

NAME: ★ John Joe
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 JOB APPLYING FOR: SE
 INVITED BY: Reyan Dela Cruz (reyan1130@mailinator.com)
 ORGANIZATION: Apple
 TESTING TIME: 7 min. 30 seconds
 TEST VERSION: (v1)



ELITE PROFILING SYSTEM

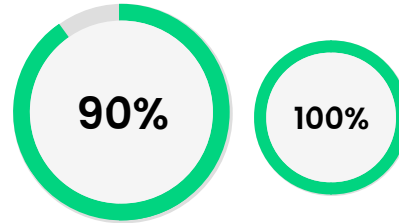
INNOVATION

STARTED:
03/13/21 03:38 AM

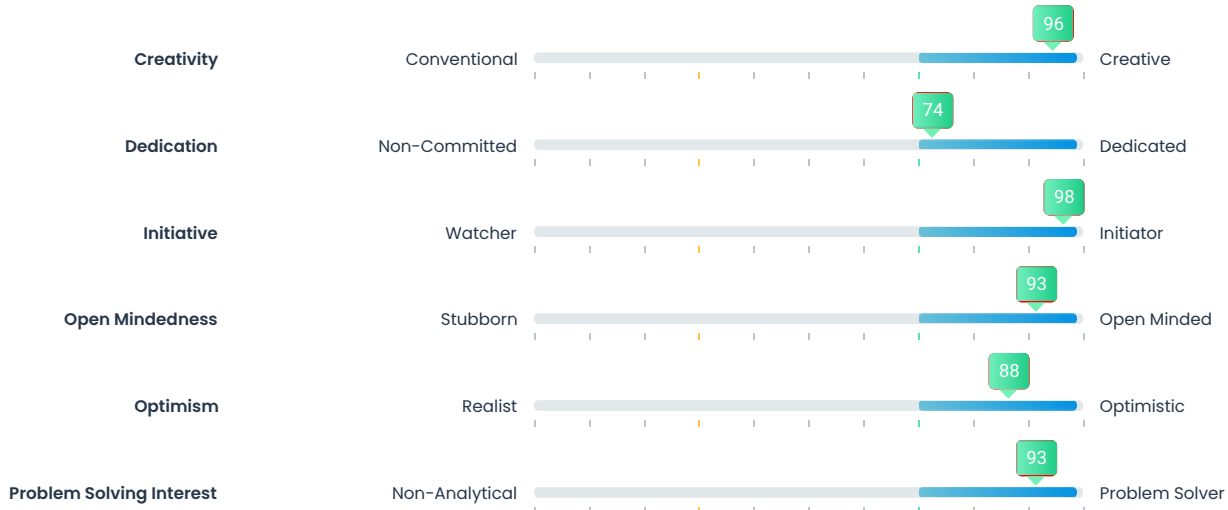
COMPLETED:
03/13/21 03:45 AM

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



SCALE SCORE INTERPRETATIONS

The information that follows offers detailed interpretations for each scale included in this profile. The Strength of Responses graphic below 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.

CREATIVITY

Conventional 96 Creative

The degree to which the individual is inventive and creative in their thoughts and ideas. This characteristic is important for jobs requiring innovative thinking (e.g., creative positions, marketing, product development and some management jobs).

John Joe scored in the 96th percentile on Creativity (High), meaning John scored higher than 96 percent of other candidates who have completed this assessment.

<p>Strength of Responses</p> <div style="display: flex; align-items: center;"> <div style="margin-left: 10px;"> <ul style="list-style-type: none"> ■ Strong: 60% ■ Above Average: 40% ■ Average: 0% ■ Below Average: 0% ■ Weak: 0% </div> </div> <p>Average Time to Complete Each Question 6.0 seconds</p>	<p>Expected Behaviors</p> <ul style="list-style-type: none"> - Is innovative and creative in their thinking. - Regularly offers new ideas for improving ways of doing things or developing innovative new products. - Their open-minded nature allows them to look at situations differently than most. - Is excellent in brainstorming tasks.
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DEDICATION

Non-Committed 74 Dedicated

The degree to which the individual is a hard worker. Takes pride in the quality of their work and believes that hard work leads to success.

John Joe scored in the 74th percentile on Dedication (High), meaning John scored higher than 74 percent of other candidates who have completed this assessment.

<p>Strength of Responses</p> <div style="display: flex; align-items: center;"> <div style="margin-left: 10px;"> <ul style="list-style-type: none"> ■ Strong: 43% ■ Above Average: 42% ■ Average: 15% ■ Below Average: 0% ■ Weak: 0% </div> </div> <p>Average Time to Complete Each Question 6.0 seconds</p>	<p>Expected Behaviors</p> <ul style="list-style-type: none"> - Believes in working hard to achieve success. - Is quality conscious. - Takes pride in their work. - Believes that success is directly related to how much work one puts into accomplishing one's goals.
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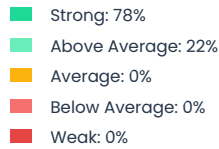
INITIATIVE



The degree to which the individual attempts to solve problems instead of avoiding them. Is not afraid to be the first to try something new. Always looks for ways to better self. Actively participates in work projects or meetings instead of sitting back and watching.

John Joe scored in the 98th percentile on Initiative (High), meaning John scored higher than 98 percent of other candidates who have completed this assessment.

Strength of Responses



Expected Behaviors

- Meets problems head on rather than avoiding them.
- Is usually the first to try something new.
- Always looks for ways to self improve.
- Is not afraid to take calculated risks.

Average Time to Complete Each Question **6.0 seconds**

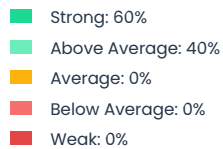
OPEN MINDEDNESS



The degree to which the individual is willing to learn from others and from their own mistakes. Is not stubborn. Listens to the needs and advice of others. Is open to new ideas and concepts.

John Joe scored in the 93rd percentile on Open Mindedness (High), meaning John scored higher than 93 percent of other candidates who have completed this assessment.

Strength of Responses



Expected Behaviors

- Open to learning new ways of doing things.
- Listens to the perspectives of others.
- Accepts change.
- Is open to new ideas and concepts.

Average Time to Complete Each Question **6.0 seconds**

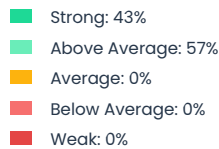
OPTIMISM



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.

John Joe scored in the 88th percentile on Optimism (High), meaning John scored higher than 88 percent of other candidates who have completed this assessment.

Strength of Responses



Expected Behaviors

- Bounces back from criticism or setbacks.
- Always exhibits a positive demeanor.
- Does not let stressful or negative events overshadow positive accomplishments.
- Is consistently recognized for having a very positive outlook.

Average Time to Complete Each Question **6.0 seconds**

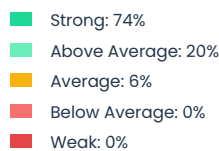
PROBLEM SOLVING INTEREST



The degree to which the individual enjoys working on mentally challenging tasks, enjoys problem solving and utilizes creative thinking when engaged in problem solving activities. Some examples of jobs where this ability would be appropriate would be jobs in product development, marketing or research-oriented jobs. Also, jobs that require coming up with enhancements to current processes and procedures.

John Joe scored in the 93rd percentile on Problem Solving Interest (High), meaning John scored higher than 93 percent of other candidates who have completed this assessment.

Strength of Responses



Expected Behaviors

- Enjoys working on mentally challenging tasks.
- Uses creative thinking when engaged in problem-solving activities.
- Enjoys trying to solve complex problems.
- Enjoys thinking outside the norm.

Average Time to Complete Each Question **6.0 seconds**

MANAGEMENT STRATEGIES

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

CREATIVITY



- Reinforce creative thought and develop an environment where open-minded thinking is supported.
- Engage the individual in brainstorming sessions. Their creative mindset will offer new insights into decision-making and other activities requiring new thinking.

- This individual usually works best with little structure and bureaucracy. If possible, their work environment should be free of too many rules and policies that can get in the way of creativity.
- This individual may have a tendency to develop creative solutions at the expense of practicality. So make sure there are checks and balances in place to ensure both creative, yet feasible outcomes.

DEDICATION



- These individuals expect those around them to be as dedicated and driven as they are. Expect discontent on their part if those they depend on at work are not as dedicated.
- Find out what motivates this individual and use these motivators to maintain high levels of dedication.

- Involve the individual in setting their own goals.
- Design challenging goals and show appreciation for their dedication.

INITIATIVE



- Reinforce behaviors that show initiative, but ensure the individual demonstrates their initiative following the policies and procedures of the organization. Sometimes individuals with too much initiative may not follow the politically correct chain of command.
- Offer self-improvement opportunities.

- Make sure decisions are based on calculated risks. Too much initiative without enough thought and planning can lead to hasty decision-making.
- Reward decisions that show initiative and that have been thoroughly researched and planned out.

OPEN MINDEDNESS



- Continually reinforce open-minded thinking.
- Offer an environment where the individual has the freedom to express new ideas and concepts.

- Involve the individual in work activities that require learning new concepts and ideas.
- Challenge the individual to think "outside the box."

OPTIMISM



- Reinforce signs of resilience when they bounce back from a setback or improves behavior after being critiqued.
- Continue to praise and reinforce positive behaviors and accomplishments.

- Make sure their overly positive demeanor does not get in the way of rational analysis and thought with decision making responsibilities.
- Give the candidate an opportunity to interact with others in team building situations. Their positive demeanor can be contagious and can result in maintaining or boosting morale.

PROBLEM SOLVING INTEREST



- This individual should be included in problem solving situations.
- They would enjoy working in departments where research and problem solving are valued.

- Engage the individual in tasks or discussions that involve complex or abstract thinking.
- Try not to place them in positions where thinking and problem solving responsibilities are minimized.

INTERVIEW GUIDE

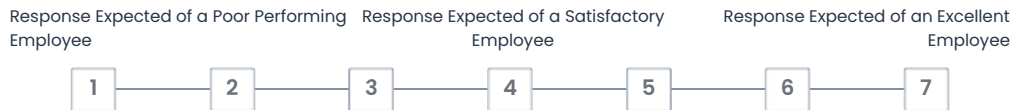
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

CREATIVITY

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:

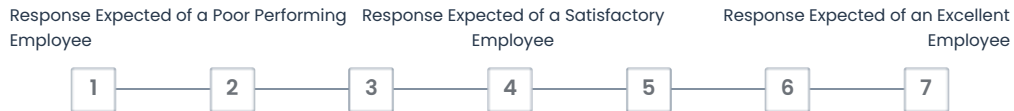


DEDICATION

QUESTION

Tell me about a time when your work quality wasn't what it should have been. What led to the situation? What was the outcome?

RESPONSE NOTE:

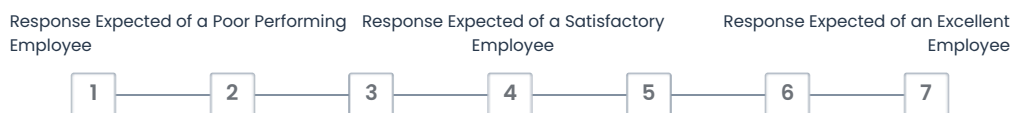


INITIATIVE

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:

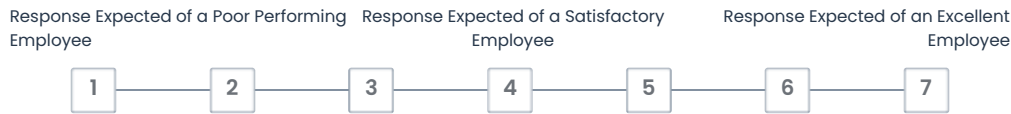


OPEN MINDEDNESS

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:

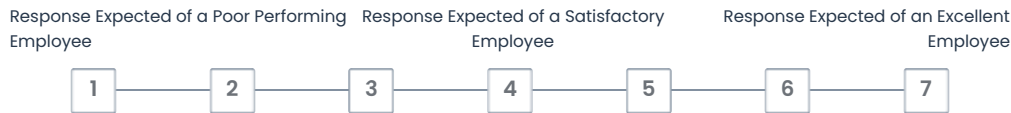


OPTIMISM

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:

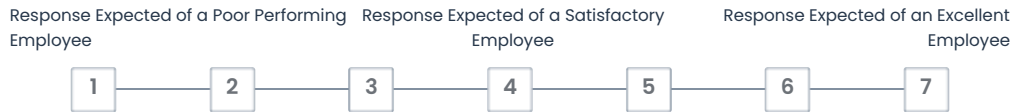


PROBLEM SOLVING INTEREST

QUESTION

Describe how you approach situations at work that involve problem-solving skills.

RESPONSE NOTE:



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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