



Elite Attention to Detail

Jane Sample

Date and Time Started: 02/09/2021 3:12 PM
Date and Time Completed: 02/09/2021 3:47 PM
Total Administration Time: 35 minutes

Candidate ID: 274172
Email: info@employtest.com
Job Title Applying For: Admin Assistant

Organization: EmployTest
Requested By: Ken Crowell (kenc@employtest.com)

To ensure you are obtaining the full benefits available to you from the use of this assessment, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the assessment results.

While this assessment was designed to help assess various aspects of personality and/or skills, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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What this Assessment Measures

The HR Testing Library offers employers the ability to create assessments that measure the specific skills and behavioral dispositions required of any job. This "custom" approach to talent assessment ensures organizations are only testing for those skills and behaviors that are relevant to the job, therefore increasing validity while at the same time reducing test administration time significantly.

Based on a careful evaluation of the job being filled and a review of the assessments offered through the HR Testing Library, the following skills and/or behaviors were selected as important for job success.

The areas assessed by this Profile are:

Attention to Detail	Attention to Detail measures the degree to which the individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information. This ability is important for most clerical jobs. It is also appropriate for jobs that require proofing tasks.
Focus	The ability to concentrate on a task over a period of time without being distracted.
Following Instructions	Measures the ability to follow instructions or rules to arrive at specific conclusions.

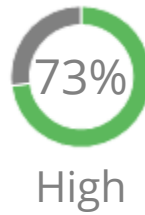
Interpreting the Profile Results

The following page presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



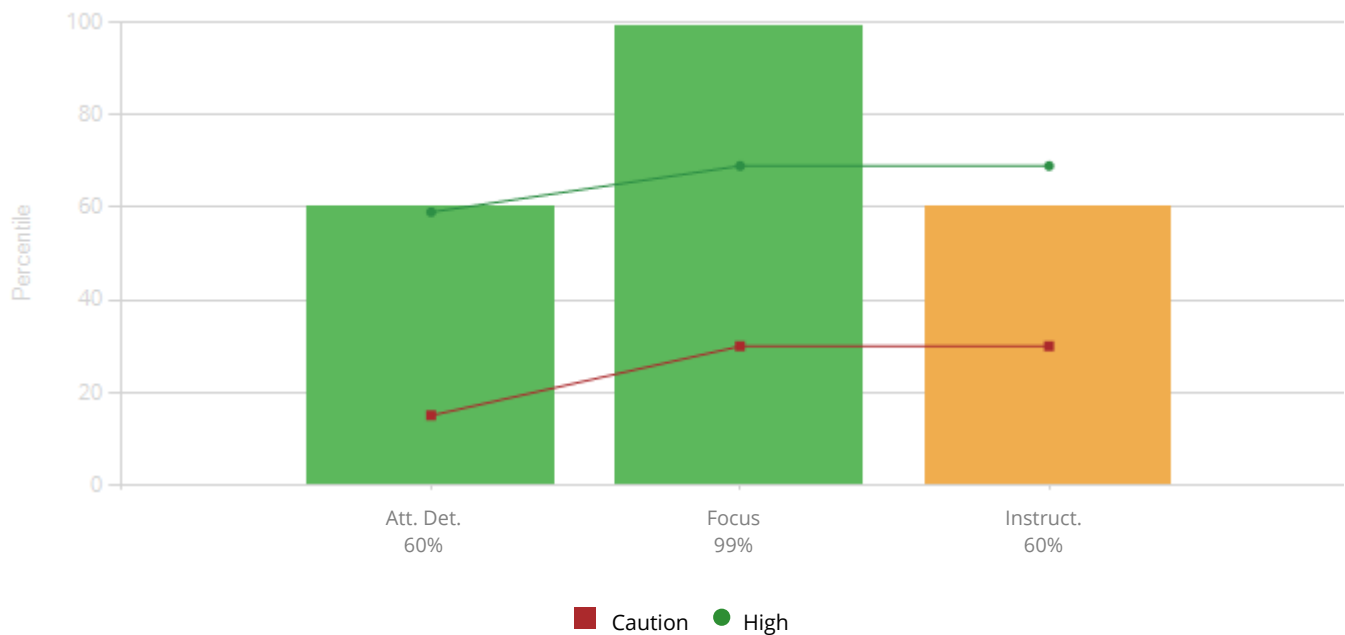
Total Score Summary



Total Score Interpretation

This candidate's total Profile score falls within the High range. This candidate generally demonstrates above average to high levels of the behaviors/skills assessed by this Profile. Review the individual scale details to better understand strengths and potential shortcomings.

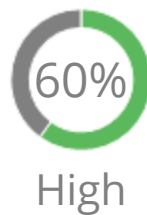
Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.



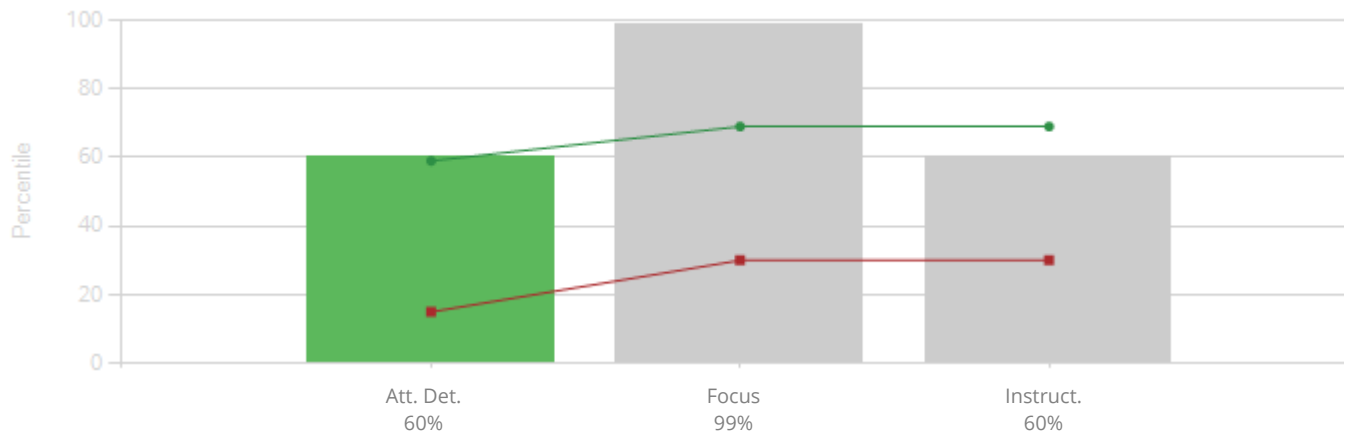
Attention to Detail



Score Details

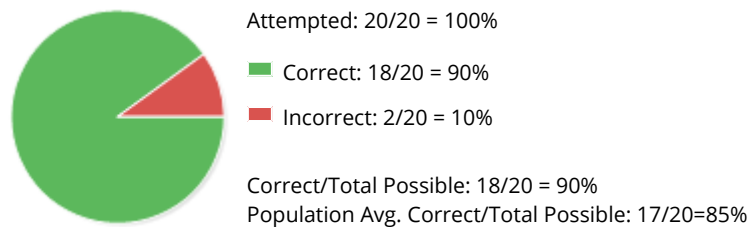
Attention to Detail measures the degree to which the individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information. This ability is important for most clerical jobs. It is also appropriate for jobs that require proofing tasks.

Jane Sample scored in the 60th percentile on Attention to Detail (High), meaning Jane scored better than 60 percent of other candidates who have completed this assessment.



Skill Level

The 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.

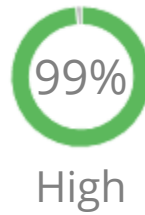


Expected Job Behaviors

- This individual is detail-oriented.
- He/she is able to quickly inspect information visually.
- He/she has the ability to quickly and accurately verify and proof written information.



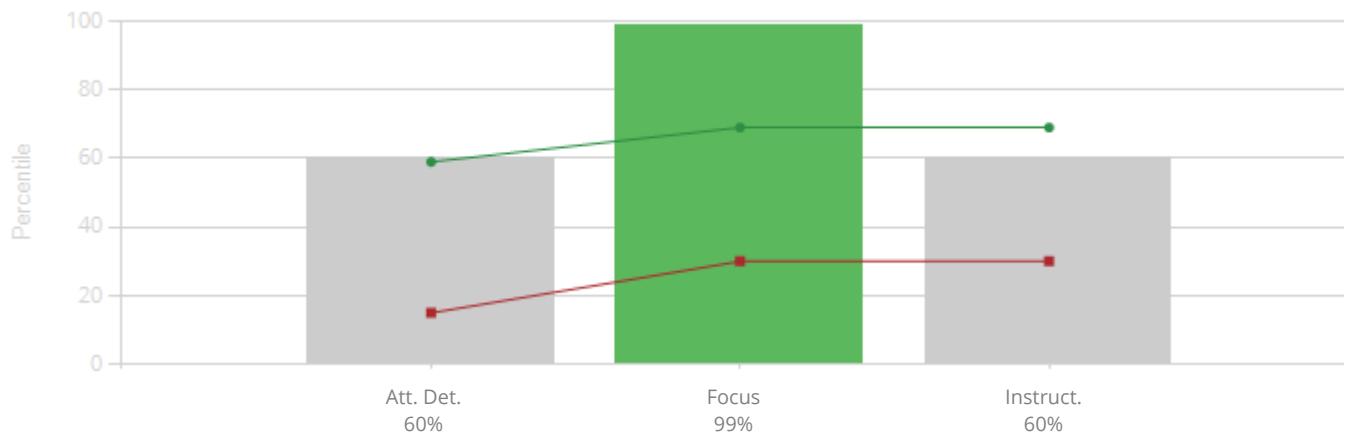
Focus



Score Details

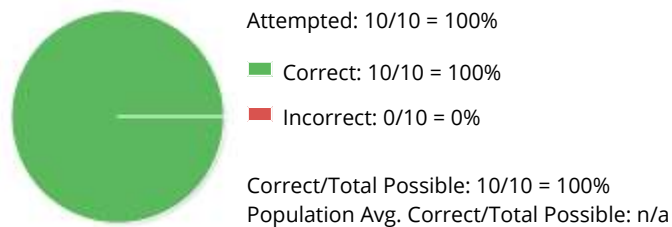
The ability to concentrate on a task over a period of time without being distracted.

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



Skill Level

The 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.



Following Instructions

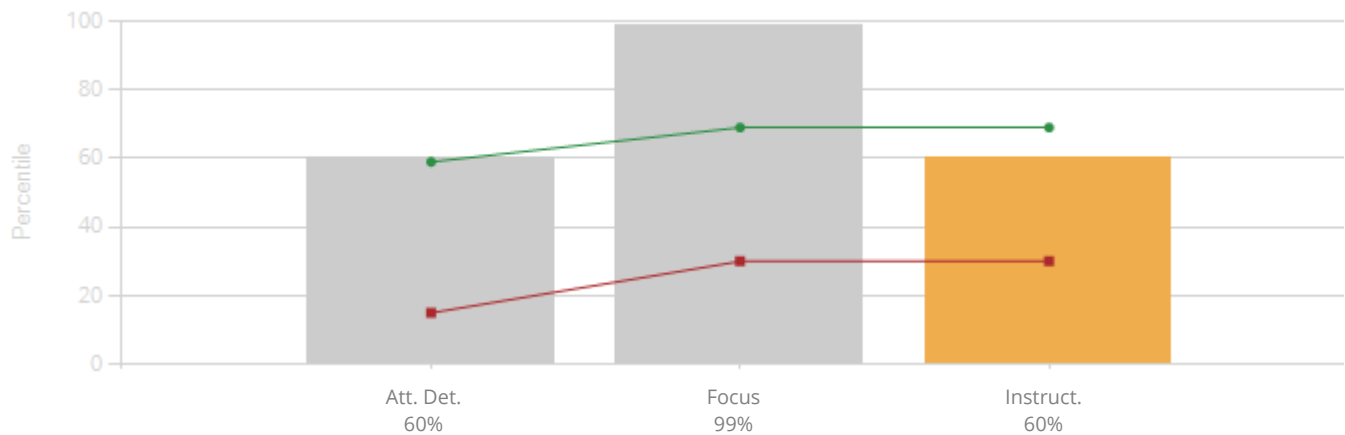


Average

Score Details

Measures the ability to follow instructions or rules to arrive at specific conclusions.

Jane Sample scored in the 60th percentile on Following Instructions (Average), meaning Jane scored better than 60 percent of other candidates who have completed this assessment.



Skill Level

The 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.



Attempted: 10/10 = 100%

Correct: 6/10 = 60%

Incorrect: 4/10 = 40%

Correct/Total Possible: 6/10 = 60%

Population Avg. Correct/Total Possible: n/a

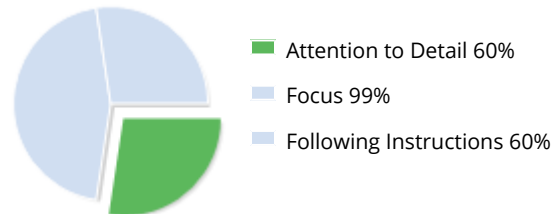


Management Strategies

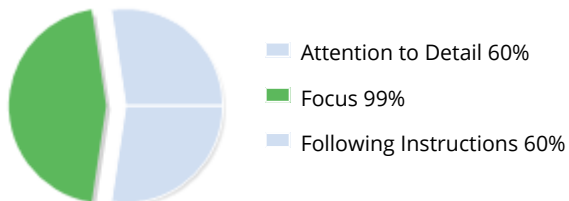
This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

Attention to Detail

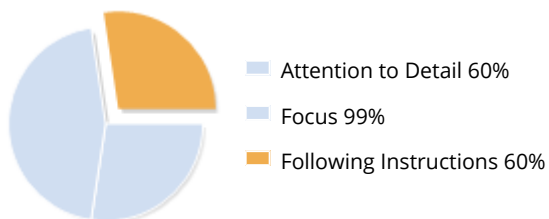
- This candidate should be given opportunities to engage in tasks that involve verifying and checking information.
- Expect that they will be very detail oriented and will expect the same from those around them.
- They may be able to train others on how to be more focused and detail oriented on visual tasks.



Focus



Following Instructions



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.

Attention to Detail

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.

Focus

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.

Following Instructions

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.



Sum of Ratings

Number of Questions Rated

Average Rating

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

