

PERSONAL HISTORY

Early family life

Mr. Smith grew up in Columbus, Ohio, and was the older of two boys. His father was a mild, quiet man and was employed at the same company all his life in the accounting department. Mr. Smith's mother was a dynamic, energetic person, set high standards for her children, and strongly influenced them to go on to school. It was a fairly normal home life in a middle-class family.

Educational background

In high school his grades were a little above average but not outstanding. He was considered a fairly serious boy but generally well liked by his classmates. He played football but was not a star. He held part-time jobs from an early age and earned all his personal expense money during high school. He saved money during the summers in preparation for college.

Upon graduation from high school in 1953, he enrolled at Oberlin College and received his B.S. in chemistry in 1957. He received a one-third scholarship from his father's company and was required to earn a third of his expenses himself. This he was able to do by working summers with his father's firm. His father supplied him with most of the rest of the money, and he had to borrow some from a college fund. He was not an outstanding student in college but was distinctly better in chemistry and mathematics and at no time was in danger of failing. He worked as a waiter throughout the school year. Although he did some dating in college, he had little time for social life.

Work history

Upon completing college, he participated in many job interviews but turned most of them down because they were predominantly related to research chemistry. He was not sure of his vocational goal but accepted an offer by his present company as sales trainee in the Chicago office. He was given very little training by the company and was soon assigned to his own district as a plastics salesman. He has been with the company now approximately 3 years and he has developed this territory to the point where he is one of the leading salesmen in his firm. He has had several increases in salary and he likes his job. His only reason for considering other employment at this time is because he is interested in moving in the direction of sales management, and he feels there is little opportunity for him to do this in his present company. He has the feeling that no one in the company is aware of his ambitions and his present manager is not thought too highly of by top management people.

Family and social activities

Mr. Smith met his wife while they were both in college and they were married shortly after graduation. They have one child. His primary recreation is golf and family activities. Because of extensive traveling in his job, he has not participated in civic and social organizations.

Health

According to his own statement, he has no physical disability at this time. He had a little stomach trouble at one time when he had a particularly difficult supervisor, but he has no problems of this kind now. He smokes and drinks moderately.

PSYCHOLOGICAL DESCRIPTION

Abilities

On the tests of intellectual capabilities, Mr. Smith is average to superior when compared with college graduates. He is average in the verbal area which is the ability to grasp and understand ideas expressed in words. He is superior, however, in the areas of quantitative reasoning, critical thinking, and logical reasoning. While not outstanding in general breadth of information, he is able to hold his own with college trained people, and he expressed himself well in the interview. This is consistent with his progress in high school and college where he found that he had to work somewhat harder than the other students, especially in the languages and the social sciences. His vocabulary is somewhat limited but appears to be highly specific to the general area of chemistry and particularly the field of plastics. He has read a great deal in this area, and he also does extensive reading of a general business nature. There is evidence that this man uses his ability more effectively than most and is outstanding in the reasoning areas. On a test productive of creative thinking, he showed unusual ability to develop good ideas when presented with new and unusual situations. He appears to have the intellectual capabilities for further advancement.