

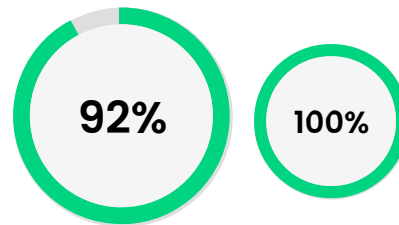
NAME: ★ John Joe
 CANDIDATE ID: #001492
 EMAIL: joe@mailinator.com
 JOB APPLYING FOR: SE
 INVITED BY: Reyan Dela Cruz (reyan1130@mailinator.com)
 ORGANIZATION: Apple
 TESTING TIME: 7 min. 30 seconds
 TEST VERSION: (v1)

POSITIVE ATTITUDE PROFILE

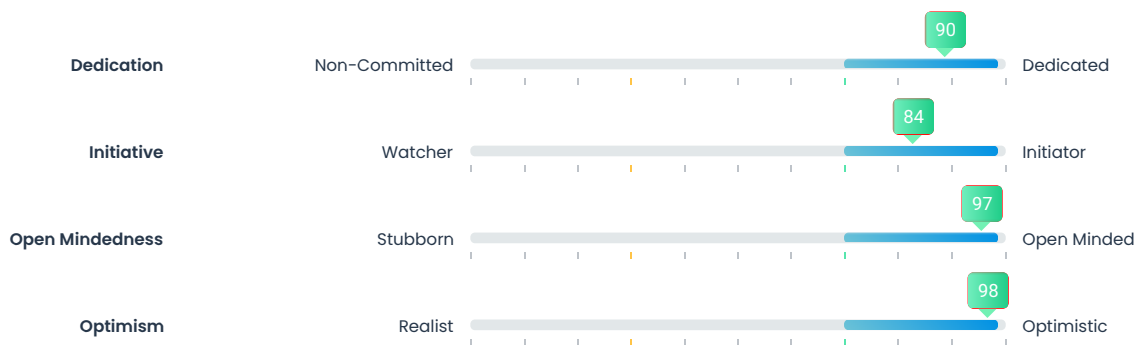
STARTED: 03/13/21 03:29 AM
 COMPLETED: 03/13/21 03:36 AM

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.

DEDICATION



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 90th percentile on Dedication (High), meaning John scored higher than 90 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 58%
- Above Average: 42%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question **10.0 seconds**

Expected Behaviors

- 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.

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 84th percentile on Initiative (High), meaning John scored higher than 84 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 67%
- Above Average: 11%
- Average: 11%
- Below Average: 11%
- Weak: 0%

Average Time to Complete Each Question **10.0 seconds**

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.

MANAGEMENT STRATEGIES

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

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.

INTERVIEW GUIDE

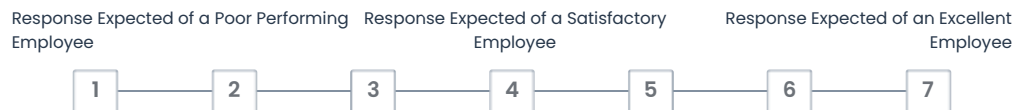
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

DEDICATION

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:

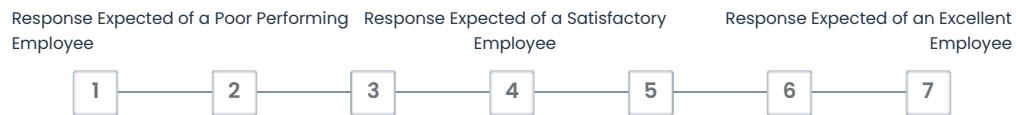


INITIATIVE

QUESTION

What have you done in the past to continue to grow within your career? Do you strive to always do better and improve or are you generally satisfied with your current personal and career accomplishments?

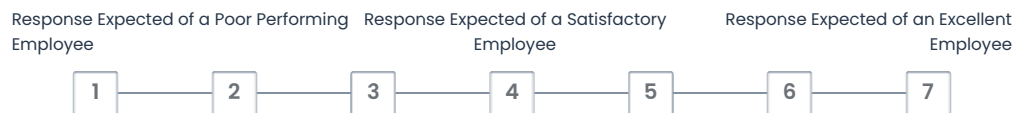
RESPONSE NOTE:



QUESTION

Give examples of when you have not said what was on your mind because of who you were talking to or who was listening. Do you sometimes find it difficult to say what is on your mind? Please give examples.

RESPONSE NOTE:

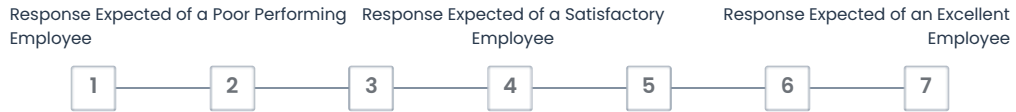


OPEN MINDEDNESS

QUESTION

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RESPONSE NOTE:

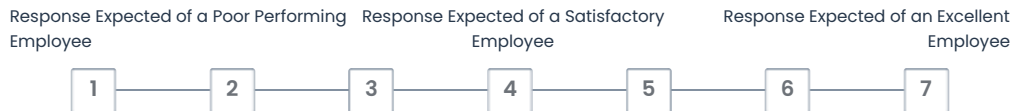


OPTIMISM

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:



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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