

NAME: ★ John Joe
 CANDIDATE ID: #001429
 EMAIL: joe@mailinator.com
 JOB APPLYING FOR: SE
 INVITED BY: Reyan Dela Cruz (reyan@mailinator.com)
 ORGANIZATION: Pepsi
 TESTING TIME: 13 min. 25 seconds
 TEST VERSION: (v1)

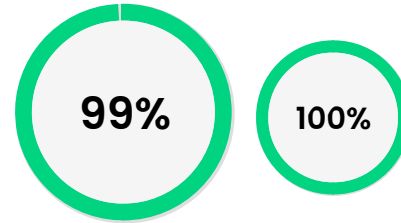


ELITE PROFILING SYSTEM
 HOSPITALITY

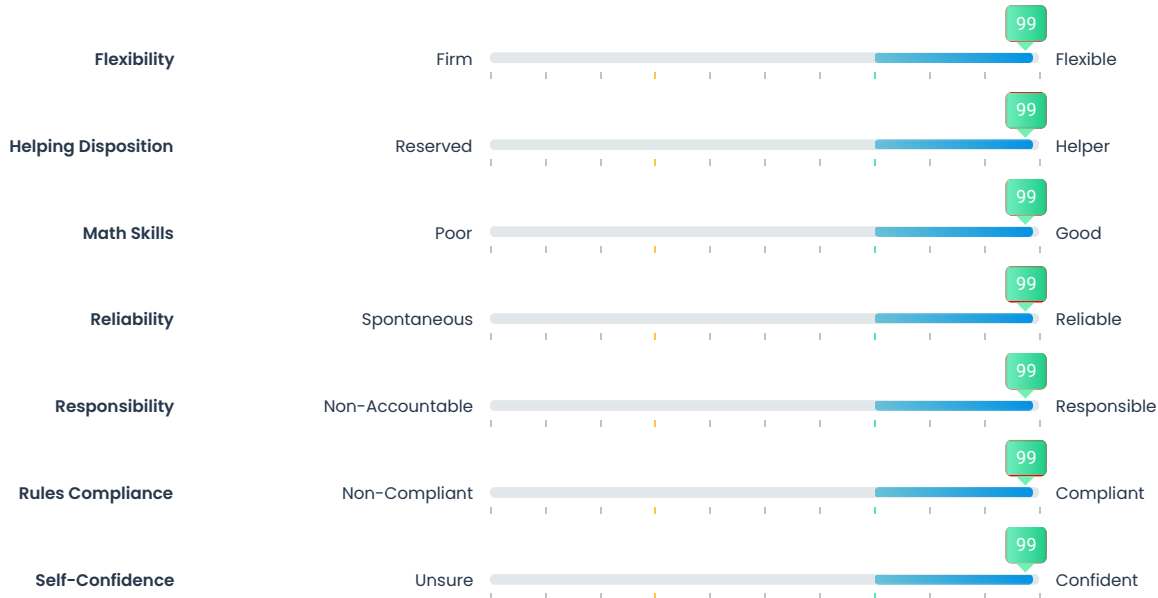
STARTED: 02/22/21 07:23 PM
 COMPLETED: 02/22/21 07:36 PM

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



SCALE SCORE INTERPRETATIONS

The information that follows offers detailed interpretations for each scale included in this profile. The behavioral scales generate a Strength of Responses graphic. This graphic shows the candidate's response pattern for a particular scale. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with the behavioral dimensions assessed in this profile. The Cognitive scales generate a Skill Level graphic. This graphic 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.

FLEXIBILITY



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.

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

Strength of Responses



- Strong: 100%
- Above Average: 0%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question **7.0 seconds**

Expected Behaviors

- Is willing and able to adapt to change easier than most.
- Is open-minded and cooperative.
- Goes with the flow.
- Changes priorities as needed with little resistance.

HELPING DISPOSITION



The degree to which an individual is friendly and is likely to go out of his or her way to assist or help customers and/or co-workers. This characteristic is important for most, if not all, jobs.

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

Strength of Responses



- Strong: 100%
- Above Average: 0%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question **7.0 seconds**

Expected Behaviors

- Is friendly.
- Will go out of his or her way to assist or help customers and/or co-workers.
- Is empathetic and cares about the needs of others.
- Will sacrifice self to help others out.

MATH SKILLS



The degree to which the individual has a basic understanding of mathematical computation and concepts (e.g., making change, calculating percentages, applying discounts, basic addition, subtraction, division and multiplication). The ability to solve these types of problems has also been related to speed of learning and general problem solving skills. This test is appropriate for jobs requiring knowledge of basic math functions (e.g., cashiers, tellers, basic accounting, payroll, etc.).

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

Skill Level



Average Time to Complete Each Question **7.0 seconds**

Attempted: 20/20 = 100%

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

Correct/Total Possible: 20/20 = 100%

Population Avg. Correct/Total Possible:
15/20 = 75%

Expected Job Behavior

- Is a quick learner.
- Understands basic mathematical concepts.
- Able to solve problems using logic and reasoning.

RELIABILITY



The degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of their work.

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

Strength of Responses



Average Time to Complete Each Question **7.0 seconds**

Strong: 100%
Above Average: 0%
Average: 0%
Below Average: 0%
Weak: 0%

Expected Behaviors

- Is dependable and goal-oriented.
- Is a hard worker and detail-oriented.
- Is concerned about the quality of their work.
- Can be counted on to do the task at hand with little supervision.

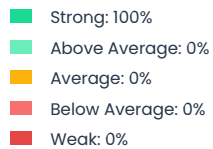
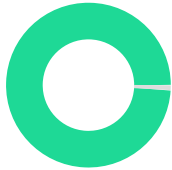
RESPONSIBILITY



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

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

Strength of Responses



Average Time to Complete Each Question **7.0 seconds**

Expected Behaviors

- Takes responsibility for their actions.
- Works hard to achieve success.
- Believes one is in control of one's actions.
- Is accountable.

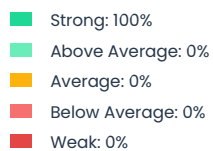
RULES COMPLIANCE



The degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).

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

Strength of Responses



Average Time to Complete Each Question **7.0 seconds**

Expected Behaviors

- Will adhere to rules and procedures established by management.
- Can be relied upon to enforce assigned policies.
- Is not likely to bend rules to achieve goals.
- Tends to stick to the rules.

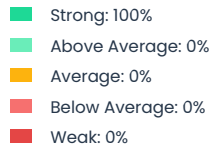
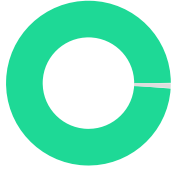
SELF-CONFIDENCE



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

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

Strength of Responses



Expected Behaviors

- Is self-assured.
- Is not overly affected by what others think of them.
- Is confident in their decisions and actions.
- Tends to bounce back from disappointments because they know that they can overcome difficult situations.

Average Time to Complete Each Question **7.0 seconds**

MANAGEMENT STRATEGIES

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

FLEXIBILITY



- This individual works well in a fast paced, changing environment.
- Recognize when they change priorities for the benefit of the team or department or another individual.

- Their level of flexibility may be ideal for team-oriented tasks and environments where dealing effectively with various personality types is critical.
- Monitor to make sure their flexible demeanor does not result in taking on additional tasks that may get in the way of accomplishing individual goals or objectives.

HELPING DISPOSITION



- This candidate is ideal for working environments where empathy and caring behaviors are important.
- This individual tends to be caring and sensitive. Their feelings tend to be hurt easier than most. Harsh criticism should be avoided.

- Their willingness to help sometimes results in them taking on the work of others or being overly generous with customers.
- Work with the individual to find a balance between being overly helpful and being productive.

MATH SKILLS



- This candidate should be given opportunities to problem solve or use their reasoning skills.
- Give them 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



- This individual values reliability, attention to detail and organization and expects those around them to do the same. Therefore, these should be exhibited and rewarded.
- Praise should be given to show appreciation when working with this individual.

- Try to let them work at own pace when possible. They like to take their time to ensure work quality.
- While this characteristic is important for most aspects of life, including work, care should be taken to make sure the deliberateness of this individual is not an impediment to getting things done.

RESPONSIBILITY



- This individual takes responsibility for their behavior and expects those around them to do the same. When they exhibit responsible and dependable behaviors they should be praised to show appreciation.
- Given their responsible nature, they may have low tolerance for those who do not behave responsibly.

- Some coaching may be required to increase tolerance levels if they are expected to work with less dependable team members.
- When appropriate increase levels of responsibility to show your confidence in their ability to perform.

RULES COMPLIANCE



- This individual can generally be counted on to follow set objectives and directives. Provide them with clear goals and expectations.
- Engage them in tasks where following strict rules and procedures are essential.

- Count on this individual to enforce your direction and objectives with other employees.

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.

INTERVIEW GUIDE

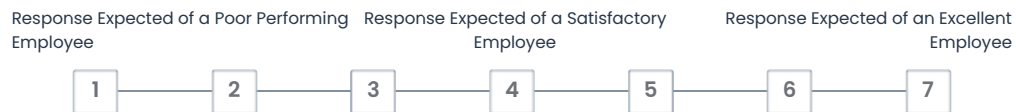
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

FLEXIBILITY

QUESTION

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:

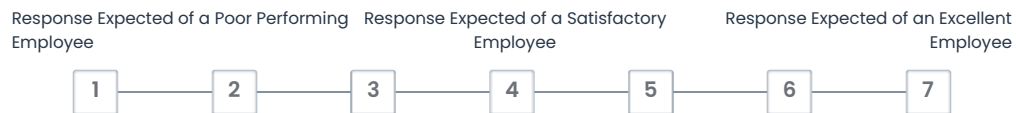


HELPING DISPOSITION

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:

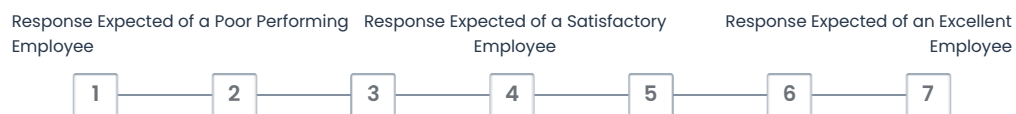


MATH SKILLS

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:

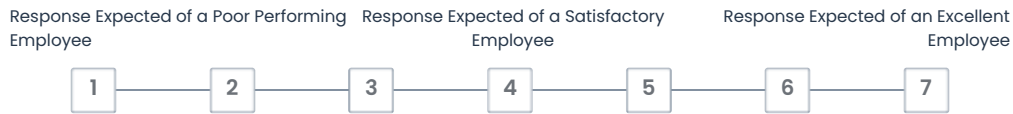


RELIABILITY

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:

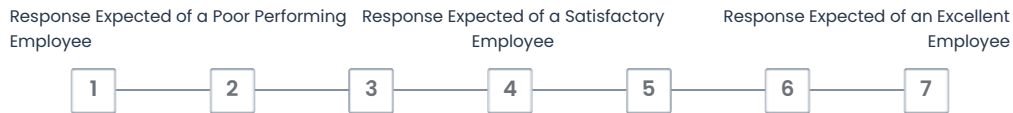


RESPONSIBILITY

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:

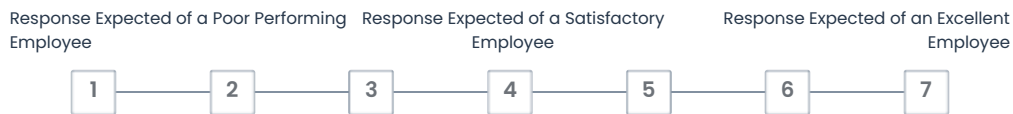


RULES COMPLIANCE

QUESTION

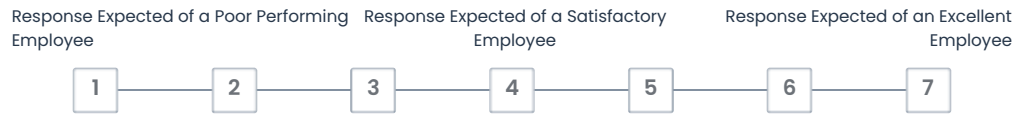
The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension. You may ask your own question and rate the response on the rating scale provided.

RESPONSE NOTE:



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.)