

NAME: Julie Sample
 CANDIDATE ID: #130298
 EMAIL: julie@sample.com
 JOB APPLYING FOR: N/A
 INVITED BY: Amanda Buel (amandab@employtest.com)
 ORGANIZATION: Demo
 TEST VERSION: (v1)
 REPORT VERSION: **SELECTION**
 EXTERNAL CLICKS: **0**

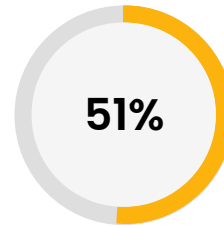


STARTED: 03/24/25 02:22 PM
 COMPLETED: 03/24/25 02:36 PM
 TOTAL TESTING TIME: 14 MIN. 14 SECONDS

TOTAL SCORE SUMMARY

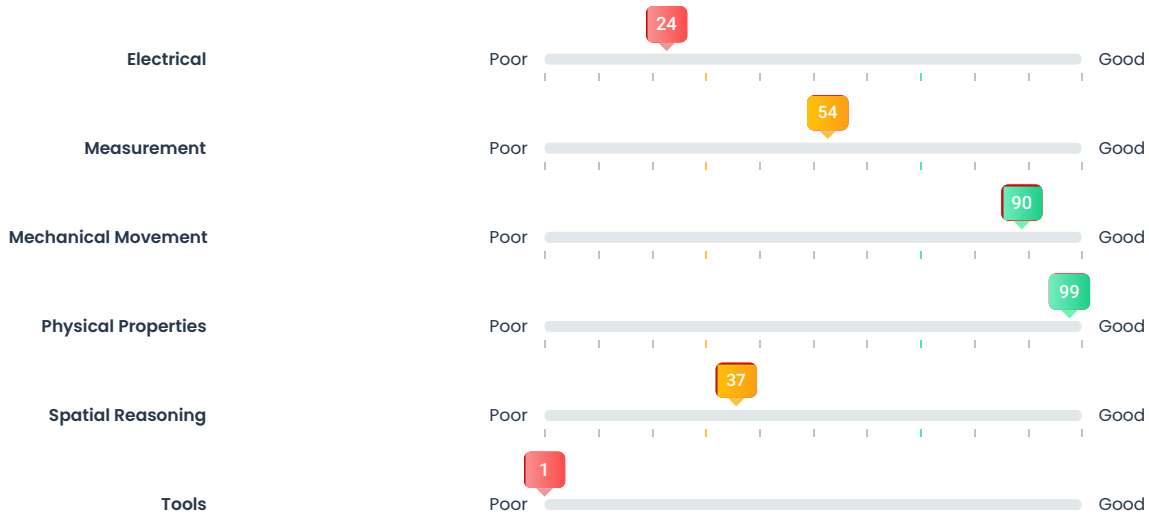
The large circle represents the average of the scale scores included in this profile. This percentile score indicates how the candidate ranks relative to other test takers. Review individual scale details to understand strengths and potential areas for improvement.

Julie Sample scored in the **51st** percentile on the overall score (Moderate), meaning Julie scored higher than 51 percent of the candidates who have completed this assessment.



■ Caution (1-29)
 ■ Moderate (30-69)
 ■ High (70-99)

SCORE DETAILS



SCALE SCORE INTERPRETATIONS

The information that follows offers detailed interpretations for each scale included in this profile. The Skill Level 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.

ELECTRICAL



The degree to which the individual has knowledge of basic electrical concepts.

Julie Sample scored in the 24th percentile on Electrical (Caution), meaning Julie scored lower than 76 percent of other candidates who have completed this assessment.

Skill Level



Attempted: 5/5 = 100%

Correct 2/5: 40%
Incorrect 3/5: 60%

Correct/Total Possible: 2/5 = 40%

Expected Job Behavior

- Has difficulty with basic electrical concepts.
- May find it a challenge when applying electrical concepts to work tasks.
- This may be an area for development.

Average Time to Complete
Each Question **19.05**
seconds

Population Avg. Correct/Total Possible:
3/5 = 60%

MEASUREMENT



The degree to which the individual has knowledge of basic measurement and mathematical concepts.

Julie Sample scored in the 54th percentile on Measurement (Moderate), meaning Julie scored higher than 54 percent of other candidates who have completed this assessment.

Skill Level



Attempted: 5/5 = 100%

Correct 4/5: 80%
Incorrect 1/5: 20%

Correct/Total Possible: 4/5 = 80%

Expected Job Behavior

- Understands some basic measurement concepts.
- Able to apply some measurement concepts to work tasks, but could have difficulty with others.
- Has some understanding of basic math.

Average Time to Complete
Each Question **28.21**
seconds

Population Avg. Correct/Total Possible:
4/5 = 80%

MECHANICAL MOVEMENT



The degree to which the individual can conceptualize how moving one object might affect another.

Julie Sample scored in the 90th percentile on Mechanical Movement (High), meaning Julie scored higher than 90 percent of other candidates who have completed this assessment.

Skill Level



Average Time to Complete
Each Question **18.29**
seconds

Attempted: 5/5 = 100%

Correct 4/5: 80%
Incorrect 1/5: 20%

Correct/Total Possible: 4/5 = 80%

**Population Avg. Correct/Total Possible:
3/5 = 60%**

Expected Job Behavior

- Has a good understanding of how manipulating one object might affect another.
- Is aware of the consequences brought about by mechanical movements.
- Is likely to have good reasoning skills as they apply to mechanical motion.

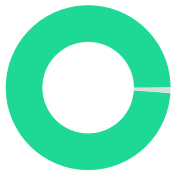
PHYSICAL PROPERTIES



The degree to which the individual has a basic understanding of how varying weight distribution affects effort and safety.

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

Skill Level



Average Time to Complete
Each Question **11.21** seconds

Attempted: 5/5 = 100%

Correct 5/5: 100%
Incorrect 0/5: 0%

Correct/Total Possible: 5/5 = 100%

**Population Avg. Correct/Total Possible:
4/5 = 80%**

Expected Job Behavior

- Has a good understanding of the effects weight distribution has on effort and safety.
- Is aware of the negative consequences brought about by improper lifting of heavy goods.
- Is likely to have good reasoning when it comes to weight properties.

MANAGEMENT STRATEGIES

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

ELECTRICAL



- It is recommended that if this individual is to work in jobs requiring knowledge of basic electricity, they should be thoroughly trained and monitored closely to ensure the work is understood and performed accurately and safely.
- Work instructions and training need to be covered at a slow pace to ensure the individual grasps the material thoroughly.
- Question the individual to ensure they have grasped the training material or work instructions.
- Have the individual demonstrate their ability to perform the required electrical tasks before doing so on the job.

MEASUREMENT



- Expect this individual to have an average understanding of basic mathematical or measurement concepts; therefore, they should be managed accordingly.
- They should be monitored when working on tasks that involve measurement or math concepts to ensure appropriate decisions are made.
- Ensure the individual understands complex instructions before they need to implement them.

MECHANICAL MOVEMENT



- Expect that this candidate will understand the basic concepts of how components work together and how manipulating or moving one affects the other.
- However, train them on these specific concepts as they apply to the task at hand to ensure safe and efficient work performance.

PHYSICAL PROPERTIES



- Expect that this candidate will understand the basic concepts of proper weight distribution when lifting or when moving heavy objects.

- However, train them on these specific concepts as they apply to your organization to ensure safe outcomes.

SPATIAL REASONING



- Expect this individual to be able to read and understand basic assembly diagrams. And to be able to manipulate certain objects in an effort to determine their relationships to other objects. With more complex tasks, however, this can be a challenge for them.

- Monitor their work to ensure it is up to expected standards.

- Discuss expectations with respect to speed and accuracy of assembly or tasks involving spatial reasoning.

- Set achievable, yet challenging goals to maintain or increase performance levels.

TOOLS



- It is recommended that if this individual is to work in jobs requiring knowledge of basic tools, they should be thoroughly trained and monitored closely to ensure the work is understood and performed accurately and safely.

- Work instructions and training need to be covered at a slow pace to ensure the individual grasps the material thoroughly.

- Question the individual to ensure they have grasped the training material or work instructions.

- Have the individual demonstrate their ability to perform the required tasks using proper tools before doing so on the job.

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.

ELECTRICAL

QUESTION

Tell me about a challenging assignment you have had that required electrical work. How well did you perform? What issues did you encounter?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

When given a job to do that requires your knowledge of electrical concepts, how confident are you in your ability to perform that job well?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

Tell me about jobs you have performed that required you to demonstrate your knowledge of electrical concepts.

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



MEASUREMENT

QUESTION

Describe for me times when you have had difficulty performing tasks that involved some type of math skills or problem solving. What is it that gave you such a hard time?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

Tell me about errors you have made that resulted from taking incorrect measurements.

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



MECHANICAL MOVEMENT

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:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer

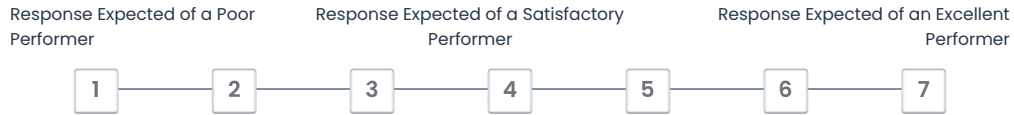


PHYSICAL PROPERTIES

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:



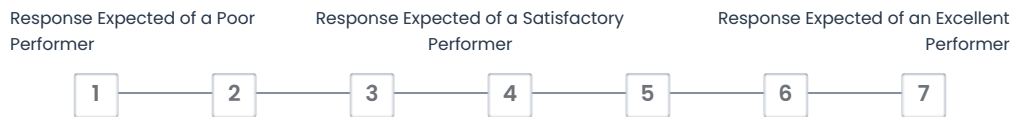
SPATIAL REASONING

QUESTION

Describe for me times when you have had difficulty performing tasks that involved the interpretation of assembly diagrams or having to estimate how certain objects might fit together. What is it that gave you such a hard time?

RESPONSE NOTE:

A large, empty rectangular text box for providing a response note.



QUESTION

Tell me about jobs you have had in the past where you have had to utilize your spatial reasoning abilities. That is, your skills at being able to mentally determine how certain objects might fit in a predetermined space.

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



TOOLS

QUESTION

What tools would you say you need the most training in to use them properly?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

What tools are you most comfortable using? What tools have given you the most difficulty?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

Tell me what types of tools you used in your past job.

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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

IMPORTANT NOTICE

The hiring decision should always be based on whether there is a match between a candidate's job relevant skills, abilities and/or interests and the job itself. PsyMetrics' assessments represent one source of information in helping to make that decision. Using all sources of candidate information (e.g., assessments, a structured job interview, references, work history) available to the human resource professional will result in a more comprehensive view of the applicant and the best employee-job fit.

Test users should also remember that tests must not be utilized in any manner that discriminates against individuals with disabilities, including but not limited to mental disabilities and neurodivergent conditions. More specifically, PsyMetrics' tests should not be used to assess or evaluate individuals with mental disabilities or who identify as neurodivergent.

The employer assumes full responsibility for the proper use of the PsyMetrics' assessments. This includes establishing each test's job relatedness and periodically examining selection rates to ensure the hiring process continues to be fair and free from bias.