

NAME: Joe Sample
 CANDIDATE ID: #001346
 EMAIL: joesample@abc.com
 JOB APPLYING FOR: Warehouse Stocker
 INVITED BY: Alex Admin (administrator@companyabc.com)
 ORGANIZATION: Company ABC
 TESTING TIME: 7 min. 45 seconds
 TEST VERSION: (v1)



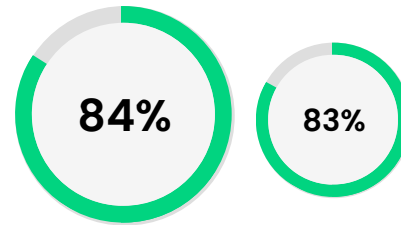
ELITE PROFILING SYSTEM

SAFETY

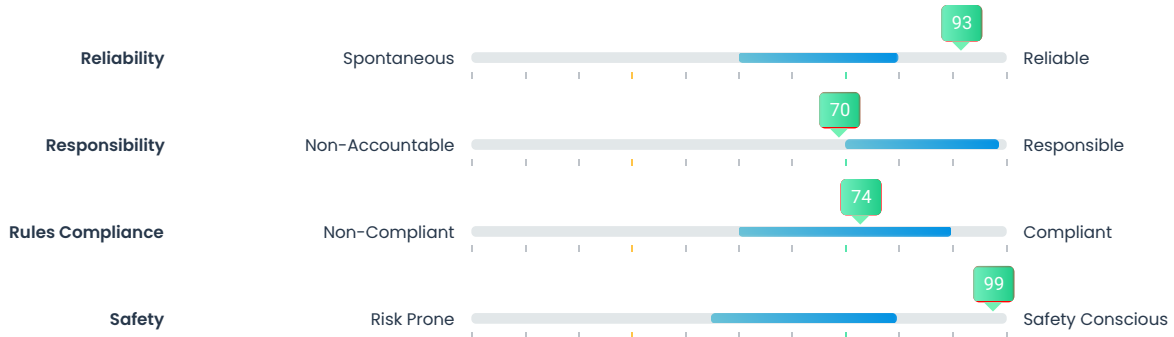
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TOTAL SCORE SUMMARY

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.

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 93rd percentile on Reliability (High), meaning Joe scored higher than 93 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 93%
- Above Average: 0%
- Average: 0%
- Below Average: 0%
- Weak: 7%

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

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 70th percentile on Responsibility (High), meaning Joe scored higher than 70 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 92%
- Above Average: 0%
- Average: 0%
- Below Average: 0%
- Weak: 8%

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.

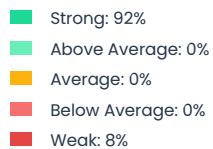
RULES COMPLIANCE



The degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).

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

Strength of Responses



Expected Behaviors

- Will adhere to rules and procedures established by management.
- Can be relied upon to enforce assigned policies.
- Is not likely to bend rules to achieve goals.
- Tends to stick to the rules.

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

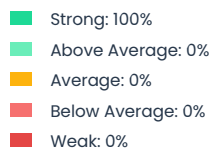
SAFETY



The degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment (e.g., tools, forklifts, machinery), including jobs in warehouse, production, assembly and light industrial settings.

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

Strength of Responses



Expected Behaviors

- Will be safety conscious.
- Will behave and work in a safe manner.
- Will be conscientious about their work and will not take unnecessary risks.
- Looks for ways to avoid accidents.

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

MANAGEMENT STRATEGIES

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

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.

RULES COMPLIANCE



- This individual can generally be counted on to follow set objectives and directives. Provide them with clear goals and expectations.
- Engage them in tasks where following strict rules and procedures are essential.

- Count on this individual to enforce your direction and objectives with other employees.

SAFETY



- The thoughtful and safe manner, in which this individual works, warrants praise and recognition.
- This individual can be utilized in positions that require overseeing issues of safety.

- While being safety conscious is critical for a safe working environment, ensure that this individual's conscientious nature does not slow down other aspects of their work or the department's work.
- They may be too conservative for jobs involving some degree of risk taking.

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

RELIABILITY

QUESTION

How much emphasis do you place on being punctual? Is it really that important?

RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



RESPONSIBILITY

QUESTION

What usually determines someone's attendance record? Is it the type of person he or she is or is it usually factors outside the individual's control? How would you relate this to your attendance record for the past two years?

RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



RULES COMPLIANCE

QUESTION

Tell me about a time when you felt a certain company rule or policy was not important enough for you to follow?

RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

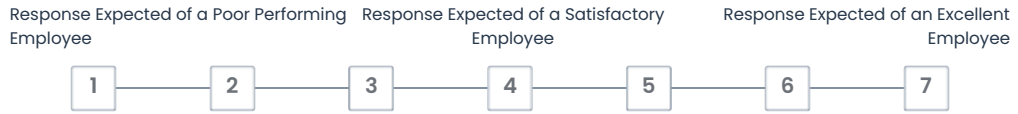
Response Expected of an Excellent Employee



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.)