

NAME: Julie Sample
CANDIDATE ID: #002067
EMAIL: julie@sample.com
JOB APPLYING FOR: N/A
INVITED BY: EmployTest Team (sales@employtest.com)
ORGANIZATION: Demo
TESTING TIME: 3 min. 7 seconds
TEST VERSION: (v1)

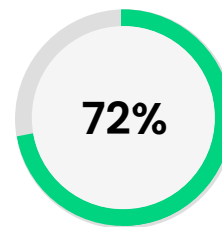
EQ PROFILE

STARTED:
12/29/21 03:29 PM

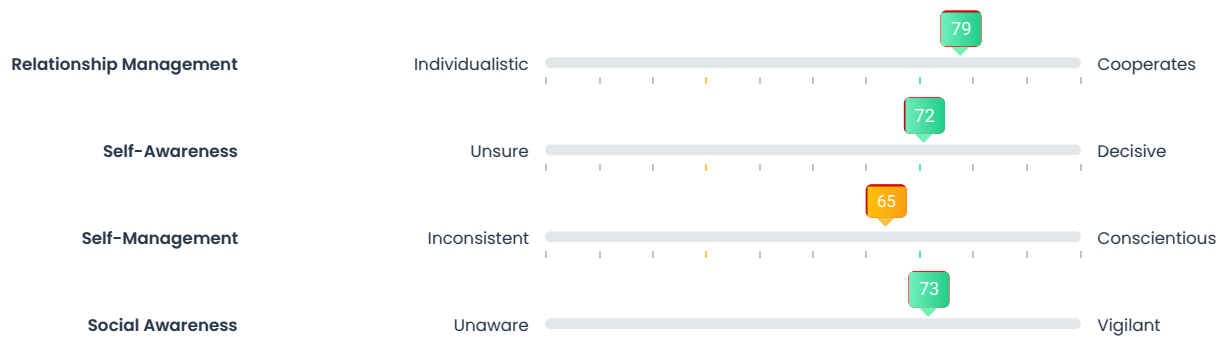
COMPLETED:
12/29/21 03:32 PM

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. 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.

RELATIONSHIP MANAGEMENT

Individualistic

79

Cooperates

The degree to which the individual is likely to manage people relationships effectively. The degree to which they are team oriented and collaborative in all aspects of his or her relationships, including working cooperatively with coworkers and customers.

Julie Sample scored in the 79th percentile on Relationship Management (High), meaning Julie scored higher than 79 percent of other candidates who have completed this assessment.

Strength of Responses

Strong: 30%

Above Average: 70%

Average: 0%

Below Average: 0%

Weak: 0%

Expected Behaviors

- Works well in a team environment.

- Gets along with others.

- Works collaboratively with others.

- Compromises for the good of the team.

- Does what it takes to see team succeed.

Average Time to Complete Each Question

4.6 seconds

SELF-AWARENESS

Unsure

72

Decisive

The degree to which the individual is self confident and feels secure of self. The degree to which they use this demeanor to remain calm and cool under pressure.

Julie Sample scored in the 72nd percentile on Self-Awareness (High), meaning Julie scored higher than 72 percent of other candidates who have completed this assessment.

Strength of Responses

Strong: 10%

Above Average: 90%

Average: 0%

Below Average: 0%

Weak: 0%

Expected Behaviors

- Is aware of own capabilities and is self-assured.

- Is not overly affected by what others think of them.

- Is confident and calm in their decisions and actions.

- Tends to bounce back from disappointments because they know that they can overcome difficult situations.

Average Time to Complete Each Question

3.1 seconds

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Julie Sample
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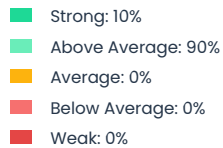
SELF-MANAGEMENT



The degree to which the individual manages self properly. The degree to which they are likely to be hardworking, reliable, organized and plans ahead.

Julie Sample scored in the 65th percentile on Self-Management (Moderate), meaning Julie scored higher than 65 percent of other candidates who have completed this assessment.

Strength of Responses



Average Time to Complete Each Question **4.6 seconds**

Expected Behaviors

- Values hard work but may need an occasional reminder about work quality.
- Is a fairly responsible worker who tends to be goal oriented and who takes pride in doing a good job.
- Is fairly responsible and can generally be counted on to show up to work and perform assigned tasks.
- This score is consistent with most other candidates.

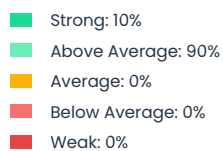
SOCIAL AWARENESS



The degree to which the individual is caring, empathetic, service oriented and vigilant of other's needs.

Julie Sample scored in the 73rd percentile on Social Awareness (High), meaning Julie scored higher than 73 percent of other candidates who have completed this assessment.

Strength of Responses



Average Time to Complete Each Question **4.4 seconds**

Expected Behaviors

- Is friendly, generous and kind.
- Is caring and in tune with others' needs.
- Puts the needs of others before self.
- Demonstrates empathy.
- Is vigilant.

MANAGEMENT STRATEGIES

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

RELATIONSHIP MANAGEMENT



- Management Strategies
- This candidate will work well with teammates and may be able to lead group projects or coordinate team tasks.
- Place this individual in situations that would benefit from strong teamwork.
- This individual may be appropriate for assisting new members in learning job behaviors and how the group operates as a team.
- While teamwork and having a team disposition is important for organizational success, care must be taken to make sure they do not forget the importance of individual contributions. Monitor the individual to ensure they find the right balance between cooperation, compromise, and individuality.

SELF-AWARENESS



- Maintaining high levels of self-awareness and confidence require continuing to build self-esteem levels. Continue to point out and reinforce the candidate's positive decisions, behaviors and performance through praise and appreciation.
- While being self-aware and confident are important for business success, care must be taken to make sure the individual's high level of confidence does not diminish the importance of considering the advice of others, including managers.
- Minimize negative comments and criticisms. Focus on the positives. High levels of self-awareness and confidence sometimes come with a stubborn demeanor that may be exaggerated by negative comments.
- While this individual's level of self-confidence and perceived control is a definite strength, be aware that at times it may also raise some difficulties associated with over confident behaviors.

SELF-MANAGEMENT



- Encourage behaviors that demonstrate hard work and reward this employee for displaying these behaviors.
- Reinforce the importance and value of dependability and punctuality and reward their behaviors that exhibit these characteristics.
- This individual will demonstrate dependable, quality work most of the time. Provide clear guidelines and deadlines when assigning this individual tasks.

SOCIAL AWARENESS



- Place this individual in situations where being friendly and generous are valued.
- Monitor behavior to make sure this candidate is not compromising job quality, over attempting to be accommodating for others.

- Their ability to be kind and friendly should be used as an example to other employees.
- Offer them the opportunity to coach or mentor others on being service oriented.

INTERVIEW GUIDE

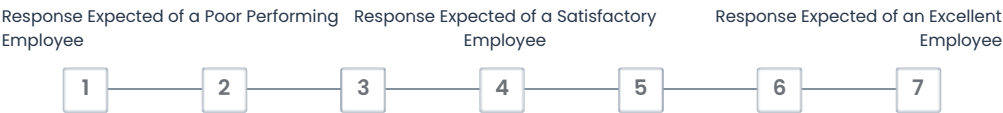
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

RELATIONSHIP MANAGEMENT

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:

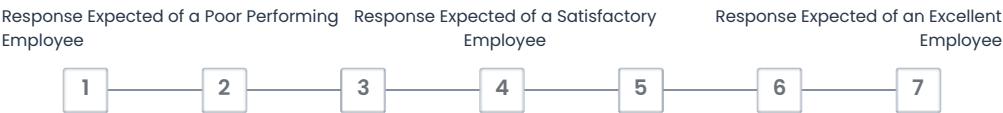


SELF-AWARENESS

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.

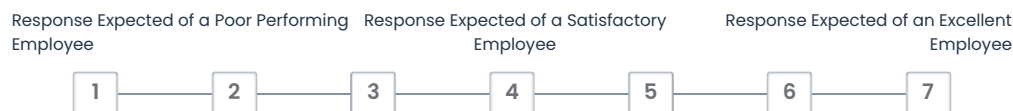
RESPONSE NOTE:



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.

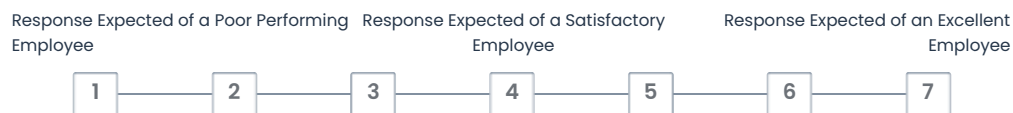
RESPONSE NOTE:



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.)