

NAME: ★ John Joe
 CANDIDATE ID: #001412
 EMAIL: joe@mailinator.com
 JOB APPLYING FOR: SE
 INVITED BY: Reyan Dela Cruz (reyan@mailinator.com)
 ORGANIZATION: Pepsi
 TESTING TIME: 3 min. 9 seconds
 TEST VERSION: ECP V1

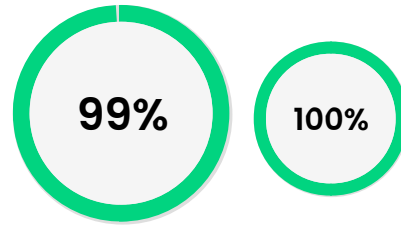
ELITE
COGNITIVE
 PROFILE



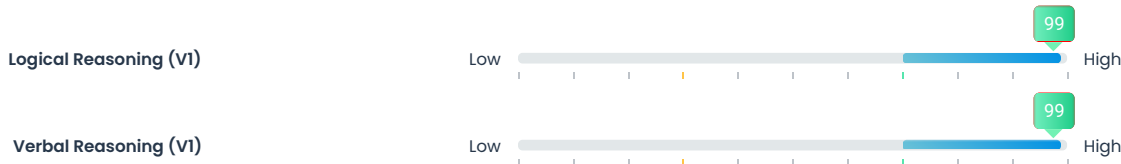
STARTED: 02/18/21 03:25 AM
 COMPLETED: 02/18/21 03:28 AM

TOTAL SCORE SUMMARY

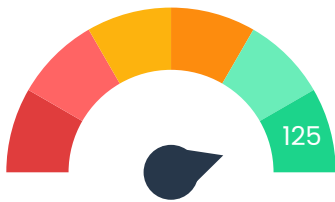
The large circle represents the average of the scale scores included in this profile. Scores are presented in terms of percentiles and indicate where the candidate falls relative to everyone else who has completed this profile. The smaller circle is the percent match against your Star Profile. Review individual scale details to understand strengths and potential areas for improvement.



SCORE DETAILS



IQ EQUIVALENCE



- Superior Intelligence
- Very Intelligent
- Above Average Intelligence
- Average Intelligence
- Below Average Intelligence
- Low Intelligence

General Abilities

- Able to collect own information to make inferences.
- Able to perform analyses based on logic and reason.
- Offers innovative solutions to problems.



Total Attempted



Total Correct



% Correct of Attempted



Avg. Time/Qst. (Sec.)

Population Avg. 28/40

19

68%

28

SCALE SCORE INTERPRETATIONS

The information that follows offers detailed interpretations for each scale included in this profile. The Skill Level graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.

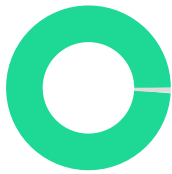
LOGICAL REASONING (V1)



The degree to which the individual is likely to reason logically and to understand and solve basic to more complex mathematical, logical and abstract problems. While research has shown that logical reasoning is important for most jobs, this ability is especially critical for jobs requiring analytical problem solving.

John Joe scored in the 99th percentile on Logical Reasoning (V1) (High), meaning John scored higher than 99 percent of other candidates who have completed this assessment.

Skill Level



Average Time to Complete Each Question **9.0 seconds**

Attempted: 20/20 = 100%

Correct 20/20: 100%
Incorrect 0/20: 0%

Correct/Total Possible: 20/20 = 100%

Population Avg. Correct/Total Possible: 10/20 = 50%

Expected Job Behavior

- Is likely to reason quickly and logically.
- Has the ability to problem solve using numbers and mathematical concepts.
- Is a quick learner.
- Is able to understand training material.

VERBAL REASONING (V1)



The degree to which the individual understands relationships among written or spoken words, which includes word comprehension and associations. This ability is especially important for jobs requiring quick and fluid thinking and jobs requiring that conclusions be drawn from moderate to complex verbal or written communications.

John Joe scored in the 99th percentile on Verbal Reasoning (V1) (High), meaning John scored higher than 99 percent of other candidates who have completed this assessment.

Skill Level



Average Time to Complete Each Question **0.45 seconds**

Attempted: 20/20 = 100%

Correct 20/20: 100%
Incorrect 0/20: 0%

Correct/Total Possible: 20/20 = 100%

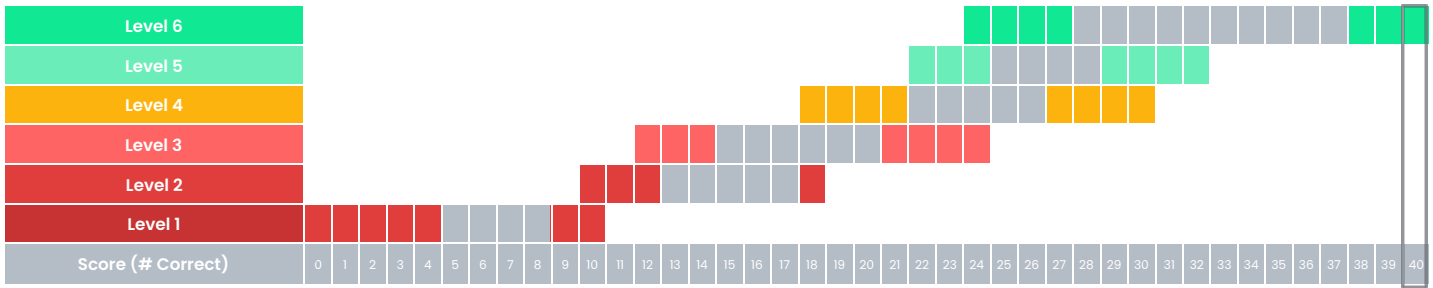
Population Avg. Correct/Total Possible: 9/20 = 45%

Expected Job Behavior

- Understands complex verbal or written communications.
- Can make inferences based on complex information presented verbally or in writing.
- Is likely to have a very good vocabulary.

ELITE COGNITIVE PROFILE AND JOB FIT

Research examining the average intelligence level of individuals within various occupations has found significant differences between job levels. The following table offers general guidelines with respect to samples of occupations that have been associated with various levels of intelligence. The score obtained by the candidate on the Elite Cognitive Profile is highlighted by the vertical bar. The bar indicates where the score falls with respect to the general intelligence ranges of individuals within the various job categories/levels presented. The middle range for each job level indicates the optimal score range for that level.



Level 6	CEO, Physicians and Surgeons, Lawyers, Engineers, Government Officials, College Professors, Research Scientists.
Level 5	Managers, Accountants, Computer Occupations, Pharmacists, Nurse, High School Teachers, Real Estate Occupations, Sales, Creative Jobs.
Level 4	Management Trainee, Purchasing Agent, Accounting Clerk, Customer Service Reps., Sales Reps., Policemen, Supervisor, Lab Technician, Electricians, Claims Adjusters, Cashier, Teller, Field Technician, Receptionist, Data Processing, General Clerk, News Writer, Head Mechanic.
Level 3	File Clerk, Material Handler, Machine Operators, Shopkeepers, Welders, Butchers, Warehouse Personnel, Carpenters, Cooks, Bus/Truck Drivers, Farmers, Maintenance Worker, Shipping Clerk, Security Guard.
Level 2	Laborers, Factory Packers and Sorters, Upholsterers, Gardeners, Miners, Assembler, Nurse's Aide.
Level 1	Casual Worker.

INTERPRETATION GUIDELINES

Scores that fall within particular job level, indicate that the candidate has the intellectual capacity to perform the requirements of the jobs within that level. The gray area indicates the ideal score range for that particular job level. Scores within this range indicate a good match between the candidate's cognitive skills and those required of the job.

Scores that fall to the right of the gray area, particularly when they fall outside of a particular job level range, indicate a higher probability that the candidate will find the job to be less intellectually challenging. These candidates might be better suited, from an intellectual standpoint, for a higher level position. Their intellectual level may result in boredom if the job they are being considered for is not mentally challenging enough. Specific job tasks and routines should be discussed with the candidate so that they understand the level of their responsibilities. Realistic job growth opportunities should also be discussed.

Scores that fall to the left of the gray areas, particularly when they fall outside of a particular job level range, indicate a higher probability that the candidate will struggle to meet some of the intellectual requirements of the jobs within those levels. These candidates will need to work harder to understand and accomplish the more intellectually challenging aspects of the job. Therefore, specific expectations should be discussed with the candidate with regard to these more challenging requirements.

MANAGEMENT STRATEGIES

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses.

LOGICAL REASONING (VI)



- This individual's ability to think logically makes them ideal for complex problem solving tasks and idea generation exercises.
- Avoid having them work on routine, repetitive work. They need to be mentally stimulated.

- Their ability to understand complex concepts makes them an ideal source for coaching others or explaining more complex tasks to others.

VERBAL REASONING (VI)



- This individual's ability to understand complex communications makes them ideal for intellectually demanding jobs.
- Needs to be intellectually challenged.

- Their ability to understand complex communications makes them an ideal source for coaching or explaining complex instructions to others.

INTERVIEW GUIDE

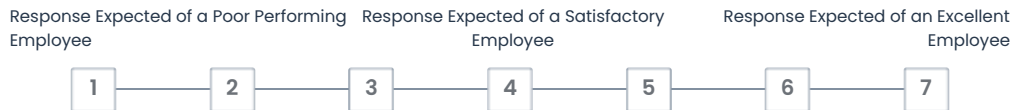
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

LOGICAL REASONING (VI)

QUESTION

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension. You may ask your own question and rate the response on the rating scale provided.

RESPONSE NOTE:

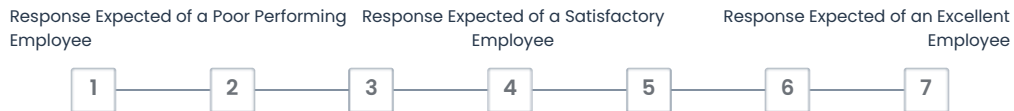


VERBAL REASONING (VI)

QUESTION

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension. You may ask your own question and rate the response on the rating scale provided.

RESPONSE NOTE:



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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