



## Correctional Officer Profile

Sandy Sample

Date and Time Started: 08/15/2019 10:15 AM  
Date and Time Completed: 08/15/2019 10:21 AM  
Total Administration Time: 6 minutes

Candidate ID: 177392  
Email: dclarke@silverwoodassoc.com  
Job Title Applying For: N/A

Organization: Silverwood Associates  
Requested By: Diana Clarke (silverasoc@aol.com)

To ensure you are obtaining the full benefits available to you from the use of this assessment, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the assessment results.

While this assessment was designed to help assess various aspects of personality and/or skills, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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## What this Assessment Measures

The HR Testing Library offers employers the ability to create assessments that measure the specific skills and behavioral dispositions required of any job. This "custom" approach to talent assessment ensures organizations are only testing for those skills and behaviors that are relevant to the job, therefore increasing validity while at the same time reducing test administration time significantly.

Based on a careful evaluation of the job being filled and a review of the assessments offered through the HR Testing Library, the following skills and/or behaviors were selected as important for job success.

The areas assessed by this Profile are:

Assertiveness 5	Assertiveness measures the degree to which the individual is likely to assert him/herself, speak his/her mind and enjoy taking control or the lead in group situations. This characteristic is important for jobs where a strong personality is a plus (e.g., most sales jobs and managerial positions).
Can-Do Attitude 5	Can-Do Attitude measures the degree to which the individual consistently approaches work duties and projects with a positive attitude. Is always optimistic. Seldom worries and always exhibits a positive demeanor.
Flexibility 5	Flexibility measures the degree to which the individual is likely to be able to adapt to change and is more open minded than stubborn. This characteristic is important for fast paced jobs where priorities often shift. It is also important for organizations that are in transition or are expecting changes that will affect work duties and responsibilities.
Interpersonal Skills 5	Interpersonal Skills measures the degree to which the individual is friendly, people-oriented and exhibits excellent interpersonal skills. This characteristic is important for all jobs that involve interacting with customers.
Open Mindedness	Open Mindedness measures the degree to which the individual is willing to learn from others and from his/her own mistakes. Is not stubborn. Listens to the needs and advice of others. Is open to new ideas and concepts.
Self Confidence 5	Self Confidence measures the degree to which the individual is likely to be self assured, is not overly affected by what others think of him/her, and is confident in his/her decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales and management.
Self Control 5	Self Control measures the degree to which the individual remains calm and in control during stressful, high pressure situations.
Social Awareness 5	Social Awareness measures the degree to which the individual is caring, empathetic and is service oriented.
Stress Management 5	Stress Management measures the degree to which the individual is likely to demonstrate patience and stress tolerance during challenging work-related situations. This characteristic is appropriate for jobs requiring interactions with customers, multitasking and jobs in fast paced organizations.
Team Care 5	Team Care measures the degree to which the individual is likely to be flexible and compromising in all aspects of his or her work relationships, including working cooperatively with coworkers and customers.

## Candidness of the Correctional Officer Profile Results



This Profile includes a candidness check to determine the degree to which the individual may have exaggerated his/her responses in order to present themselves more favorably. The results of this validity check with interpretation is presented on the following page.

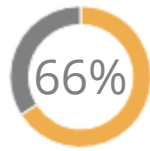
## Interpreting the Profile Results

The following page also presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



# Total Score Summary



Average

## Total Score Interpretation

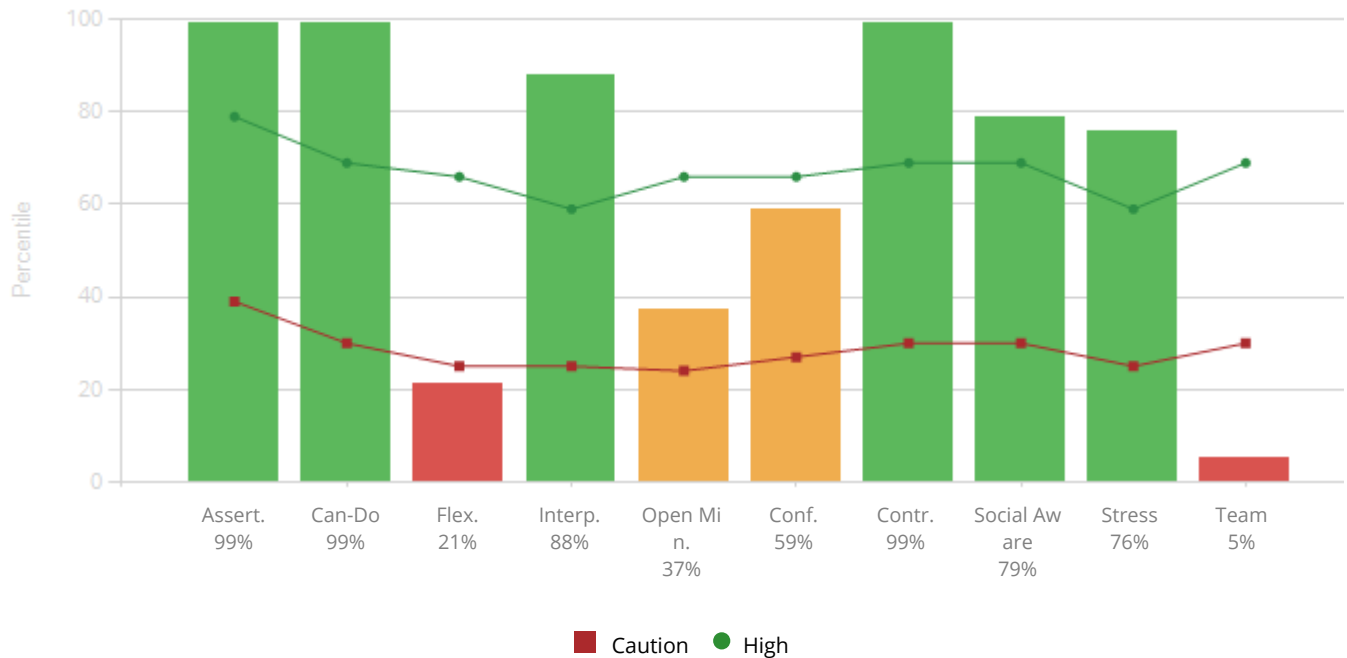
This candidate's total Profile score falls within the Average range. This candidate generally demonstrates average to moderate levels of the behaviors/skills assessed by this Profile. Review the individual scale details to better understand strengths and potential shortcomings. The candidate's total score is consistent with that of most other candidates.

## Score Validity

**Candidness:** Moderate: While some of the candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors, others may be somewhat exaggerated in order to present themselves more favorably. Most candidates will score in this range. Follow-up interview questions are recommended to corroborate high scores.



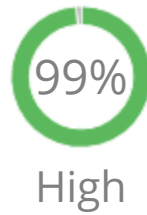
## Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.



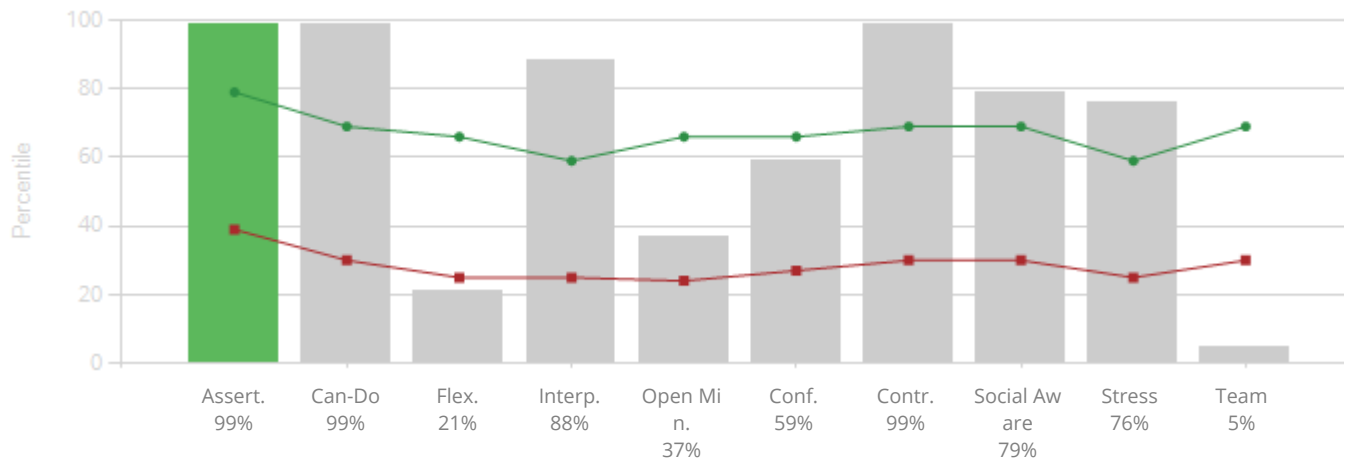
# Assertiveness 5



## Score Details

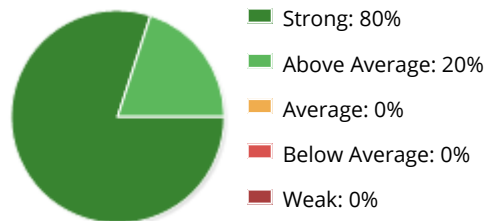
Assertiveness measures the degree to which the individual is likely to assert him/herself, speak his/her mind and enjoy taking control or the lead in group situations. This characteristic is important for jobs where a strong personality is a plus (e.g., most sales jobs and managerial positions).

Sandy Sample scored in the 99th percentile on Assertiveness 5 (High), meaning Sandy scored better than 99 percent of other candidates who have completed this assessment.



## Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Assertiveness 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Assertiveness 5.

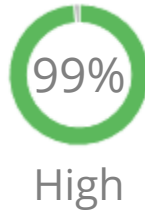


## Expected Job Behaviors

- This individual will assert him or herself when necessary.
- Will take control of situations and interactions.
- He/she will speak his/her mind.
- Will be outgoing with a strong personality.



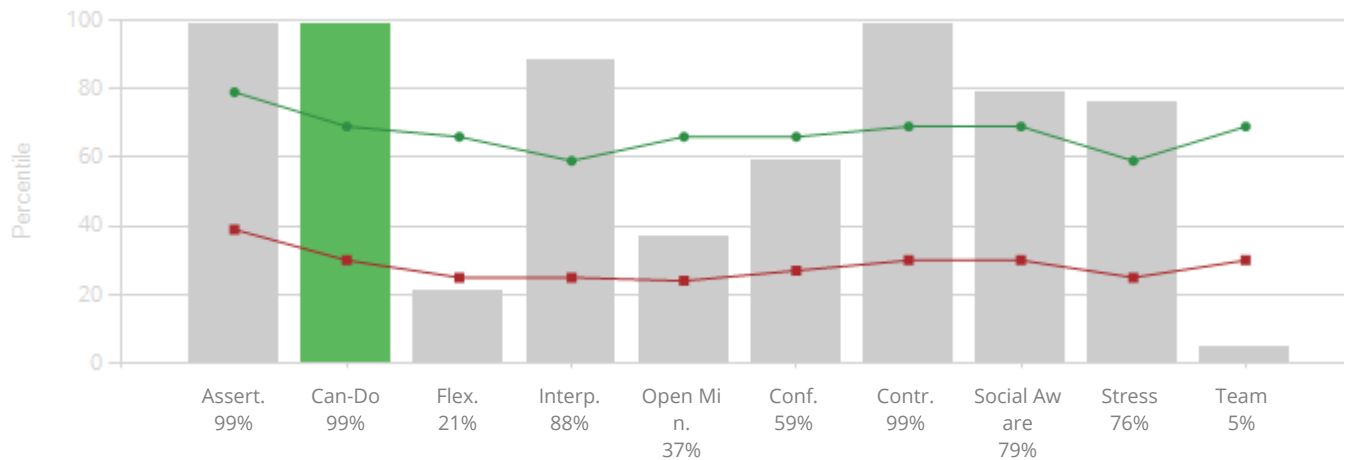
## Can-Do Attitude 5



### Score Details

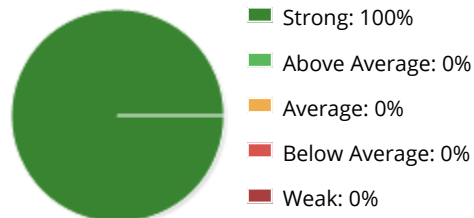
Can-Do Attitude measures the degree to which the individual consistently approaches work duties and projects with a positive attitude. Is always optimistic. Seldom worries and always exhibits a positive demeanor.

Sandy Sample scored in the 99th percentile on Can-Do Attitude 5 (High), meaning Sandy scored better than 99 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Can-Do Attitude 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Can-Do Attitude 5.

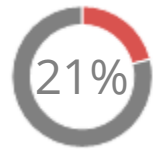


### Expected Job Behaviors

- Tends to make the most of any situation.
- Demonstrates initiative.
- Always has a positive outlook.
- Is energetic and confident.



## Flexibility 5

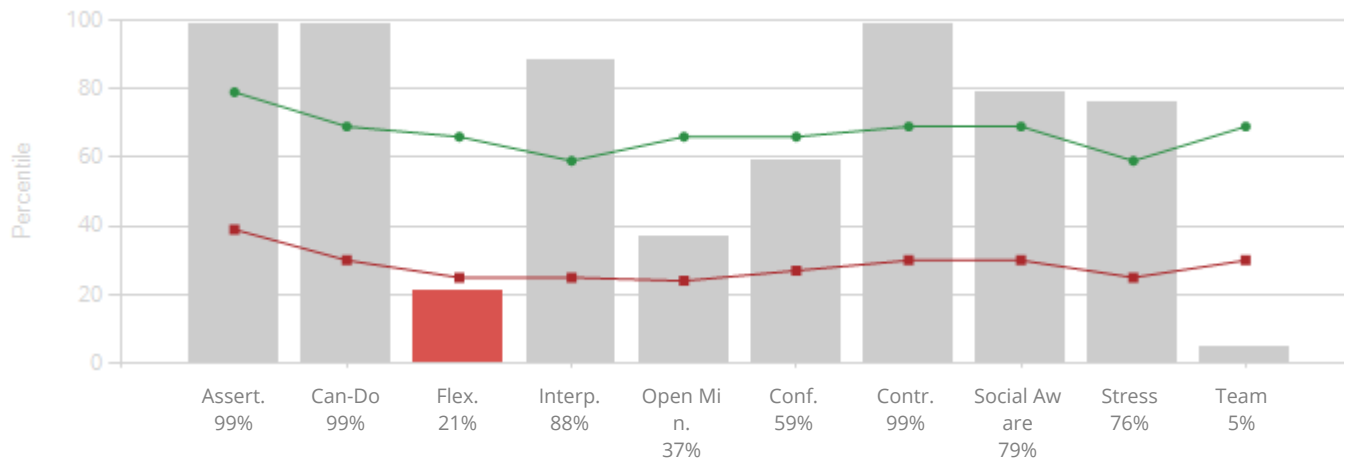


Caution

### Score Details

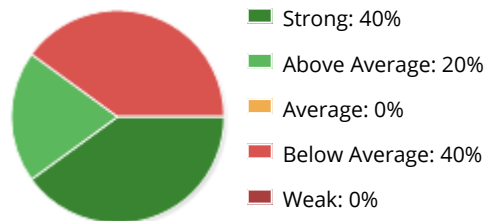
Flexibility measures the degree to which the individual is likely to be able to adapt to change and is more open minded than stubborn. This characteristic is important for fast paced jobs where priorities often shift. It is also important for organizations that are in transition or are expecting changes that will affect work duties and responsibilities.

Sandy Sample scored in the 21st percentile on Flexibility 5 (Caution), meaning Sandy scored lower than 79 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Flexibility 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Flexibility 5.

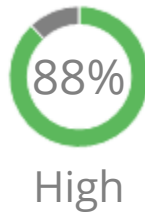


### Expected Job Behaviors

- Individuals who score in this range are less willing or find it more difficult to adapt to change.
- Generally has difficulty changing his/her schedule or plans to help others.
- Tends to have issues with having to change assigned priorities.
- Tends to be stubborn.



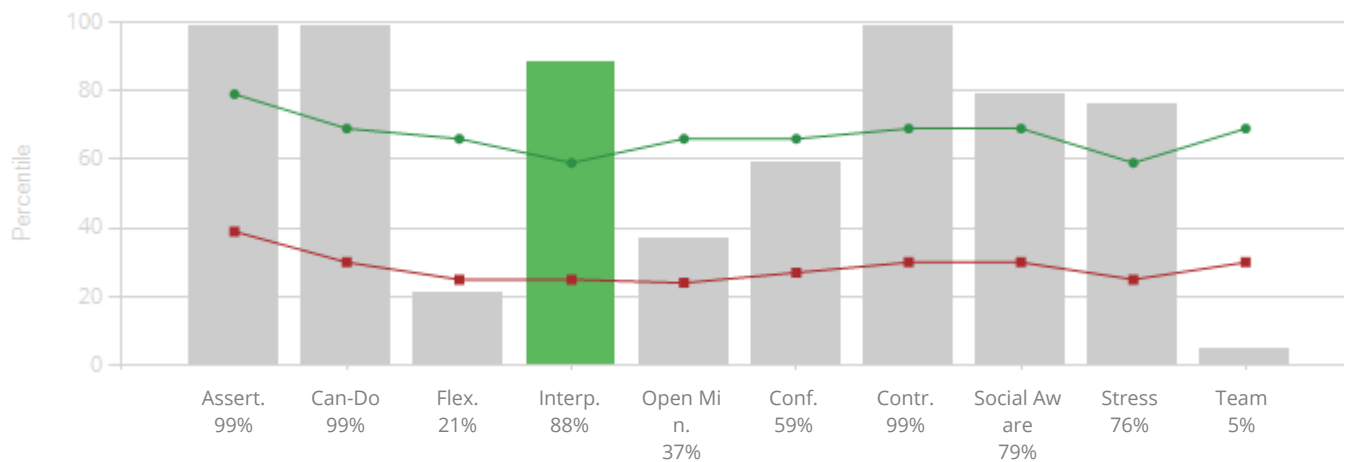
# Interpersonal Skills 5



## Score Details

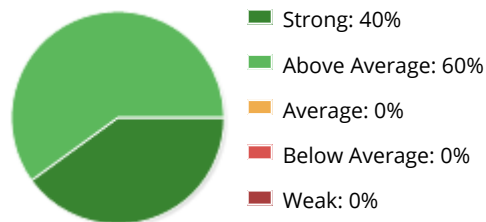
Interpersonal Skills measures the degree to which the individual is friendly, people-oriented and exhibits excellent interpersonal skills. This characteristic is important for all jobs that involve interacting with customers.

Sandy Sample scored in the 88th percentile on Interpersonal Skills 5 (High), meaning Sandy scored better than 88 percent of other candidates who have completed this assessment.



## Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Interpersonal Skills 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Interpersonal Skills 5.



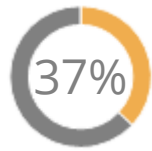
## Expected Job Behaviors

- This individual is friendly, people-oriented and exhibits excellent interpersonal skills.
- Enjoys dealing with customers.
- He/she enjoys interacting with others.
- Is outgoing and personable.





# Open Mindedness

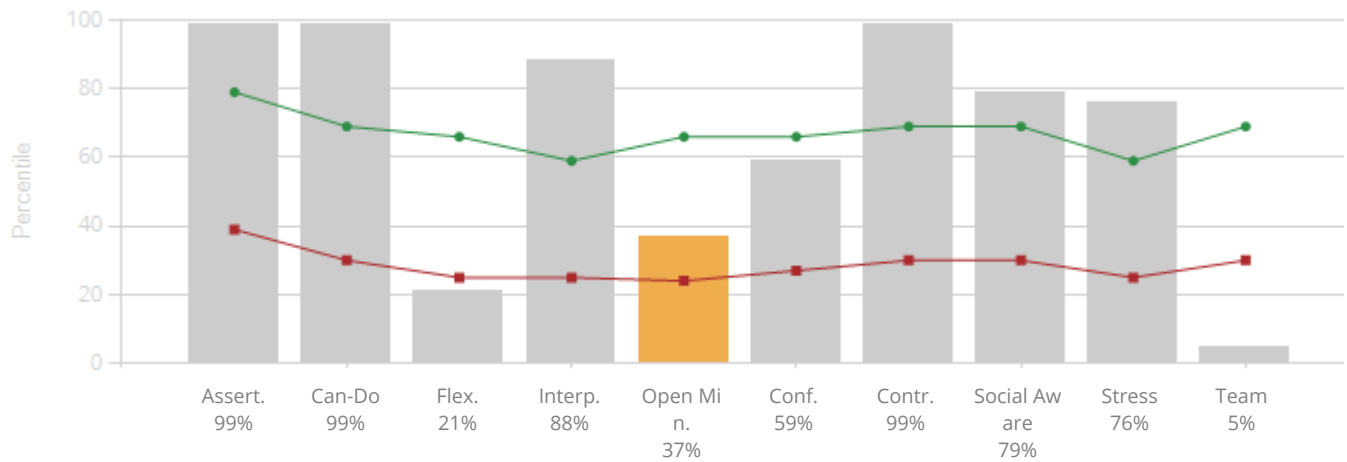


Average

## Score Details

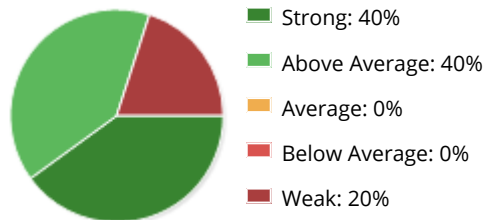
Open Mindedness measures the degree to which the individual is willing to learn from others and from his/her own mistakes. Is not stubborn. Listens to the needs and advice of others. Is open to new ideas and concepts.

Sandy Sample scored in the 37th percentile on Open Mindedness (Average), meaning Sandy scored lower than 63 percent of other candidates who have completed this assessment.



## Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Open Mindedness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Open Mindedness.



## Expected Job Behaviors

- Is often open to learning new ways of doing things but with some incentive or persistence.
- While on the surface he/she may accept change, some
- He/she will listen to the perspectives of others but may find it difficult at times to give up long held beliefs.



# Self Confidence 5

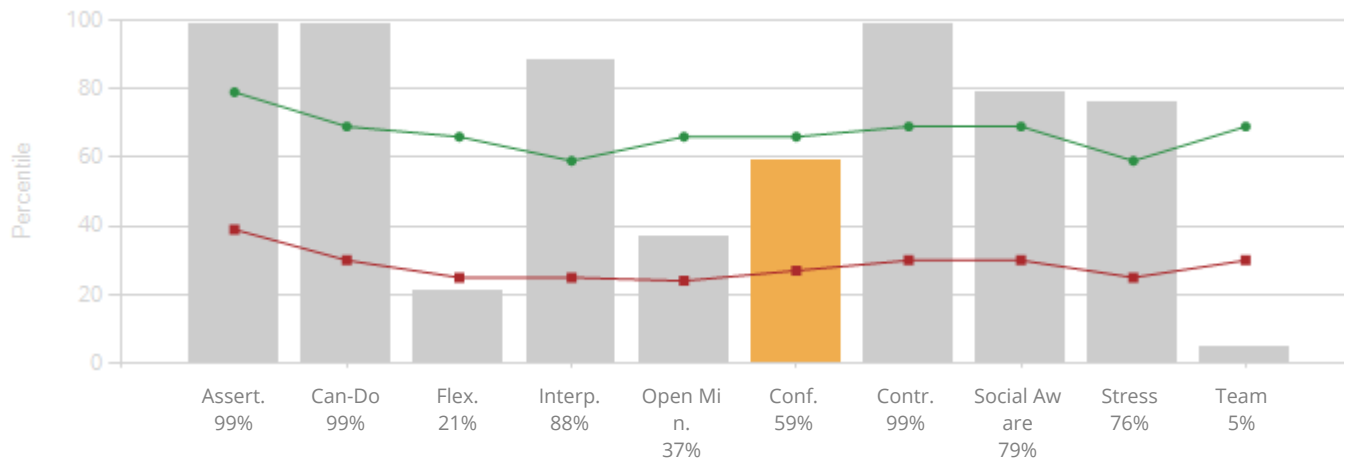


Average

## Score Details

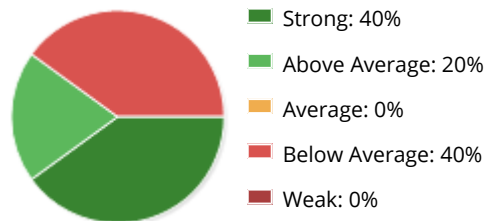
Self Confidence measures the degree to which the individual is likely to be self assured, is not overly affected by what others think of him/her, and is confident in his/her decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales and management.

Sandy Sample scored in the 59th percentile on Self Confidence 5 (Average), meaning Sandy scored better than 59 percent of other candidates who have completed this assessment.



## Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Self Confidence 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Self Confidence 5.

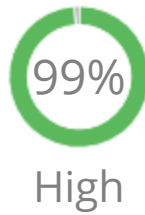


## Expected Job Behaviors

- Exhibits some degree of self-assuredness but at times has self doubt.
- Sometimes questions his/her decisions, but will try not to show it.
- Takes criticism well at times, but tends to personalize some of it.
- Bouncing back from disappointing situations can b



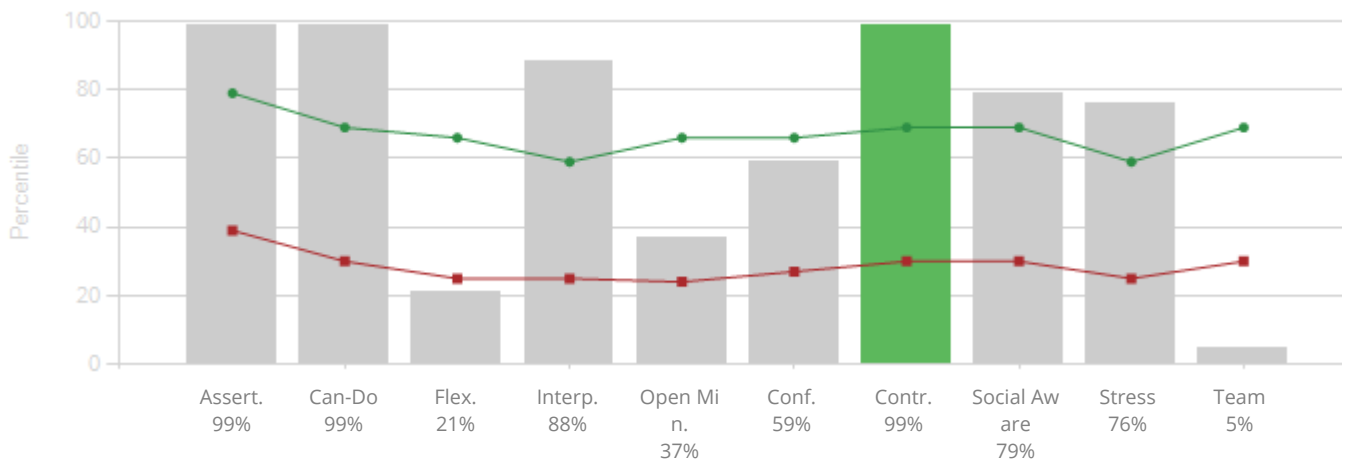
# Self Control 5



## Score Details

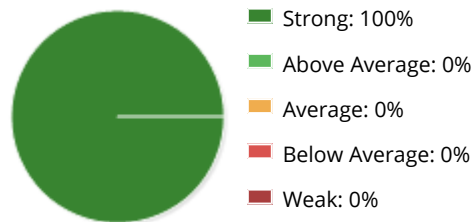
Self Control measures the degree to which the individual remains calm and in control during stressful, high pressure situations.

Sandy Sample scored in the 99th percentile on Self Control 5 (High), meaning Sandy scored better than 99 percent of other candidates who have completed this assessment.



## Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Self Control 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Self Control 5.

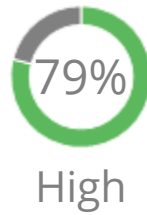


## Expected Job Behaviors

- Handles stressful situations well.
- Effectively handles change within the workplace.
- During times of conflict, remains calm and thinks clearly.
- Does not let work pressures affect him/her.



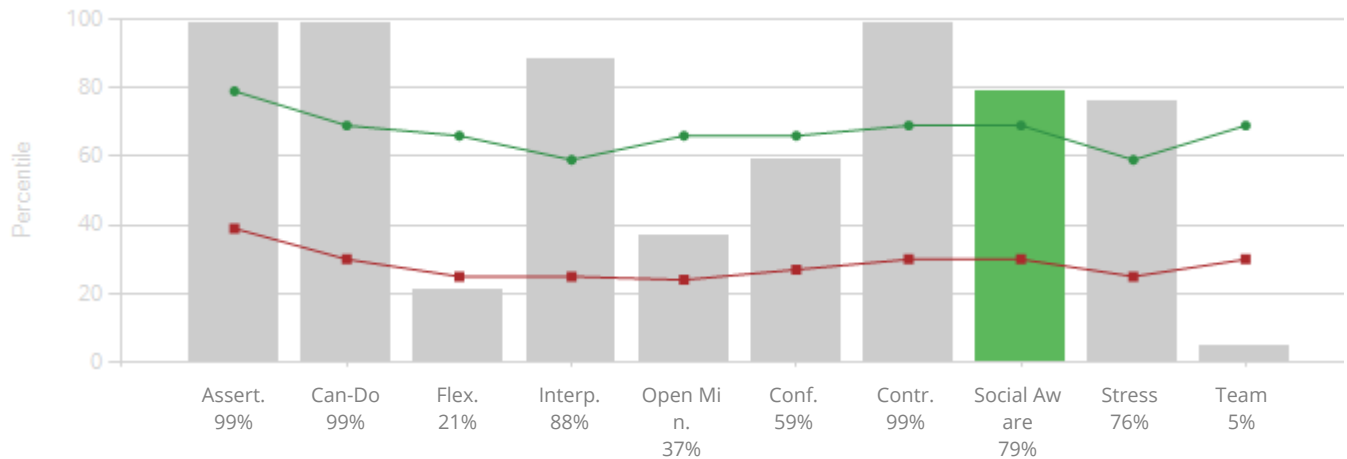
## Social Awareness 5



### Score Details

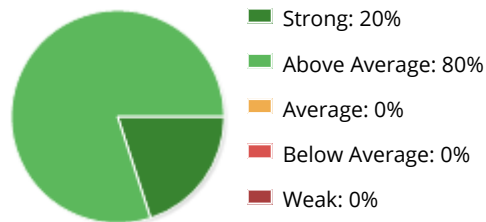
Social Awareness measures the degree to which the individual is caring, empathetic and is service oriented.

Sandy Sample scored in the 79th percentile on Social Awareness 5 (High), meaning Sandy scored better than 79 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Social Awareness 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Social Awareness 5.

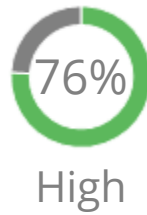


### Expected Job Behaviors

- Is friendly, generous and kind.
- Puts the needs of others before self.
- Is caring and in tune with others' needs.
- Demonstrates empathy.



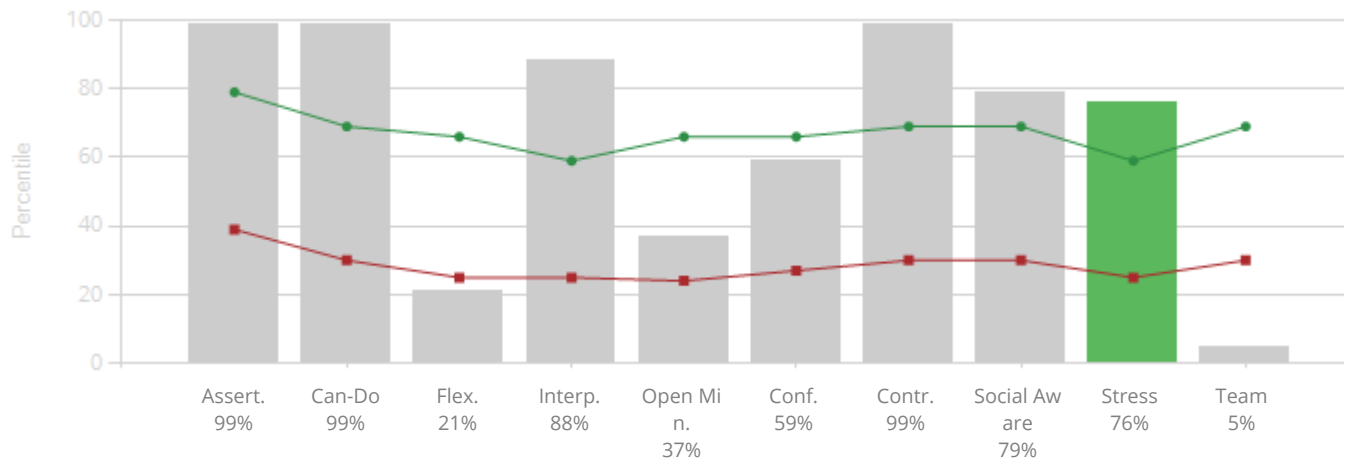
## Stress Management 5



### Score Details

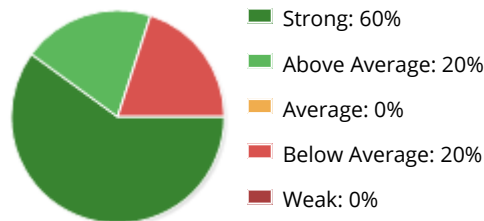
Stress Management measures the degree to which the individual is likely to demonstrate patience and stress tolerance during challenging work-related situations. This characteristic is appropriate for jobs requiring interactions with customers, multitasking and jobs in fast paced organizations.

Sandy Sample scored in the 76th percentile on Stress Management 5 (High), meaning Sandy scored better than 76 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Stress Management 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Stress Management 5.

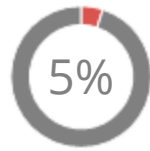


### Expected Job Behaviors

- This candidate will demonstrate patience during difficult work situations.
- He/she will remain calm during times of conflict with customers and co-workers.
- Is able to deal effectively with change at work.
- He/she remains cool under high-pressure situations



## Team Care 5

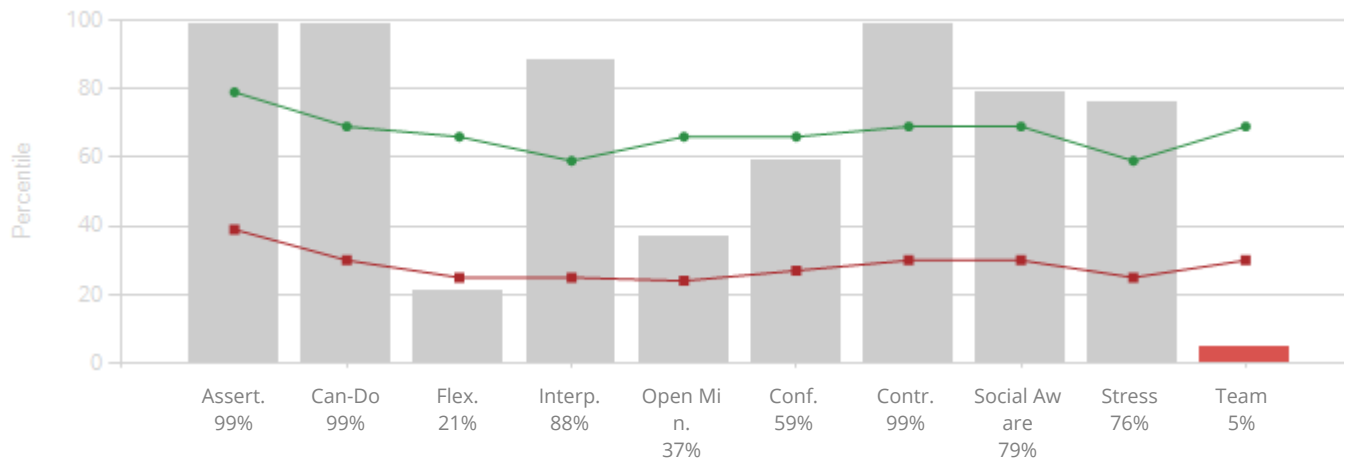


Caution

### Score Details

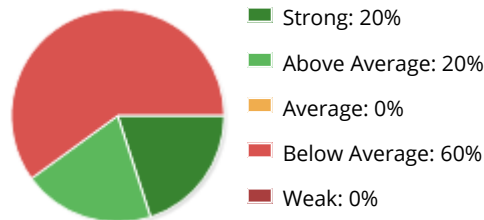
Team Care measures the degree to which the individual is likely to be flexible and compromising in all aspects of his or her work relationships, including working cooperatively with coworkers and customers.

Sandy Sample scored in the 5th percentile on Team Care 5 (Caution), meaning Sandy scored lower than 95 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Team Care 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Team Care 5.



### Expected Job Behaviors

- May experience difficulty working in a team environment.
- Is more concerned with self preferences than the benefit of the group.
- Prefers assignments that can be completed individually.



# Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

## Assertiveness 5

- This individual's level of assertiveness is higher than most. To maintain the candidate's assertiveness drive, reward their assertive disposition when they exhibit it in appropriate settings.
- Work with the candidate to determine what aspects of their job



- Assertiveness 5 99%
- Can-Do Attitude 5 99%
- Flexibility 5 21%
- Interpersonal Skills 5 88%
- Open Mindedness 37%
- Self Confidence 5 59%
- Self Control 5 99%
- Social Awareness 5 79%
- Stress Management 5 76%
- Team Care 5 5%

## Can-Do Attitude 5

- Offer encouragement after he/she has been successful in a difficult situation.
- Offer praise and reinforce positive behaviors.
- Monitor the individual to ensure their positive outlook does not cloud rational decision making.
- Let this individual's positive attitude

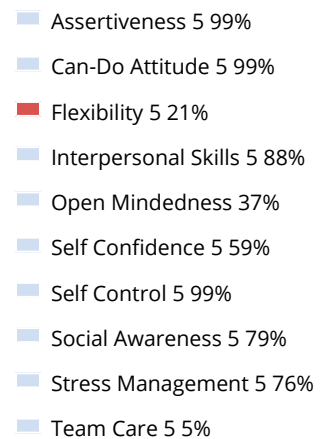


- Assertiveness 5 99%
- Can-Do Attitude 5 99%
- Flexibility 5 21%
- Interpersonal Skills 5 88%
- Open Mindedness 37%
- Self Confidence 5 59%
- Self Control 5 99%
- Social Awareness 5 79%
- Stress Management 5 76%
- Team Care 5 5%



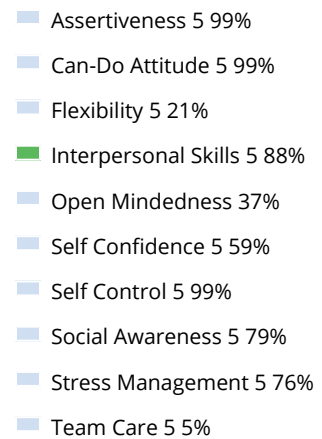
## Flexibility 5

- Outline specific expectations with respect to being flexible and closely monitor his/her behavior.
- Consistently reprimand behaviors that are inflexible and stubborn in nature.
- Consider the individual for positions where flexibility is not critical.
- May be



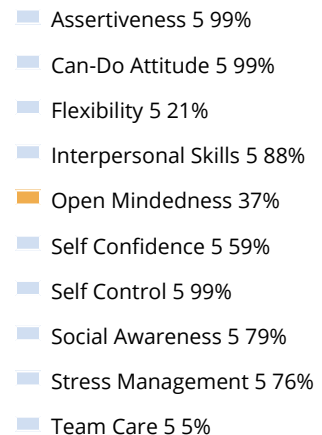
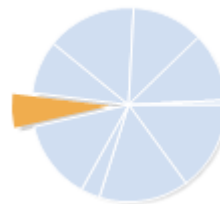
## Interpersonal Skills 5

- This individual has the interpersonal skills needed to be in jobs requiring interactions with customers. Therefore, he/she can be an asset when placed in direct contact with customers.
- He/she tends to be very friendly and outgoing. Ensure that they have



## Open Mindedness

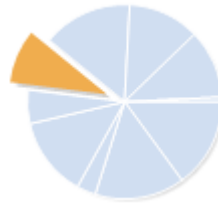
- Consistently reinforce open minded thinking when he/she exhibits it.
- Offer an environment where all ideas are accepted to reinforce the freedom to express open minded thinking.
- This individual may be "on the fence" on many ideas. Take a gradual approach w





## Self Confidence 5

- Candidates who score in this range from time to time may exhibit low levels of confidence. They need to be reassured and should not be overly criticized.
- They should be praised when they make the right decisions.
- They should be offered assistance and su



Assertiveness	5 99%
Can-Do Attitude	5 99%
Flexibility	5 21%
Interpersonal Skills	5 88%
Open Mindedness	37%
Self Confidence	5 59%
Self Control	5 99%
Social Awareness	5 79%
Stress Management	5 76%
Team Care	5 5%

## Self Control 5

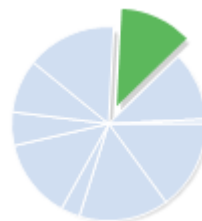
- This individual can be counted on to perform well in stressful situations. It may be appropriate to have him/her share coping skills and strategies with others.
- This individual can be placed in situations that may become stressful and he/she can be count



Assertiveness	5 99%
Can-Do Attitude	5 99%
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Open Mindedness	37%
Self Confidence	5 59%
Self Control	5 99%
Social Awareness	5 79%
Stress Management	5 76%
Team Care	5 5%

## Social Awareness 5

- Place this individual in situations where being friendly and generous are valued.
- Monitor behavior to make sure this candidate is not compromising job quality, over attempting to be accommodating for others.
- His/her ability to be kind and friendly shoul



Assertiveness	5 99%
Can-Do Attitude	5 99%
Flexibility	5 21%
Interpersonal Skills	5 88%
Open Mindedness	37%
Self Confidence	5 59%
Self Control	5 99%
Social Awareness	5 79%
Stress Management	5 76%
Team Care	5 5%



## Stress Management 5

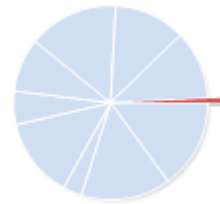
- Given this candidate's ability to handle stressful situations, he/she may have a tendency to take on more work than they should. Monitor their workload and offer assistance when appropriate.
- Use their calm demeanor in pressure situations to help those th



- Assertiveness 5 99%
- Can-Do Attitude 5 99%
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- Stress Management 5 76%
- Team Care 5 5%

## Team Care 5

- This candidate prefers working alone; therefore, they need to be closely monitored in situations requiring teamwork. Provide and enforce clear expectations of team oriented behaviors.
- This individual may negatively affect the productivity and morale of t



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- Stress Management 5 76%
- Team Care 5 5%



## Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

### Assertiveness 5

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.

### Can-Do Attitude 5

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.

### Flexibility 5

**Question:**

Tell me about work experiences you have had that required significant change. How did you manage to handle these situations?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7



## Interpersonal Skills 5

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.

### Open Mindedness

Question:

Give examples of when you made up your mind about a certain issue and others attempted to change your opinion. What happened?  
What was the outcome?

Response Notes:

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---

---

Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

## Self Confidence 5

Question:

What situations have made you feel the most confident and which ones have made you feel least confident?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

## Self Control 5

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.



## Social Awareness 5

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.

## Stress Management 5

**Question:**

Discuss when you have had to deal with change at work and explain how it affected you.

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

## Team Care 5

**Question:**

Provide an example of a time when you became frustrated while working as part of a team. What do you think caused this frustration?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)

