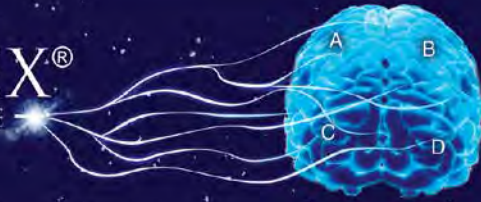




ACUMAX INDEX®
— MAXIMUM INSIGHT INTO PEOPLE —



ACUMAX INDEX IS THE ONLY ASSESSMENT
THAT MEASURES & REPORTS ON

HUMAN WIRING!

- Reduce Turnover
- Improve Hiring
- Establish Management Styles
- Build Effective Teams
- Create Great Communication

"Unraveling the Mystery of People"

Improving all levels of interaction with others through understanding their AcuMax Index® wiring results.

Jay Hawreluk: 313-702-8310 or JayHawreluk@AcuMaxIndex.com

All material associated with this presentation is under © AcuMax Inc
www.AcuMaxIndex.com

**HIRING THE
BEST "FIT"**



1) UNDERSTANDING HOW PEOPLE ARE HARDWIRED

- **Hardwiring is innate – born into us.**
- **When we deal with others we use our natural wiring (pleasure)**
- **Roadblocks occur when we “ping” others negatively or others “ping” us negatively (frustration)**

2) WHY IS THIS IMPORTANT?

**People are our greatest asset in business and we deal with people in all relationships!
Understanding yourself and others eliminates the NON-PRODUCTIVE people interactions
- business or personal - that create stress, tension and dissatisfaction with others!**

3) HARDWIRING DOES NOT EQUAL BEHAVIOR - Behavior or Personality affected by:

- Nature
Unique Wiring, Intellect, Skill Set, Gender, Ambition, Birth Order
- Nurture
Where born (culture, nationality, religion), Upbringing
Education, Life’s experiences, Age and maturity

4) WIRING IMPORTANCE - The 4 Channels

- A: Idea Flow Channel
- B: Communication Channel
- C: Work Style or Patience Channel
- D: Information Channel

5) YOUR AcuMax Index ASSESSMENT RESULTS

- 1) Top Graph: Natural Self is your innate wiring – it does not change.
- 2) Second Graph: Adjusted Self is rear view mirror of the prior 90 days of your life – can be constantly changing.
Note: Adjusted Self must be read differently, and this session will not address.
- 3) RL = Number of words you selected
- 4) Green Line: Divides Low (LEFT of line) and High (RIGHT of line) Drives
- 5) Intensity Factor: L = Like; W = Want; N = Need

The AcuMax Index® is the ONLY statistically valid, EEOC compliant Hiring and Motivation System that measures and reports on human wiring. This is done in an objective, non-slanted perspective to allow organizations to hire more efficiently and motivate properly for improved employee satisfaction and performance which translates in higher organizational productivity and profitability.

6) USES OF THE AcuMax Index®

The AcuMax Index starts with aligning a person's wiring with the wiring requirements of a specific role. Once hired it is important to properly motivate or manage that individual to success so they are a happy, satisfied and productive employee. After the hire, AcuMax can be used for effective communication, improving idea flow, building teams, improving training. corrective actions, conflict resolution, part of the review process, career development and building the appropriate culture for the organization.

A DRIVE

Impact:

IDEA FLOW & HOW ONE VALUES THEIR OWN IDEAS

LOW A

Team Orientation
Harmony
Best Idea is Best
Passively Assertive
Minimizes Conflict

HIGH A

My Way
Autonomy
Thumbprint on Ideas & Plans
Actively Assertive
Accepts Conflict

B DRIVE

Impact:

COMMUNICATION: HOW THOUGHT IS PROCESSED & CRYSTALLIZED

LOW B

Internalize to Crystallize
Response After Thought is Complete
Blank "Processing" Stare
Face-to-face Interaction Draining
Direct - Statements of Fact

HIGH B

Verbalize to Crystallize
Response Important
Repeats
Face-to-face Interaction Energizing
Verbal "Word Pictures"

C DRIVE

Impact:

HOW WORK IS PROCESSED, ACCEPTANCE OF PRESSURE, DECISION MAKING SPEED

LOW C

Impatient
Short Attention Span
Juggler
Accepts Pressure
Course Corrections to the Plan

HIGH C

Patient
Longer Term Focus
Sequential
Minimizes Pressure
Prefers to create, follow plan in order

D DRIVE

Impact:

INFORMATION FOR DECISION MAKING, STRUCTURE OF WORK ENVIRONMENT

LOW D

Summary Sheet
Proof Not Necessary
Exceptions to the rules / regulations
Flexibility – Minimal Structure
Risk Decisions Easy

HIGH D

Detailed Information
Wants Proof from SME
Follows rules / regulations
Structured
Risk Decisions More Complex

TILT FACTOR

Impact:

SUBJECTIVITY IN DECISION MAKING

How a person "tilts" in decision making when faced with a 50/50 scenario with no clear alternative.

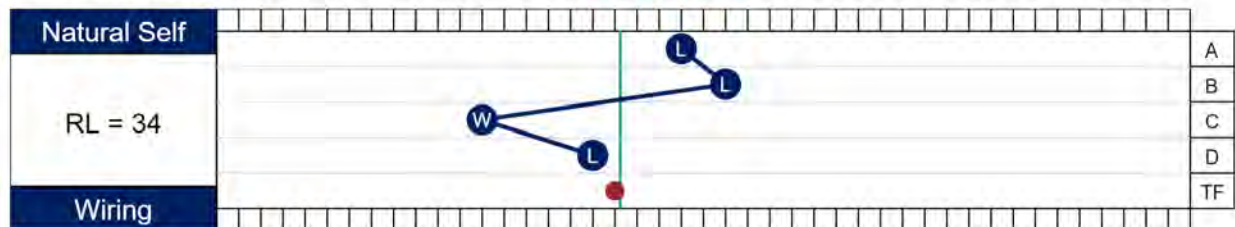
Low: Subjective / "Gut Feel"

High: Objective / "Black & White"

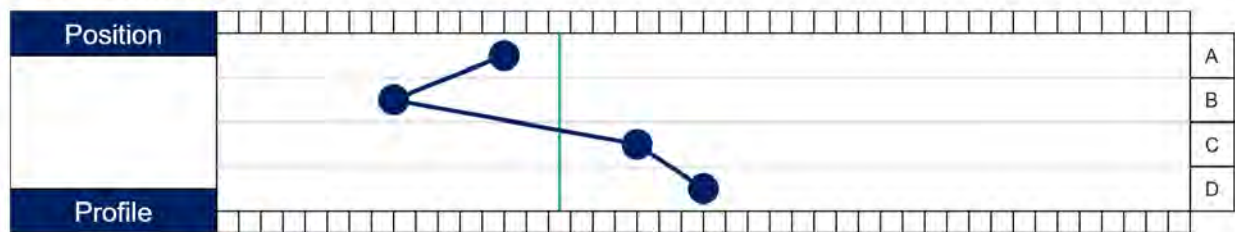
MATCHING PEOPLE & POSITIONS:

- 1) Higher the match, stronger propensity for long term success.
- 2) Reduces turnover, improves productivity, greater employee satisfaction
- 3) Higher profitability and sustained growth!

Biff Biffersky - Original - 4/11/2017 - **10% match**



Title Examiner



Liesbet List - Original - 10/16/2015 - **90% match**



Title Examiner

