

NAME: Joe Sample
 CANDIDATE ID: #001345
 EMAIL: joesample@abc.com
 JOB APPLYING FOR: Cashier
 INVITED BY: Alex Admin (administrator@companyabc.com)
 ORGANIZATION: Company ABC
 TESTING TIME: 6 min. 57 seconds
 TEST VERSION: (v1)



ELITE PROFILING SYSTEM

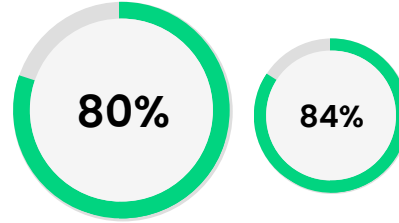
RETAIL

STARTED:
02/12/21 01:11 AM

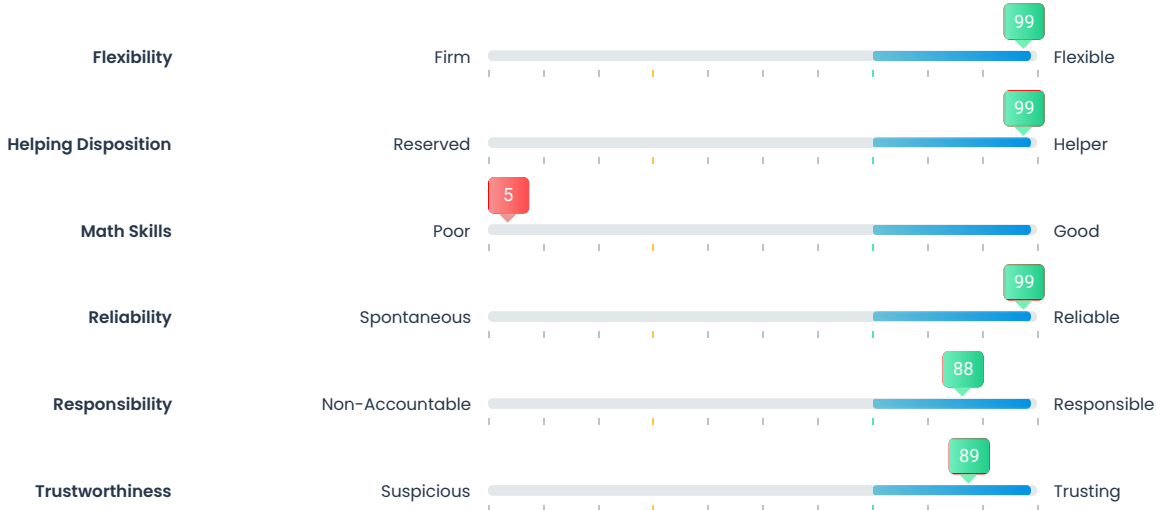
COMPLETED:
02/12/21 01:18 AM

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 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.

Joe Sample scored in the 99th percentile on Flexibility (High), meaning Joe 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 **3.0 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.

Joe Sample scored in the 99th percentile on Helping Disposition (High), meaning Joe 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 **3.0 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.).

Joe Sample scored in the 5th percentile on Math Skills (Caution), meaning Joe scored lower than 95 percent of other candidates who have completed this assessment.

Skill Level



Average Time to Complete Each Question **2.1 seconds**

Attempted: 20/20 = 100%

Correct 6/20: 30%
Incorrect 14/20: 70%

Correct/Total Possible: 6/20 = 30%

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

Expected Job Behavior

- May not be a quick learner.
- May have difficulty problem solving.
- Has difficulty with some basic mathematical calculations and concepts.

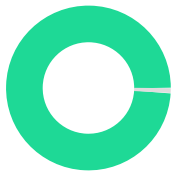
RELIABILITY



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

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

Strength of Responses



Average Time to Complete Each Question **3.0 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.

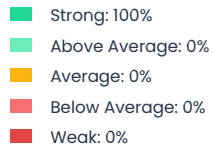
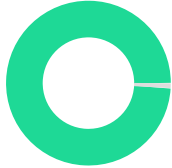
RESPONSIBILITY



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.

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

Strength of Responses



Average Time to Complete Each Question **12.86 seconds**

Expected Behaviors

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

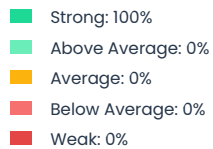
TRUSTWORTHINESS



The degree to which the individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs with special emphasis on cash handling jobs and jobs involving confidential information.

Joe Sample scored in the 89th percentile on Trustworthiness (High), meaning Joe scored higher than 89 percent of other candidates who have completed this assessment.

Strength of Responses



Average Time to Complete Each Question **3.0 seconds**

Expected Behaviors

- Is likely to be candid and trustworthy.
- Is trusting of others.
- Is not likely to steal from their employer.
- Can be trusted with confidential information.

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



- It is recommended that if this individual is to work in jobs requiring knowledge of basic mathematical concepts or problem solving, they should be monitored closely to ensure the work is understood and performed accurately.
- Work instructions and training need to be covered at a slow pace to ensure the individual grasps the material thoroughly.

- Question the individual to ensure they have grasped the training material or work instructions.

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.

TRUSTWORTHINESS



- Continue to build trust by offering an open, supportive, trusting environment.
- Assign tasks that involve confidential information when appropriate.

- Utilize the individual in team building activities, as their trusting nature and ability to be trusted are ideal for team rapport.
- Their trusting nature may cause them not to be vigilant of others' potential manipulative behaviors. If this is an issue, discuss it with them. The emphasis should not be on reducing trust but on increasing awareness of the reasoning behind the behaviors of others.

INTERVIEW GUIDE

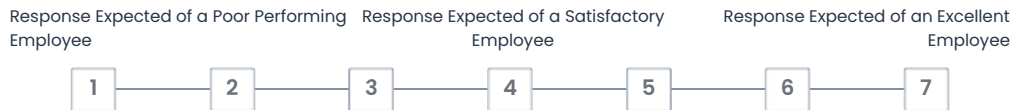
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

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:

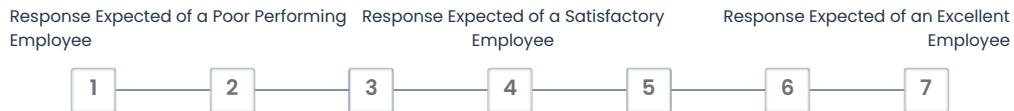


HELPING DISPOSITION

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:

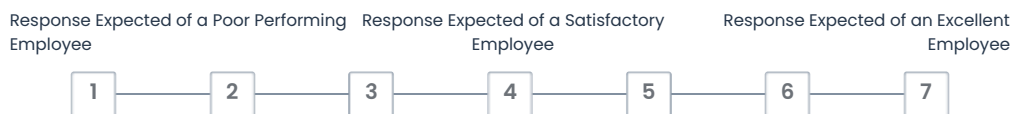


MATH SKILLS

QUESTION

When performing job tasks that involve an understanding and use of basic math, how likely is it that you will make at least one mistake? Would you say that work involving basic math concepts comes easily to you or is this an area for development?

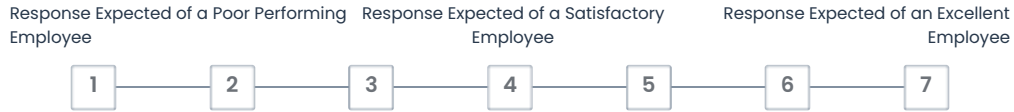
RESPONSE NOTE:



QUESTION

Describe for me times when you have had difficulty performing tasks that involved some type of math skills or problem solving. What is it that gave you such a hard time?

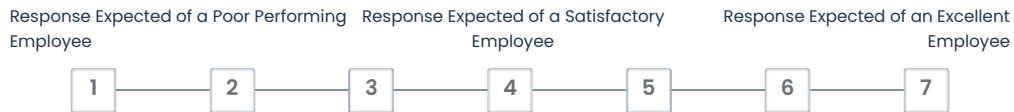
RESPONSE NOTE:



QUESTION

Tell me about previous jobs you have had where you have had to use basic math skills to solve work problems or situations. How did you manage?

RESPONSE NOTE:

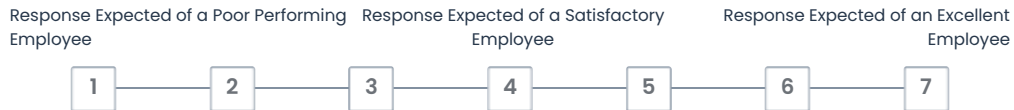


RELIABILITY

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:

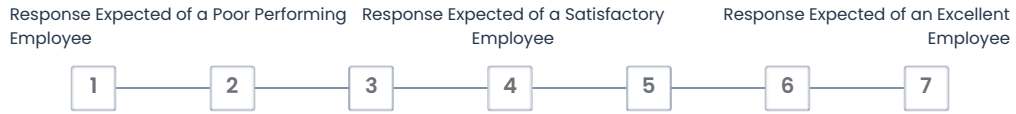


RESPONSIBILITY

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:

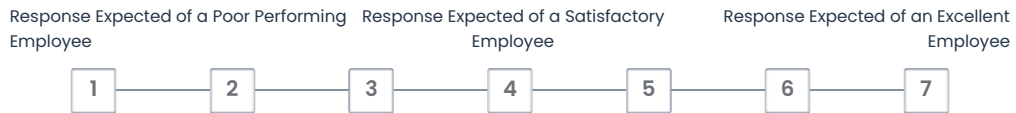


TRUSTWORTHINESS

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.)