

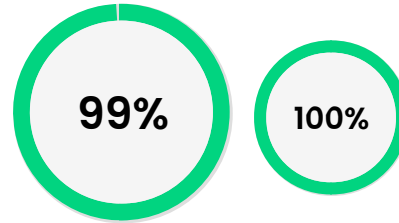
NAME: ★ Joe Sample  
 CANDIDATE ID: #001356  
 EMAIL: joesample@abc.com  
 JOB APPLYING FOR: Maintenance Professional  
 INVITED BY: Alex Admin (administrator@companyabc.com)  
 ORGANIZATION: Company ABC  
 TESTING TIME: 1 min 30 seconds  
 TEST VERSION: (v1)



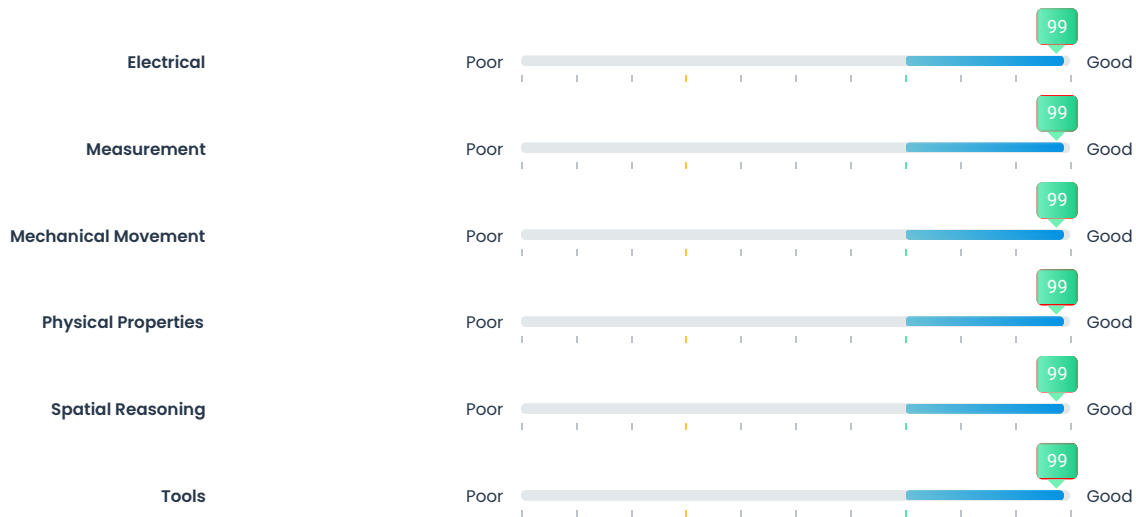
STARTED: 02/12/21 02:29 AM  
 COMPLETED: 02/12/21 02:30 AM

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 Skill Level graphic below 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.

### ELECTRICAL



The degree to which the individual has knowledge of basic electrical concepts.

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

#### Skill Level



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

Attempted: 5/5 = 100%

Correct 5/5: 100%  
Incorrect 0/5: 0%

**Correct/Total Possible: 5/5 = 100%**

**Population Avg. Correct/Total Possible:**  
3/5 = 60%

#### Expected Job Behavior

- Understands basic electrical concepts.
- Is able to apply basic electrical principles to job tasks.

### MEASUREMENT



The degree to which the individual has knowledge of basic measurement and mathematical concepts.

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

#### Skill Level



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

Attempted: 5/5 = 100%

Correct 5/5: 100%  
Incorrect 0/5: 0%

**Correct/Total Possible: 5/5 = 100%**

**Population Avg. Correct/Total Possible:**  
4/5 = 80%

#### Expected Job Behavior

- Understands basic measurement concepts.
- Is able to apply basic measurement principles to job tasks.
- Understands basic math.

## MECHANICAL MOVEMENT



The degree to which the individual can conceptualize how moving one object might affect another.

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

### Skill Level



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

Attempted: 5/5 = 100%

Correct 5/5: 100%  
Incorrect 0/5: 0%

**Correct/Total Possible: 5/5 = 100%**

**Population Avg. Correct/Total Possible:**  
3/5 = 60%

### Expected Job Behavior

- Has a good understanding of how manipulating one object might affect another.
- Is aware of the consequences brought about by mechanical movements.
- Is likely to have good reasoning skills as they apply to mechanical motion.

## PHYSICAL PROPERTIES



The degree to which the individual has a basic understanding of how varying weight distribution affects effort and safety.

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

### Skill Level



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

Attempted: 5/5 = 100%

Correct 5/5: 100%  
Incorrect 0/5: 0%

**Correct/Total Possible: 5/5 = 100%**

**Population Avg. Correct/Total Possible:**  
4/5 = 80%

### Expected Job Behavior

- Has a good understanding of the effects weight distribution has on effort and safety.
- Is aware of the negative consequences brought about by improper lifting of heavy goods.
- Is likely to have good reasoning when it comes to weight properties.

## SPATIAL REASONING



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 higher than 99 percent of other candidates who have completed this assessment.

### Skill Level



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

Attempted:  $5/5 = 100\%$

Correct  $5/5: 100\%$   
Incorrect  $0/5: 0\%$

**Correct/Total Possible:  $5/5 = 100\%$**

**Population Avg. Correct/Total Possible:**  
 $3/5 = 60\%$

### Expected Job Behavior

- Has excellent spatial reasoning skills.
- Can understand and follow complex assembly diagrams.
- Is able to quickly look at an object and mentally manipulate how it fits within other objects.

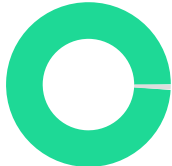
## TOOLS



The degree to which the individual has basic knowledge of common tools.

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

### Skill Level



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

Attempted:  $5/5 = 100\%$

Correct  $5/5: 100\%$   
Incorrect  $0/5: 0\%$

**Correct/Total Possible:  $5/5 = 100\%$**

**Population Avg. Correct/Total Possible:**  
 $4/5 = 80\%$

### Expected Job Behavior

- Understands usage of common tools.

## MANAGEMENT STRATEGIES

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

### ELECTRICAL



- However, train them on relevant electrical topics to ensure knowledge can be put into practice.

- Expect that they will understand basic electrical concepts.

### MEASUREMENT



- Give them opportunities to coach or work with others on tasks that involve the use of basic mathematical or measurement concepts.

- Expect that they will understand basic instructions and training and therefore may be able to train others on these concepts.

### MECHANICAL MOVEMENT



- Expect that this candidate will understand the basic concepts of how components work together and how manipulating or moving one affects the other.

- However, train them on these specific concepts as they apply to the task at hand to ensure safe and efficient work performance.

## PHYSICAL PROPERTIES



- Expect that this candidate will understand the basic concepts of proper weight distribution when lifting or when moving heavy objects.

- However, train them on these specific concepts as they apply to your organization to ensure safe outcomes.

## 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.

- They are 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.

## TOOLS



- Expect that they will understand how to use basic tools.

- However, observe their abilities before sending them out on the job to ensure knowledge can be put into practice.

## INTERVIEW GUIDE

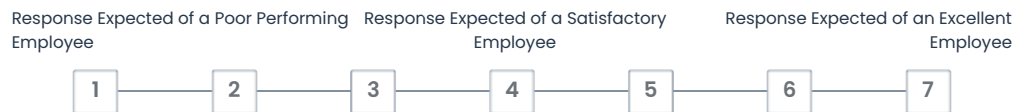
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

### ELECTRICAL

#### 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:

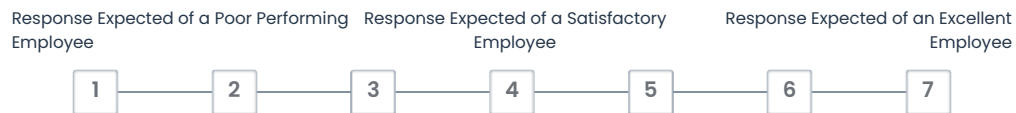


### MEASUREMENT

#### 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:

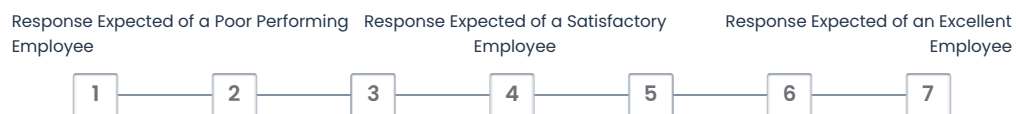


### MECHANICAL MOVEMENT

#### 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:

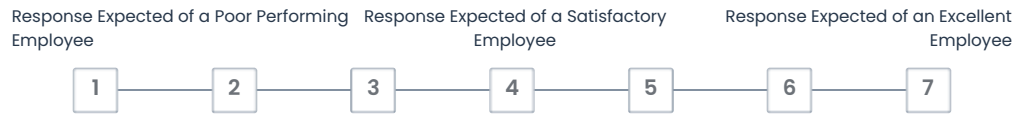


## PHYSICAL PROPERTIES

### 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:

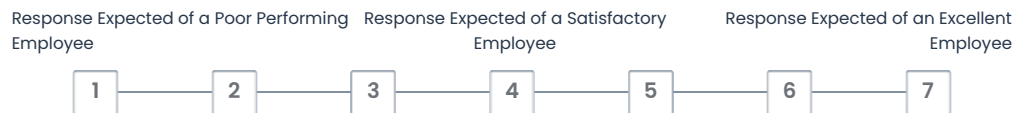


## SPATIAL REASONING

### 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:

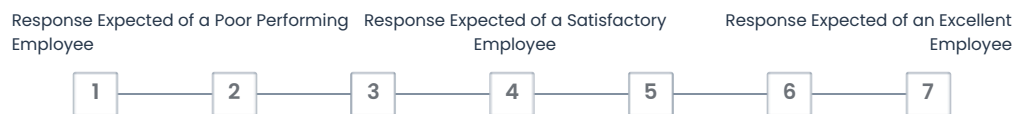


## TOOLS

### 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.)