

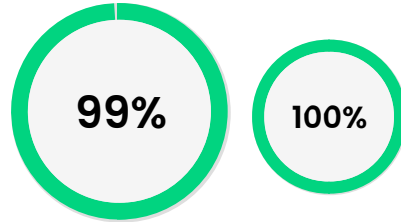
NAME: ★ John Joe  
 CANDIDATE ID: #001390  
 EMAIL: joe@mailinator.com  
 JOB APPLYING FOR: SE  
 INVITED BY: Reyán Dela Cruz (reyan@mailinator.com)  
 ORGANIZATION: Pepsi  
 TESTING TIME: 5 min. 57 seconds  
 TEST VERSION: (v1)



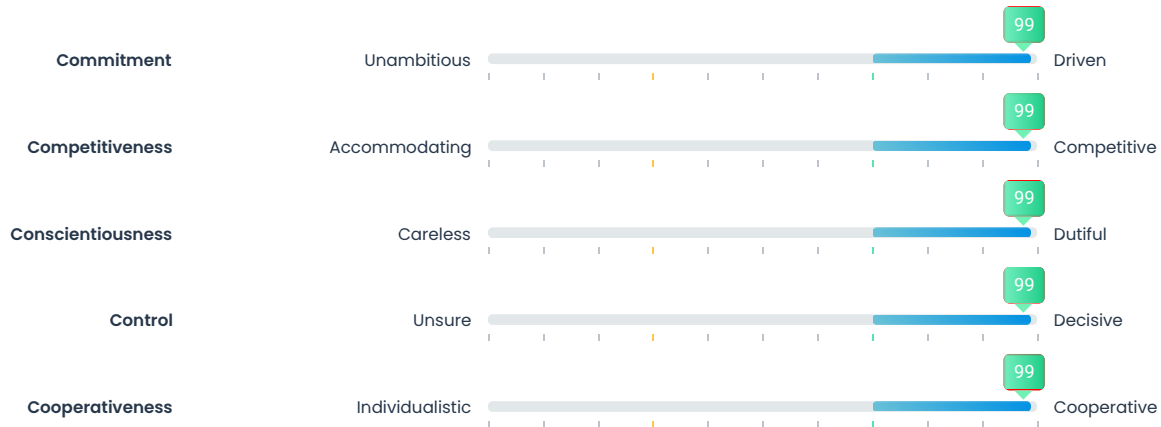
STARTED: 02/17/21 03:10 PM  
 COMPLETED: 02/17/21 03:16 PM

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





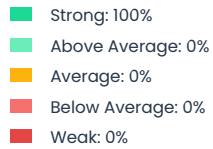
## CONSCIENTIOUSNESS



The degree to which the individual can be counted on to be timely and reliable. The degree to which the individual thinks things through, is organized, responsible and achievement driven.

John Joe scored in the 99th percentile on Conscientiousness (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

- This level of conscientiousness is superior to that of most other candidates.
- Can be counted on to follow instructions without supervision.
- Thinks things through, is organized, responsible and punctual.
- This is definitely an area of strength for this candidate.

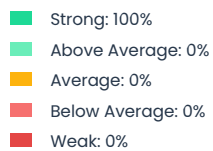
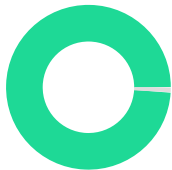
## CONTROL



The degree to which the individual feels they are in control during tough situations, is self confident and is not afraid of high pressure situations.

John Joe scored in the 99th percentile on Control (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

- This level of control is superior to that of most other candidates.
- Is self-confident and sure of their decisions.
- Is not affected by what others think or say about them.
- This is definitely an area of strength for this candidate.



## MANAGEMENT STRATEGIES

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

### COMMITMENT



- This individual's level of commitment is higher than most.
- These candidates value hard work and dedication therefore they expect the same from those around them.
- If they do not perceive their coworkers, supervisors or others around them to be as driven and as committed as they are, they may show their discontent.
- To maintain high commitment levels find out what motivates the individual (e.g., praise, awards, the challenge) and use these motivators.
- Involve the individual in setting their own goals.
- Design challenging training exercises and show appreciation for their hard work.
- Develop a working relationship with the individual.

### COMPETITIVENESS



- This candidate's level of competitiveness is higher than most.
- To maintain the candidate's drive and motivation, reward competitive behaviors.
- Design training programs to include opportunities for competition.
- Work with the candidate to develop challenging goals and reward goal accomplishment.
- While this characteristic is important for success in high energy, goal oriented jobs, care must be taken to make sure the candidate's high level of competitiveness does not negatively affect team performance or does not allow them to think clearly and patiently about team strategies.
- This candidate's competitive energy needs to be focused on being the best they can be within the work parameters.

### CONSCIENTIOUSNESS



- This candidate's level of conscientiousness is higher than most.
- These individuals value reliability, attention to detail and organization and expect those around them to do the same. Therefore, these should be exhibited and rewarded through praise and appreciation when working with these candidates to get their full cooperation and maintain the behavior.
- While this characteristic is important for most aspects of life, including work, care should be taken to make sure the deliberateness of these individuals is not an impediment to getting things done.

## CONTROL



- This candidate's level of control is higher than most.
  - Maintaining high levels of control require continuing to build confidence levels.
  - Continue to point out and reinforce the candidate's positive decisions, behaviors and performance through praise and appreciation.
  - Minimize negative comments and criticisms. Instead, focus on the positives.
- While being in control is important for work success, care must be taken to make sure the candidate's high level of confidence does not diminish the importance of continued training and learning situations.
  - The candidate may also be resistant to the advice of others, including managers.
  - While this candidate'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.

## COOPERATIVENESS



- This candidate's level of cooperativeness is higher than most.
  - These individuals value interpersonal relationships with team members, colleagues and management staff. Therefore, these should be taken into consideration when working with the candidate.
  - To maintain team oriented and cooperative behaviors involve the candidate in setting team goals and reward candidate for team behaviors.
- For candidates who do not participate in team activities, develop close relationships with them and involve them in goal setting.
  - While cooperativeness is important for both team and individual success, care must be taken to make sure the candidate does not undervalue their individual contributions in favor of constant compromise within the team.
  - Both team orientation and individual competitiveness are important for overall success. It is important that the candidate be made aware of this and that efforts are made to find the right balance.

## INTERVIEW GUIDE

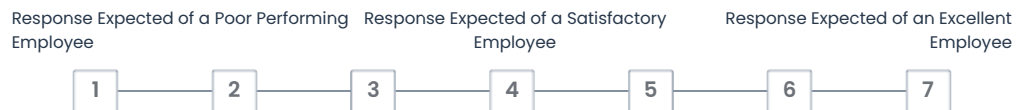
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

### COMMITMENT

#### 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:

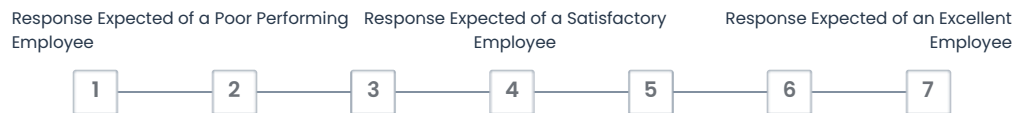


### COMPETITIVENESS

#### 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:

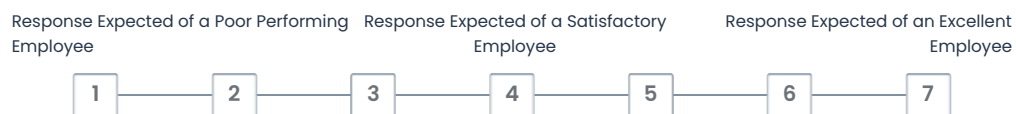


### CONSCIENTIOUSNESS

#### QUESTION

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#### RESPONSE NOTE:

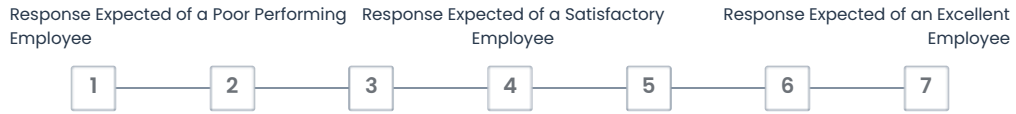


**CONTROL**

**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:**

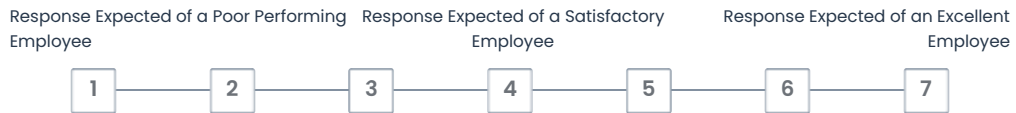


**COOPERATIVENESS**

**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.)