence/Degree

0 - 10 - 20 - 30 - 40 - 50 - 60 - 70 - 80 - 90 - 100

Raw score

Contrast  
score

### JSI Overview

Jsi Break		42	28
Jsi Accelerator		58	71

### Diagnostic Profile

Jsi General Hesitation		44	34
JSI Over-Preparation		61	38
JSI Image		67	19
JSI Stage Fright		42	39
JSI Role		29	26
JSI Yielder		59	39
JSI Social Deference		48	36
JSI Family/Friends Networking		22	17
JSI Referral Networking		21	17
JSI TeleStress		42	29
JSI Disputing		25	16

### JSI Readiness Profile

JSI Motivation Endurance		30	50
JSI Goal Level		37	46
JSI Goal Diffusion		38	38
JSI Pre-Occupation		42	29
JSI Initiative		39	50
JSI Maintaining Attention		100	89

### JSI Impression Profile

Impression Mgmt.		60	45
Hedging		25	21

Behavioral Sciences Research Press, Inc.  
 12803 Demetra Drive, Suite 100  
 Dallas, Texas 75234.

