



Joe Sample

Date 08/26/2013

Time 3:20 PM

Candidate ID 2588

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Organization Sample Distributor

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What the Elite Industrial Profile Measures

The Elite Industrial Profile is a general indicator of the individual's ability to perform the basic skills that underlie most entry-level through supervisory positions within a manufacturing or light industrial setting, such as basic math, assembly, and inspection. Other key characteristics assessed are safety, responsibility and reliable work habits.

The areas assessed by this Profile are:

Reliability	The Reliability scale measures the degree to which an individual is likely to be dependable, hardworking, performance and goal oriented and conscientious about the quality of his or her work.
Responsibility	Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.
Spatial Reasoning	Spatial Reasoning measures the degree to which the individual is able to mentally manipulate various objects in order to determine how they might best be assembled or how they might best fit together.
Safety	Safety measures the degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment (e.g., tools, forklifts, machinery), including jobs in warehouse, production, assembly and light industrial settings.
Light Industrial Math	Light Industrial Math measures the degree to which this individual has the ability to learn quickly, problem solve and understand basic mathematical concepts. This ability is appropriate for most, if not all, jobs.
Inspection	The Inspection score measures the degree to which an individual can quickly and accurately find errors, defects, and/or dissimilarities when comparing two or more objects. This ability is important for most jobs that require inspecting products for errors and/or jobs requiring attention to small visual details.

Candidness of the Elite Industrial 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 Elite Industrial Profile

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



Total Score Summary



Caution



Average



High

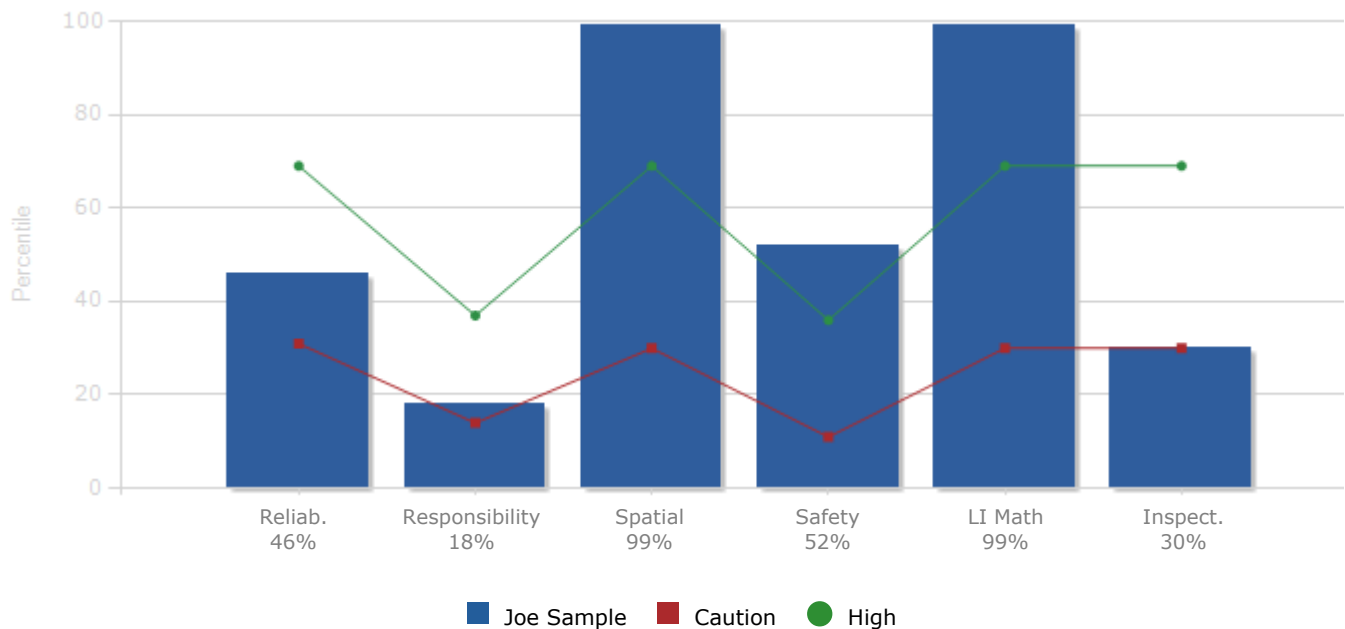
Total Score Interpretation

This candidate's total Elite Industrial Profile score falls within the Average range. This candidate generally demonstrates moderate to average levels of the behavioral characteristics and basic skills needed to succeed in an industrial/manufacturing environment. If the candidate is to be exceptional in this setting, he/she needs to strengthen certain aspects of these behavioral characteristics and skills. Review individual scale details to better understand strengths and potential shortcomings. This individual's level of the behavioral characteristics and skills assessed by this profile are consistent with that of most other industrial candidates.

Score Validity

Candidness: High - The candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors.

Score Profile



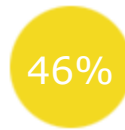
The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.



Reliability



Caution



Average

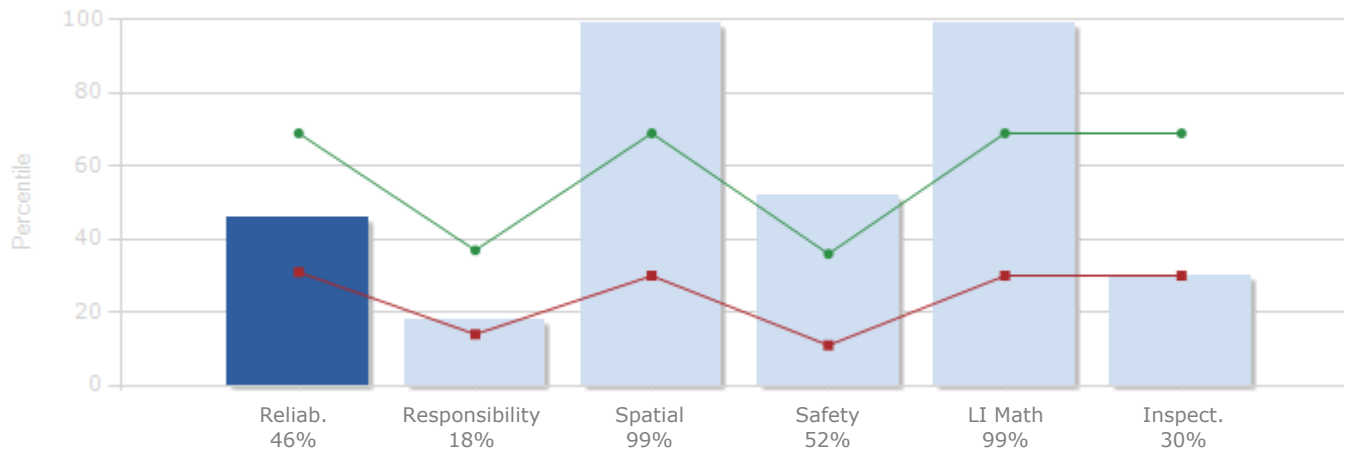


High

Score Details

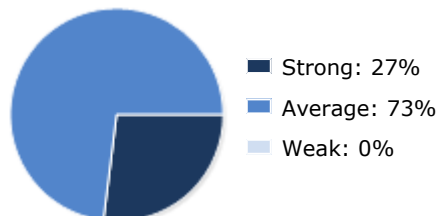
The Reliability scale measures the degree to which an individual is likely to be dependable, hardworking, performance and goal oriented and conscientious about the quality of his or her work.

Joe Sample scored in the **46th** percentile on Reliability (Average), meaning Joe scored lower than 54 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 Reliability behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Reliability.



Expected Job Behaviors

- This individual is generally dependable and plans ahead from time to time.
- On occasion, work responsibilities may require some follow-up
- This individual's reliability score is consistent with most other candidates.
- The quality of his/her work is satisfactory.
- Is moderately organized.



Responsibility



Caution



Average

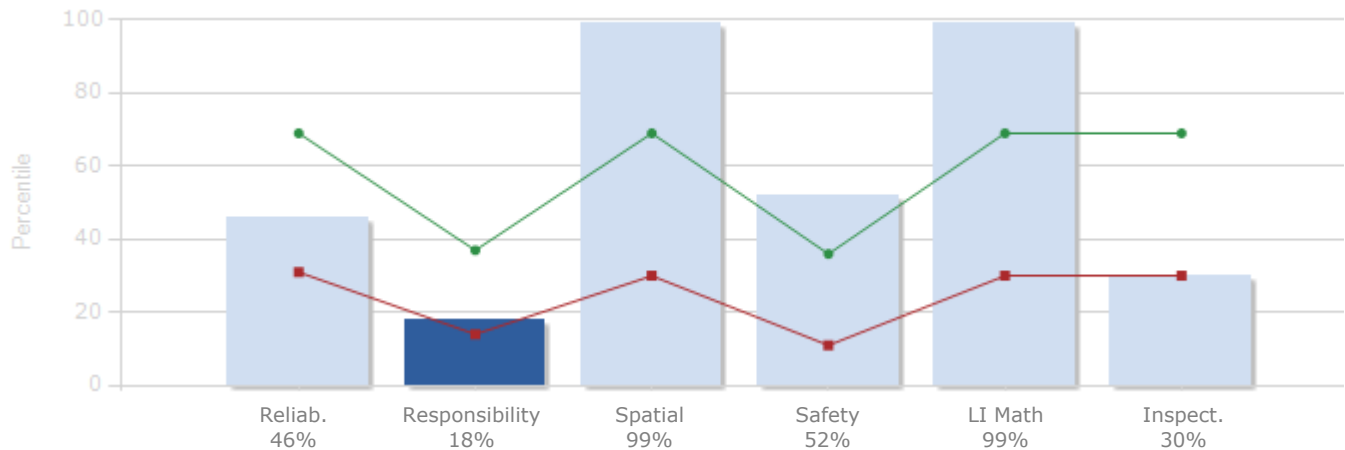


High

Score Details

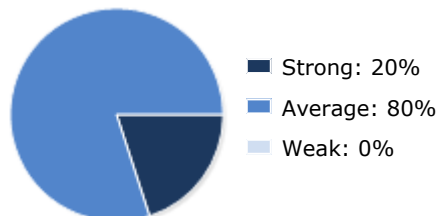
Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.

Joe Sample scored in the **18th** percentile on Responsibility (Average), meaning Joe scored lower than 82 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 Responsibility behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Responsibility.



Expected Job Behaviors

- This individual is generally dependable.
- Usually takes responsibility for his/her actions, although at times, may blame outside factors for poor performance.
- This individual's responsibility score is consistent with most other candidates.
- Exhibits satisfactory levels of performance.
- Can generally be counted on to get the job done.



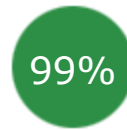
Spatial Reasoning



Caution



Average



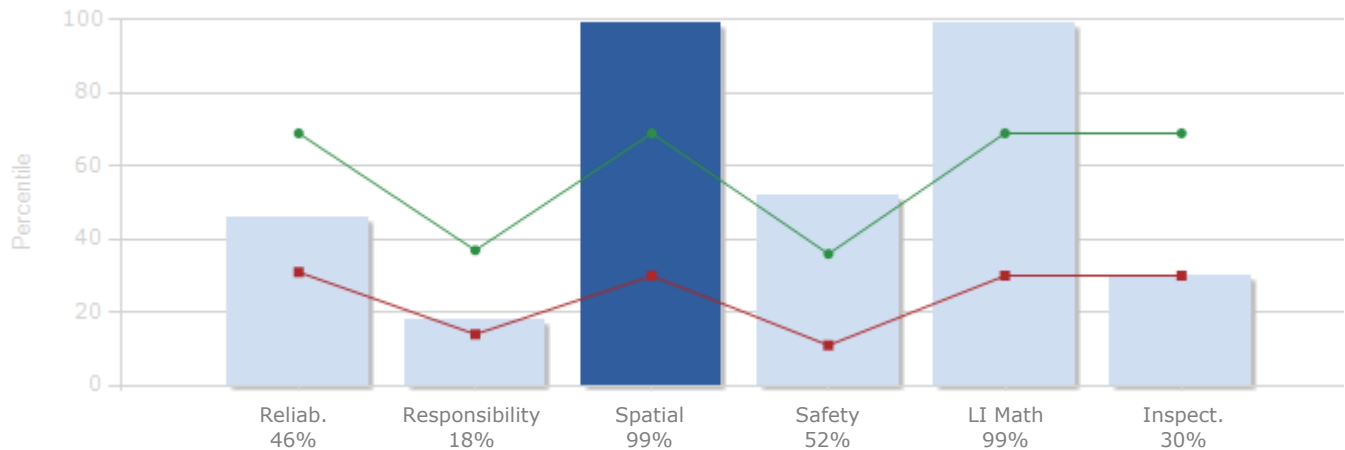
99%

High

Score Details

Spatial Reasoning measures the degree to which the individual is able to mentally manipulate various objects in order to determine how they might best be assembled or how they might best fit together.

Joe Sample scored in the **99th** percentile on Spatial Reasoning (High), meaning Joe scored better than 99 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly along with the average percentage correct for all other candidates who have taken this assessment. This illustration is useful for assessing the degree of skill/knowledge the individual displayed and how it relates to others who have taken this assessment.



Correct: 15/15=100%

Incorrect: 0/15=0%

Applicant Population Average Percent Correct: 5/15=33%

Expected Job Behaviors

- This individual has excellent spatial reasoning skills.
- He/she is able to quickly look at an object and mentally manipulate how it fits within other objects.
- He/she can understand and follow complex assembly diagrams.



Safety



Caution



Average

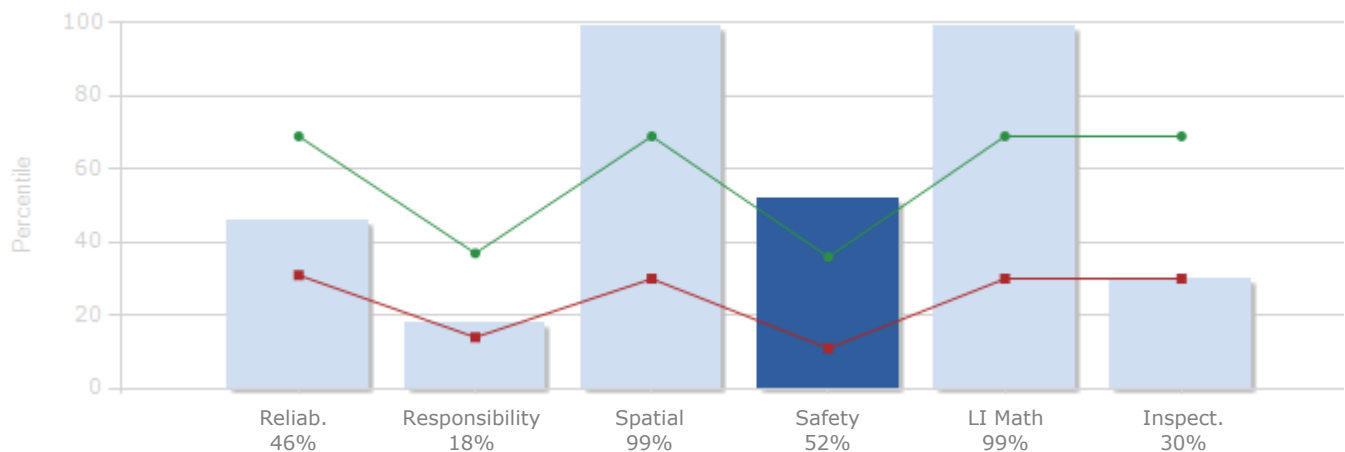


High

Score Details

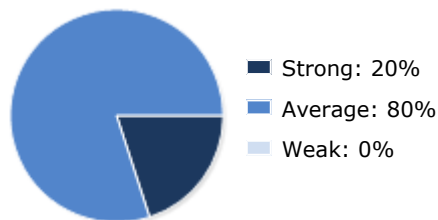
Safety measures the degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment (e.g., tools, forklifts, machinery), including jobs in warehouse, production, assembly and light industrial settings.

Joe Sample scored in the **52nd** percentile on Safety (High), meaning Joe scored better than 52 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 Safety behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Safety.



Expected Job Behaviors

- This individual will be safety conscious.
- Will be conscientious about his/her work and will not take unnecessary risks.
- He/she will behave and work in a safe manner.
- Looks for ways to avoid accidents.



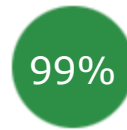
Light Industrial Math



Caution



Average

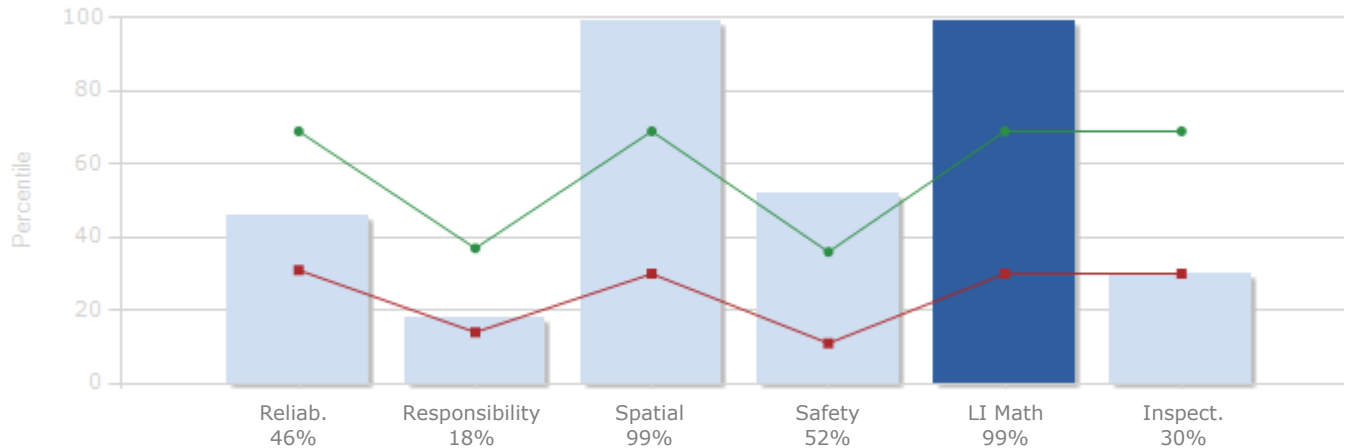


High

Score Details

Light Industrial Math measures the degree to which this individual has the ability to learn quickly, problem solve and understand basic mathematical concepts. This ability is appropriate for most, if not all, jobs.

Joe Sample scored in the **99th** percentile on Light Industrial Math (High), meaning Joe scored better than 99 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly along with the average percentage correct for all other candidates who have taken this assessment. This illustration is useful for assessing the degree of skill/knowledge the individual displayed and how it relates to others who have taken this assessment.



Correct: 20/20=100%

Incorrect: 0/20=0%

Applicant Population Average Percent Correct: 11/20=55%

Expected Job Behaviors

- This individual is a quick learner.
- He/she solves problems using logic and reasoning.
- He/she understands basic mathematical concepts.



Inspection



Caution



Average

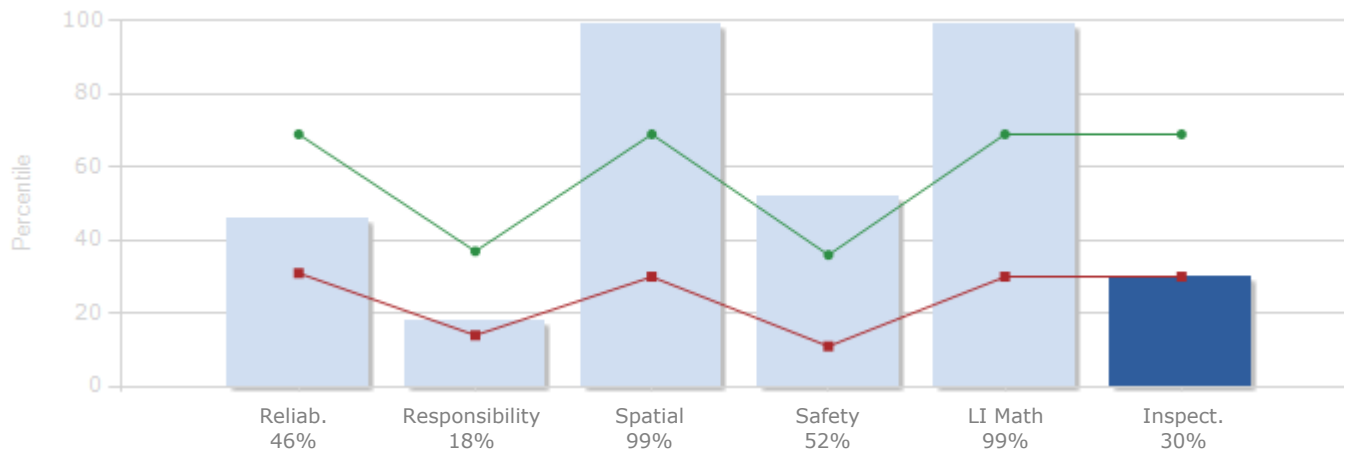


High

Score Details

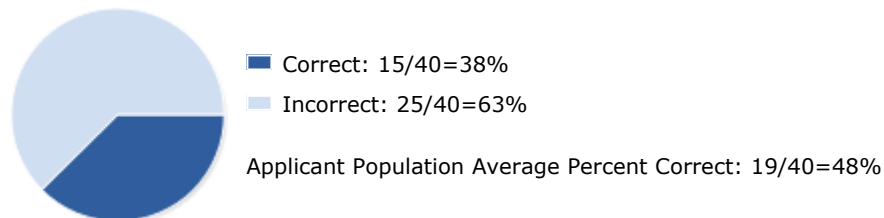
The Inspection score measures the degree to which an individual can quickly and accurately find errors, defects, and/or dissimilarities when comparing two or more objects. This ability is important for most jobs that require inspecting products for errors and/or jobs requiring attention to small visual details.

Joe Sample scored in the **30th** percentile on Inspection (Average), meaning Joe scored lower than 70 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly along with the average percentage correct for all other candidates who have taken this assessment. This illustration is useful for assessing the degree of skill/knowledge the individual displayed and how it relates to others who have taken this assessment.



Expected Job Behaviors

- This individual is generally detail-oriented.
- This individual's inspection score is consistent with most other candidates.
- He/she detects errors and defects when performing inspection-related duties at a satisfactory level.

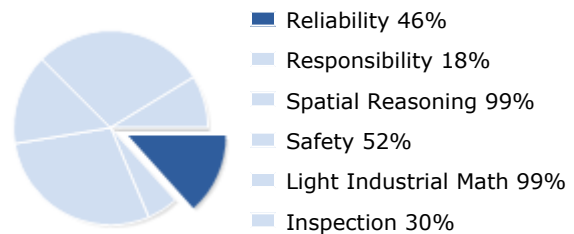


Management Strategies

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.

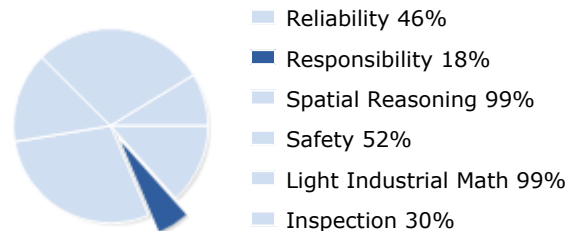
Reliability

- This individual may need some supervision and an occasional push to be more organized, and thoughtful about his/her work.
- He/she should be guided when developing training plans and setting goals.
- The importance of consistency, punctuality and reliability to be successful need to be stressed and tied into his/her daily routines.
- When he/she exhibits reliable, conscientious behaviors, reinforce them through praise and appreciation and other rewards that may motivate the individual.



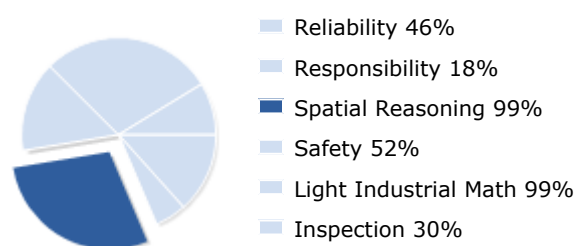
Responsibility

- Candidates who score in this range may need some supervision at times to ensure responsible/dependable behavior.
- If he/she exhibits less than responsible behaviors, point it out to him/her and stress their importance.
- The importance of taking responsibility for one's actions and decisions is critical for both life and work success and therefore these qualities need to be stressed and tied into their daily routines.
- When he/she exhibits responsible, dependable behaviors, reinforce them through praise and appreciation and other rewards that may motivate the individual.



Spatial Reasoning

- This candidate should be given opportunities to engage in tasks that involve building or assembling products or jobs that involve the mental manipulation of objects in an effort to determine their relationship to other objects.
- He/she is able to read and understand assembly diagrams, therefore utilize their skills to engage in such tasks.
- Expect that they will be of above average intelligence, so their jobs should be mentally challenging to avoid boredom.
- They may be able to train others on how to understand assembly diagrams or how to best address spatial reasoning oriented tasks.



Safety

- The thoughtful and safe manner, in which this individual works, warrants praise and recognition.
- This individual can be utilized in positions that require overseeing issues of safety.
- While being safety conscious is critical for a safe working environment, ensure that this individual's conscientious nature does not slow down other aspects of his/her work or the department's work.
- He/she may be too conservative for jobs involving some degree of risk taking.



- Reliability 46%
- Responsibility 18%
- Spatial Reasoning 99%
- Safety 52%
- Light Industrial Math 99%
- Inspection 30%

Light Industrial Math

- This candidate should be given opportunities to problem solve or use their reasoning skills.
- Give him/her opportunities to coach or work with others on tasks that involve the use of basic mathematical concepts or problem solving.
- Expect that they will understand basic instructions and training and therefore may be able to train others on these concepts.



- Reliability 46%
- Responsibility 18%
- Spatial Reasoning 99%
- Safety 52%
- Light Industrial Math 99%
- Inspection 30%

Inspection

- Expect this individual to be able to detect errors and defects at an average level of efficiency and accuracy. Therefore monitor his/her work to ensure it is up to expected standards.
- Discuss expectations with respect to speed and accuracy of inspections.
- Set achievable, yet challenging goals to maintain or increase performance levels.



- Reliability 46%
- Responsibility 18%
- Spatial Reasoning 99%
- Safety 52%
- Light Industrial Math 99%
- Inspection 30%



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.

Reliability

Question:

What percentage of your objectives must you complete before you consider yourself successful? Give examples from your past work history.

Response Notes:

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

Question:

Give work related examples of when you were more impulsive than predictable?

Response Notes:

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

Question:

From your work experience, explain how success or failure has been due to luck or bad luck rather than hard work.

Response Notes:

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



Question:

How much emphasis have you placed on planning for the future? How important is it to set goals to accomplish one's objectives? Please explain your answer.

Response Notes:

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

Responsibility

Question:

Give examples of how your past employers affected your productivity and general attitude toward your work.

Response Notes:

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

Question:

What factors that are not related to an illness or disability have caused you to miss work?

Response Notes:

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

Question:

Can one have a poor attendance record based on unexcused absences and still be a reliable employee? How many times have you been absent or late to work in the past two years?

Response Notes:

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



Question:

How have you dealt with disorganized coworkers in the past? Is being organized an important factor for success for you?

Response Notes:

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

Question:

What leads to one's career success? From your experience is it one's own actions and decisions or luck and circumstances? What factors have led you to this point in your career?

Response Notes:

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

Question:

When have you had to break promises in order to achieve your work or career objectives?

Response Notes:

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

Question:

What specific company policies on absences and tardiness are too strict and unrealistic? What would you have them do differently that would be more fair? How have such policies in the past affected you?

Response Notes:

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



Question:

How many times have you called in sick in the past two years just because you needed a break?

Response Notes:

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

Spatial Reasoning

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.

Safety

Question:

From your experience, is it normal to have a workplace accident now and then? Describe accident situations you have been involved in.

Response Notes:

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

Question:

Tell me about a past work experience where sticking to the rules was difficult or even impossible.

Response Notes:

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



Light Industrial Math

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.

Inspection

Question:

Describe your previous work experiences inspecting products or working in quality control type jobs. What did you like most and least about this type of work?

Response Notes:

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

Question:

How good are you with respect to attention to detail type tasks? Tell me about a time when you had wished you were more detail oriented? What happened exactly?

Response Notes:

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.)

