# Remote
Worker Profile

## Joe Sample

| | |
|---|---|
| Date and Time Started: | 03/24/2020 6:53 AM |
| Date and Time Completed: | 03/24/2020 7:23 AM |
| Total Administration Time: | 30 minutes |

| | |
|---|---|
| Candidate ID: | 214385 |
| Email: | sample@psymetricsinc.com |
| Job Title Applying For: | Remote Worker |

| | |
|---|---|
| Organization: | Acme, Inc. |
| Requested By: | Laura Smith |

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 the Remote Worker Profile Measures

The Remote Worker Profile identifies an individual's strength or weakness on eight personality dimensions found to be critical to succeed in a remote worker function. The individual scale scores offer detailed insights with respect to the candidate's personality and potential job fit.

The areas assessed by this Profile are:

| | |
|---|---|
| Flexibility | 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. |
| Goal Focus | The degree to which the individual is able to focus on long-term goals regardless of distractions or obstacles that may be encountered. |
| Good Citizen | Good Citizen measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. |
| 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. |
| Organization | Organization measures the degree to which the individual is organized, structured and thoughtful about his/her work. |
| Self Confidence | 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. |
| Social Awareness | Social Awareness measures the degree to which the individual is caring, empathetic and is service oriented. |
| Work Ethic | Work Ethic measures the degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead. |

## Candidness of the Remote Worker 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

**59%**
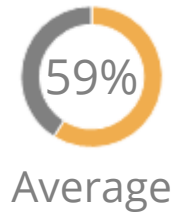
Average

## 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: High: The candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors.
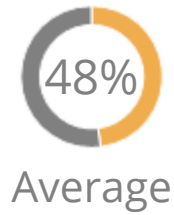
20%     70%     99%

## Score Profile



| Flex. | Focus | Citizen | Open Min. | Org. | Confid. | Soc. Aware | Wk. Ethic |
|-------|-------|---------|-----------|------|---------|------------|-----------|
| 48% | 92% | 62% | 33% | 84% | 85% | 27% | 38% |

■ Caution    ● High

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.
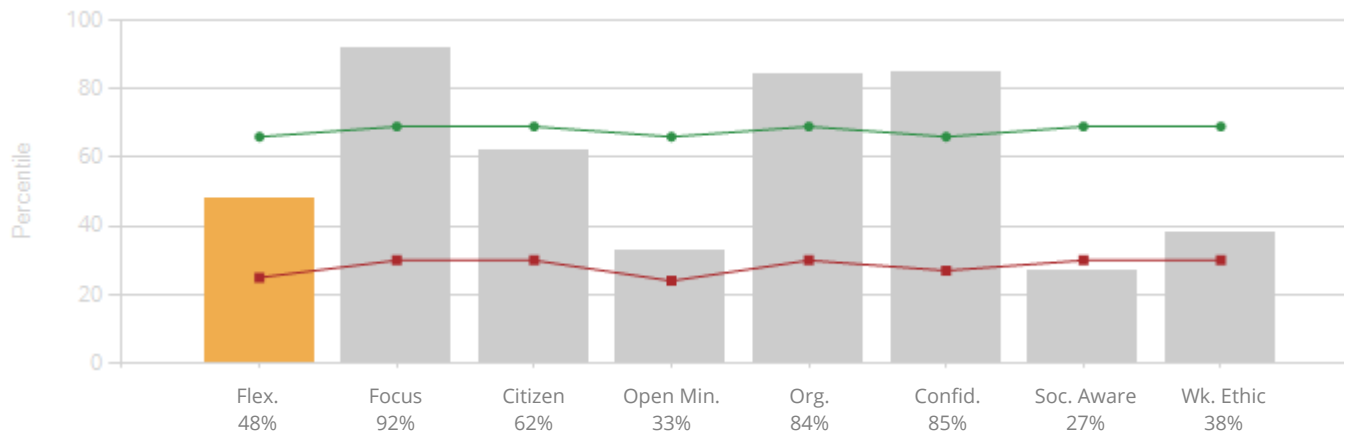
# Flexibility

**48%**

Average

## 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.

Joe Sample scored in the 48th percentile on Flexibility (Average), meaning Joe scored lower than 52 percent of other candidates who have completed this assessment.

| | Flex. 48% | Focus 92% | Citizen 62% | Open Min. 33% | Org. 84% | Confid. 85% | Soc. Aware 27% | Wk. Ethic 38% |
|---|---|---|---|---|---|---|---|---|

## Strength of Candidate's Responses

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

- Strong: 40%
- Above Average: 20%
- Average: 40%
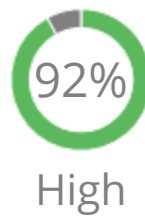- Below Average: 0%
- Weak: 0%
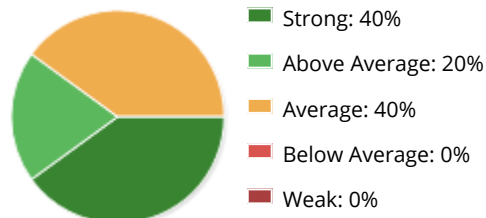
## Expected Job Behaviors

- This individual is generally able to adapt to change.
- Demonstrates a satisfactory level of flexibility.
- This individual's flexibility score is consistent with most other candidates.

- He/she tends to be cooperative when necessary.
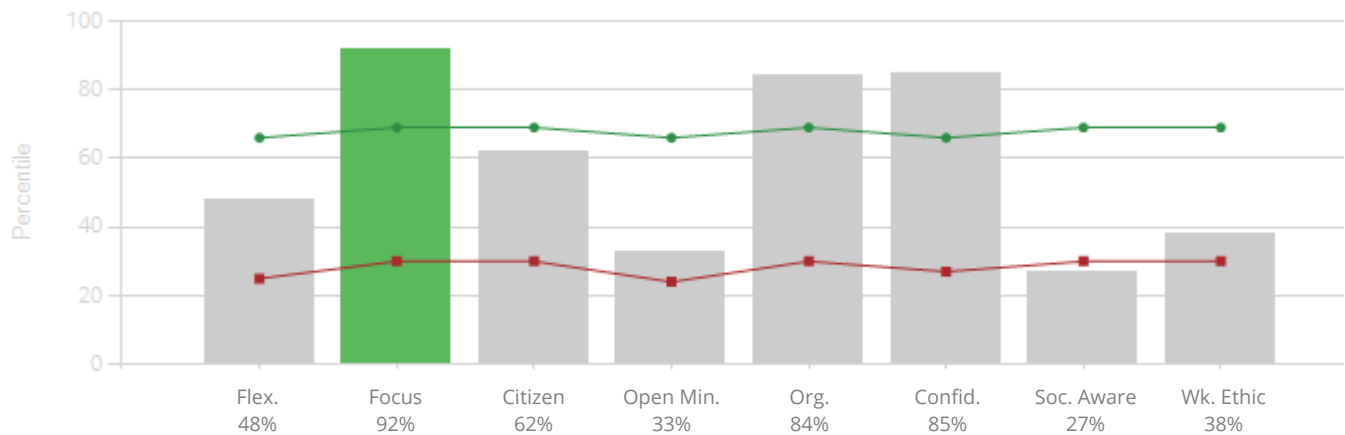- When asked to change priorities, does so but not without questioning.

# Goal Focus

92%

High

## Score Details

The degree to which the individual is able to focus on long-term goals regardless of distractions or obstacles that may be encountered.

Joe Sample scored in the 92nd percentile on Goal Focus (High), meaning Joe scored better than 92 percent of other candidates who have completed this assessment.

| | Flex. 48% | Focus 92% | Citizen 62% | Open Min. 33% | Org. 84% | Confid. 85% | Soc. Aware 27% | Wk. Ethic 38% |
|---|---|---|---|---|---|---|---|---|

Percentile

## Strength of Candidate's Responses

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

- Strong: 40%
- Above Average: 30%
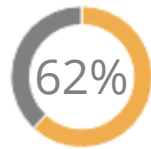- Average: 30%
- Below Average: 0%
- Weak: 0%
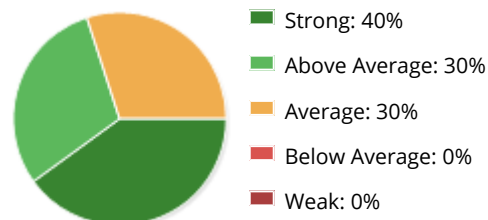
## Expected Job Behaviors

- Is able to focus on goals amid distractions.
- Tends to stay on course and achieves long-term goals.
- Shows perseverance when working towards a set goal.
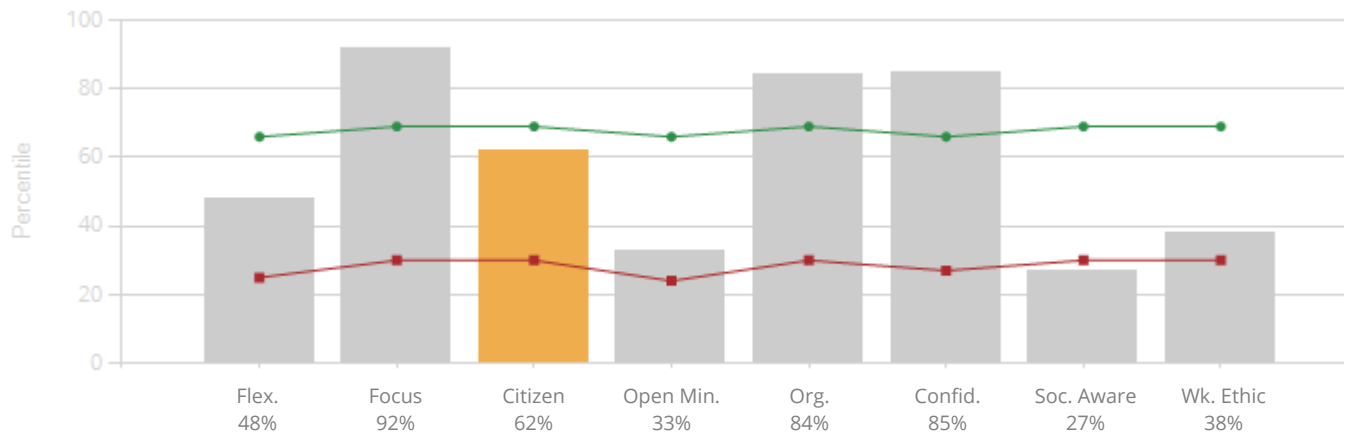- Goal accomplishment is a priority.

# Good Citizen

62%

Average

## Score Details

Good Citizen measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management.

Joe Sample scored in the 62nd percentile on Good Citizen (Average), meaning Joe scored better than 62 percent of other candidates who have completed this assessment.



| | Flex. 48% | Focus 92% | Citizen 62% | Open Min. 33% | Org. 84% | Confid. 85% | Soc. Aware 27% | Wk. Ethic 38% |

## Strength of Candidate's Responses

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



- Strong: 30%
- Above Average: 50%
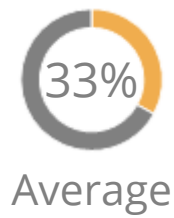- Average: 20%
- Below Average: 0%
- Weak: 0%
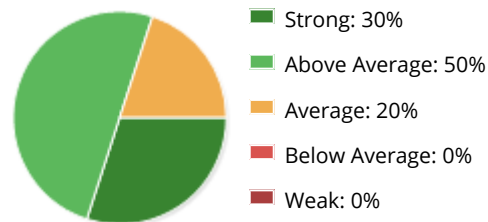
## Expected Job Behaviors

- Might be inclined to bend rules on occasion.
- Generally understands importance of following polices and procedures.
- Will generally follow directives.
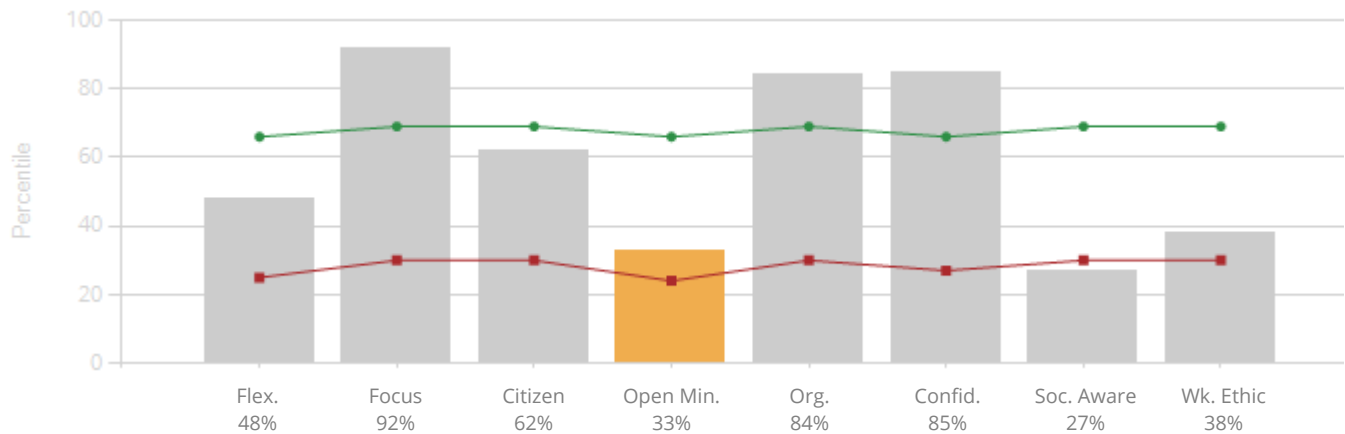- This score is consistent with most other candidates.

# Open Mindedness

33%

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.

Joe Sample scored in the 33rd percentile on Open Mindedness (Average), meaning Joe scored lower than 67 percent of other candidates who have completed this assessment.

| | Flex.<br>48% | Focus<br>92% | Citizen<br>62% | Open Min.<br>33% | Org.<br>84% | Confid.<br>85% | Soc. Aware<br>27% | Wk. Ethic<br>38% |
|---|---|---|---|---|---|---|---|---|

## 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.

- Strong: 20%
- Above Average: 40%
- Average: 40%
- Below Average: 0%
- Weak: 0%
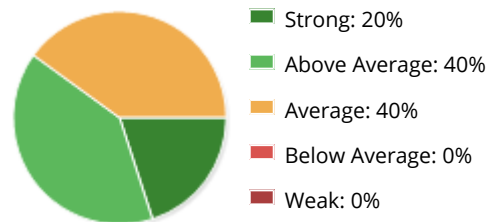
## Expected Job Behaviors

- 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, sometimes it is somewhat of a challenge for him/her.

- He/she will listen to the perspectives of others but may find it difficult at times to give up long held beliefs.
- Getting him/her to accept new ideas and concepts is doable, but may take some work.
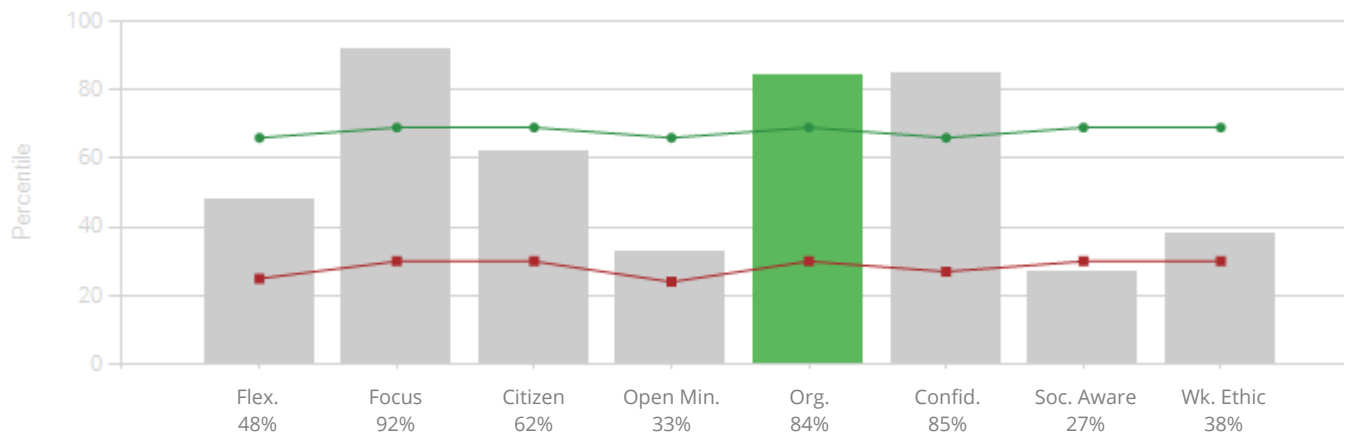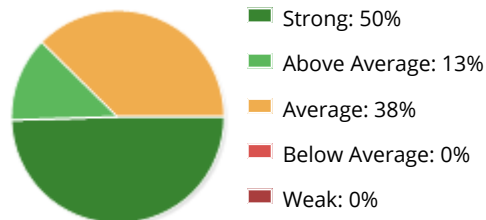
# Organization

84%
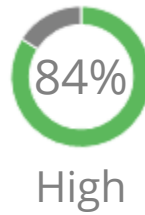
High

## Score Details

Organization measures the degree to which the individual is organized, structured and thoughtful about his/her work.

Joe Sample scored in the 84th percentile on Organization (High), meaning Joe scored better than 84 percent of other candidates who have completed this assessment.



| | Flex. 48% | Focus 92% | Citizen 62% | Open Min. 33% | Org. 84% | Confid. 85% | Soc. Aware 27% | Wk. Ethic 38% |

## Strength of Candidate's Responses

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



- Strong: 50%
- Above Average: 13%
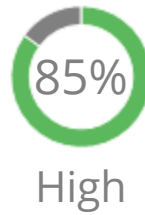- Average: 38%
- Below Average: 0%
- Weak: 0%

## Expected Job Behaviors

- Is organized and structured.
- Is conscientious.
- Consistently establishes priorities and contingency plans.
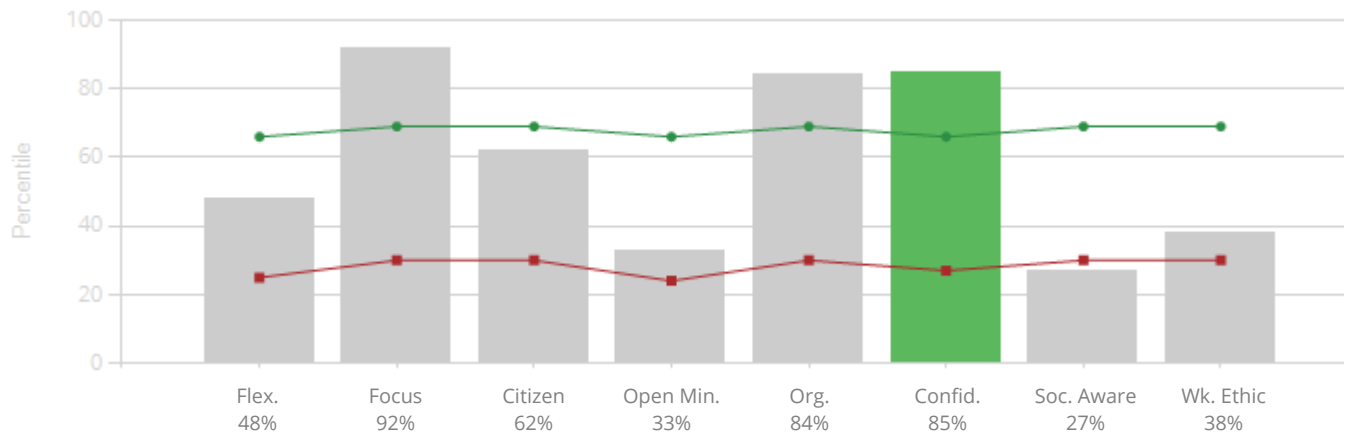- Dislikes disorganization.
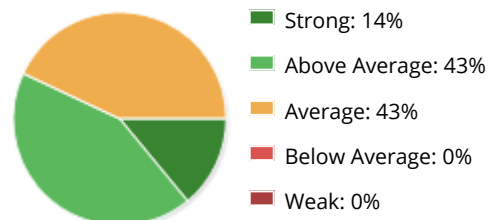
# Self Confidence

85%

High

## 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.

Joe Sample scored in the 85th percentile on Self Confidence (High), meaning Joe scored better than 85 percent of other candidates who have completed this assessment.

| | Flex. 48% | Focus 92% | Citizen 62% | Open Min. 33% | Org. 84% | Confid. 85% | Soc. Aware 27% | Wk. Ethic 38% |
|---|---|---|---|---|---|---|---|---|

## Strength of Candidate's Responses

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

- Strong: 14%
- Above Average: 43%
- Average: 43%
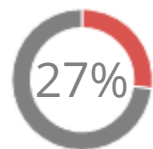- Below Average: 0%
- Weak: 0%

## Expected Job Behaviors

- Is self-assured.
- Is confident in his/her decisions and actions.

- Is not overly affected by what others think of him/her.
- Tends to bounce back from disappointments because he/she knows inside that he/she can overcome difficult situations.
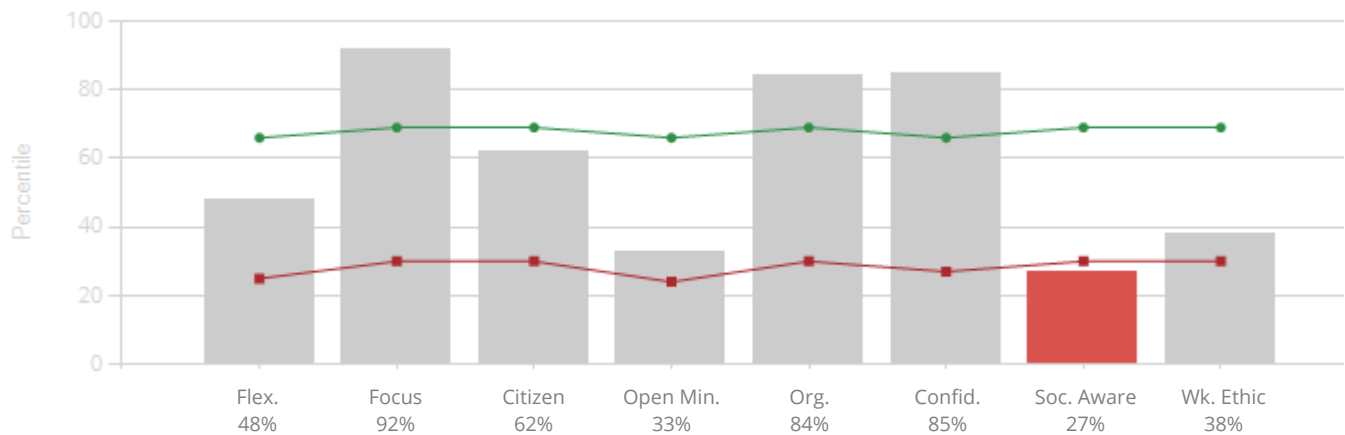
# Social Awareness

27%

Caution

## Score Details

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

Joe Sample scored in the 27th percentile on Social Awareness (Caution), meaning Joe scored lower than 73 percent of other candidates who have completed this assessment.

| | Flex.<br>48% | Focus<br>92% | Citizen<br>62% | Open Min.<br>33% | Org.<br>84% | Confid.<br>85% | Soc. Aware<br>27% | Wk. Ethic<br>38% |
|---|---|---|---|---|---|---|---|---|

## Strength of Candidate's Responses

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

■ Strong: 0%
■ Above Average: 60%
■ Average: 40%
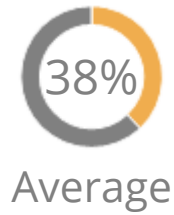■ Below Average: 0%
■ Weak: 0%
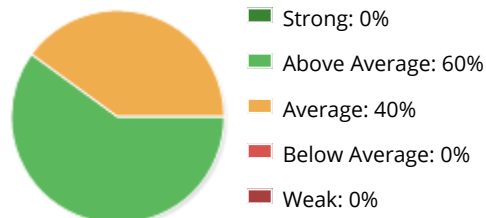
## Expected Job Behaviors

- Tends to demonstrate little interest in sociable behaviors.
- Finds it difficult to be empathetic.
- Is more focused on tasks than on helping others.
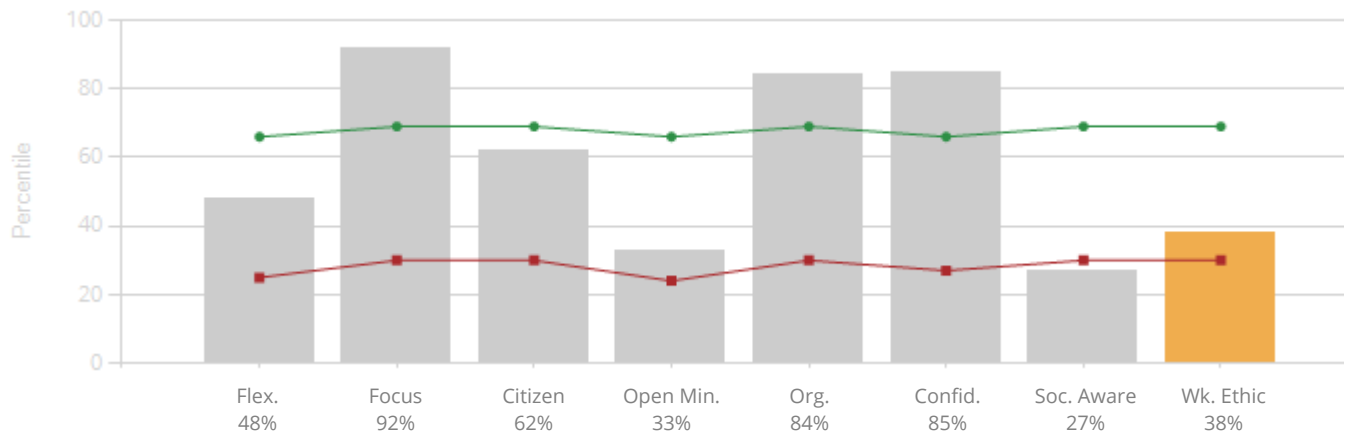- Does not demonstrate generous attitudes.

# Work Ethic

**38%**

Average

## Score Details

Work Ethic measures the degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

Joe Sample scored in the 38th percentile on Work Ethic (Average), meaning Joe scored lower than 62 percent of other candidates who have completed this assessment.



| Flex. 48% | Focus 92% | Citizen 62% | Open Min. 33% | Org. 84% | Confid. 85% | Soc. Aware 27% | Wk. Ethic 38% |

## Strength of Candidate's Responses

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



- Strong: 30%
- Above Average: 20%
- Average: 50%
- Below Average: 0%
- Weak: 0%
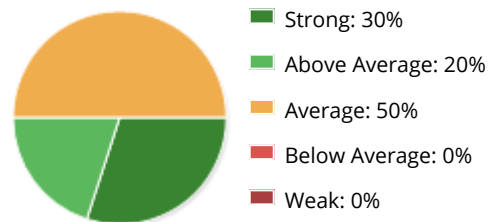
## Expected Job Behaviors

- This individual values hard work but may need an occasional reminder about work quality.
- This individual is fairly responsible and can generally be counted on to show up to work and perform assigned tasks.
- This employee is a fairly responsible worker who tends to be goal oriented and who takes pride in doing a job well.
- This employee's score is consistent with most other candidates.

# 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.

## Flexibility

- Praise and recognize this candidate when he/she demonstrates the ability to adapt to change or to an unexpected situation.
- Explain expectations with respect to their ability to be flexible.
- Monitor their ability to compromise or adapt to others.
- Inflexibility could lead to interpersonal issues with coworkers.
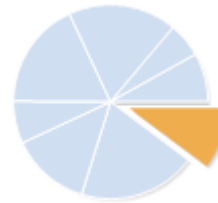
Flexibility 48%
Goal Focus 92%
Good Citizen 62%
Open Mindedness 33%
Organization 84%
Self Confidence 85%
Social Awareness 27%
Work Ethic 38%

## Goal Focus

- These candidates are focused on their goals so avoid distractions that may get them off track.
- They tend to put most of their energy on those things that will lead to goal accomplishment so they may view anything that does not help them achieve their objectives as a waste of time.
- May have a preference for focusing on one project until completion, so while they may be able to multitask, this may not be their strong suit.
- Involve the individual in setting his/her own goals and identify potential obstacles that may impede goal attainment.

Flexibility 48%
Goal Focus 92%
Good Citizen 62%
Open Mindedness 33%
Organization 84%
Self Confidence 85%
Social Awareness 27%
Work Ethic 38%

## Good Citizen

- Review rules with the candidate that are critical to success in this position to ensure understanding.
- Work closely with this individual when participating in activities where strict adherence to policies and procedures are necessary.
- If a counterproductive behavior occurs, take the individual aside in a private area and discuss the behavior, what led to it, and how to avoid the situation in the future.
- Provide positive feedback to encourage continued compliance.

Flexibility 48%
Goal Focus 92%
Good Citizen 62%
Open Mindedness 33%
Organization 84%
Self Confidence 85%
Social Awareness 27%
Work Ethic 38%

## 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 with respect changing his/her way of thinking.
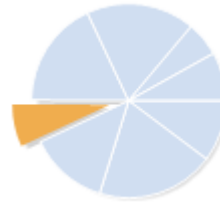- Too much emphasis on change too quickly may cause more stubborn thinking.

- Flexibility 48%
- Goal Focus 92%
- Good Citizen 62%
- Open Mindedness 33%
- Organization 84%
- Self Confidence 85%
- Social Awareness 27%
- Work Ethic 38%

## Organization

- This individual values being organized and structured and expects those around him/her to be the same. Therefore, if these behaviors are valued, they should be rewarded.
- Try to let him/her set their own priorities and structured way of doing things. He/she likes to organize his/her own work so give them the freedom to do so and observe the results.
- While this characteristic is important for many aspects of life, including work, care should be taken to make sure their focus on structure does not get in the way of change and unexpected work events.

- Flexibility 48%
- Goal Focus 92%
- Good Citizen 62%
- Open Mindedness 33%
- Organization 84%
- Self Confidence 85%
- Social Awareness 27%
- Work Ethic 38%

## Self Confidence

- Maintaining high levels of confidence require continuing to build self-esteem levels. Continue to point out and reinforce the candidate's positive decisions, behaviors and performance through praise and appreciation.
- Minimize negative comments and criticisms. Focus on the positives. High levels of self-confidence sometimes come with a stubborn demeanor that may be exaggerated by negative comments.
- While being self-confident is important for business success, care must be taken to make sure the individual's high level of confidence does not diminish the importance of considering the advice of others, including managers.
- While this individual's level of confidence and perceived control is a definite strength, be aware that at times it may also raise some difficulties associated with over confident behaviors.

- Flexibility 48%
- Goal Focus 92%
- Good Citizen 62%
- Open Mindedness 33%
- Organization 84%
- Self Confidence 85%
- Social Awareness 27%
- Work Ethic 38%

## Social Awareness

- This candidate's supervisor will need to monitor behaviors closely as this individual may not fit a service oriented environment and may not be seen as overly caring by others.
- Be alert for non service related attitudes. Provide detailed instructions abou



- Flexibility 48%
- Goal Focus 92%
- Good Citizen 62%
- Open Mindedness 33%
- Organization 84%
- Self Confidence 85%
- Social Awareness 27%
- Work Ethic 38%

## Work Ethic

- Encourage behaviors that demonstrate hard work and reward this employee for displaying these behaviors.
- This individual will demonstrate dependable, quality work most of the time. Provide clear guidelines and deadlines when assigning this individual tasks.
- Reinforce the importance and value of dependability and punctuality and reward their behaviors that exhibit these characteristics.



- Flexibility 48%
- Goal Focus 92%
- Good Citizen 62%
- Open Mindedness 33%
- Organization 84%
- Self Confidence 85%
- Social Awareness 27%
- Work Ethic 38%

# 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.

## Flexibility

Question:

From your work experience, what situations have you found it difficult to adapt to?
Response Notes:

| Response Expected of a Poor Performing Employee | | | Response Expected of a Satisfactory Employee | | | Response Expected of an Excellent Employee |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

## Goal Focus

Question:

Give one or more examples of goals you had set for yourself that you had to modify due to certain situations that came up.
Response Notes:

| Response Expected of a Poor Performing Employee | | | Response Expected of a Satisfactory Employee | | | Response Expected of an Excellent Employee |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

## Good Citizen

Question:

Describe a time when you felt you knew what to do better than a supervisor did. What did you do? Does this happen often?
Response Notes:

| Response Expected of a Poor Performing Employee | | | Response Expected of a Satisfactory Employee | | | Response Expected of an Excellent Employee |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

## Open Mindedness

Question:

Describe the steps you generally take before making an important decision. Give examples from your work experience.
Response Notes:

| Response Expected of a Poor Performing Employee | | | Response Expected of a Satisfactory Employee | | | Response Expected of an Excellent Employee |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

## Organization

Question:

What are your thoughts with respect to employees who miss a deadline here and there? Do you take a "no one can be perfect" stance, or do you demand perfection for yourself and others?
Response Notes:

| Response Expected of a Poor Performing Employee | | | Response Expected of a Satisfactory Employee | | | Response Expected of an Excellent Employee |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

## Self Confidence

Question:

Do you sometimes worry that you will not be able to perform your work as expected? Please explain your answer.
Response Notes:

| Response Expected of a Poor Performing Employee | | | Response Expected of a Satisfactory Employee | | | Response Expected of an Excellent Employee |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

## Social Awareness

Question:

Tell me about a time you insulted someone. Was it justified?
Response Notes:

| Response Expected of a Poor Performing Employee | Response Expected of a Satisfactory Employee | Response Expected of an Excellent Employee |
|---|---|---|

## Work Ethic

Question:

Have you ever been taken advantage of by a supervisor due to your willingness to help? How did you respond?

Response Notes:

| Response Expected of a Poor Performing Employee | | | Response Expected of a Satisfactory Employee | | | Response Expected of an Excellent Employee |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Sum of Ratings

Number of Questions Rated

Average Rating

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