

NAME: Julie Sample  
 CANDIDATE ID: #129840  
 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**

## Elite GRIT Profile

STARTED:  
03/20/25 01:19 PM

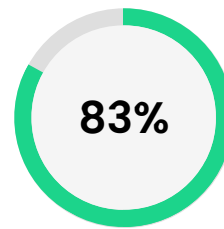
COMPLETED:  
03/20/25 01:22 PM

TOTAL TESTING TIME: 2 MIN. 58 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 **83rd** percentile on the overall score (High), meaning Julie scored higher than 83 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 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.

**ACHIEVEMENT DRIVE**

Unambitious 82 Driven/Ambitious

The degree to which the individual is likely to be competitive and driven to be the best. This characteristic is important for jobs where the attainment of established goals and benchmarks are important (e.g., sales jobs). It is also important for jobs where there may be competition within departments or between coworkers and positions where the individual is expected to grow and advance to higher levels within the organization.

Julie Sample scored in the 82nd percentile on Achievement Drive (High), meaning Julie scored higher than 82 percent of other candidates who have completed this assessment.

|  |   |
|--|---|
| <p><b>Strength of Responses</b></p> <div style="display: flex; align-items: center;"> <div style="margin-left: 10px;"> <ul style="list-style-type: none"> <li><span style="color: #0072bc;">■</span> Strong: 14%</li> <li><span style="color: #00b050;">■</span> Above Average: 66%</li> <li><span style="color: #ffc000;">■</span> Average: 0%</li> <li><span style="color: #e34a33;">■</span> Below Average: 20%</li> <li><span style="color: #c00000;">■</span> Weak: 0%</li> </ul> </div> </div> <p>Average Time to Complete Each Question <b>2.61 seconds</b></p> | <p><b>Expected Behaviors</b></p> <ul style="list-style-type: none"> <li>- Is competitive.</li> <li>- Is driven to be the best at whatever they do.</li> <li>- Is constantly trying to surpass set goals.</li> <li>- Is likely to create competitive situations with coworkers.</li> </ul> |
|--|---|

**CAN-DO ATTITUDE**

Pessimistic 78 Optimistic

The degree to which the individual consistently approaches work duties and projects with a positive attitude. Is always optimistic. Seldom worries and always exhibits a positive demeanor.

Julie Sample scored in the 78th percentile on Can-Do Attitude (High), meaning Julie scored higher than 78 percent of other candidates who have completed this assessment.

|  |  |
|--|--|
| <p><b>Strength of Responses</b></p> <div style="display: flex; align-items: center;"> <div style="margin-left: 10px;"> <ul style="list-style-type: none"> <li><span style="color: #0072bc;">■</span> Strong: 20%</li> <li><span style="color: #00b050;">■</span> Above Average: 80%</li> <li><span style="color: #ffc000;">■</span> Average: 0%</li> <li><span style="color: #e34a33;">■</span> Below Average: 0%</li> <li><span style="color: #c00000;">■</span> Weak: 0%</li> </ul> </div> </div> <p>Average Time to Complete Each Question <b>2.7 seconds</b></p> | <p><b>Expected Behaviors</b></p> <ul style="list-style-type: none"> <li>- Tends to make the most of any situation.</li> <li>- Always has a positive outlook.</li> <li>- Demonstrates initiative.</li> <li>- Is energetic and confident.</li> </ul> |
|--|--|

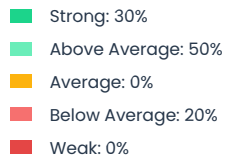
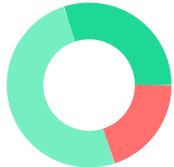
## GOAL FOCUS



The degree to which the individual is able to focus on long-term goals regardless of distractions or obstacles that may be encountered.

Julie Sample scored in the 88th percentile on Goal Focus (High), meaning Julie scored higher than 88 percent of other candidates who have completed this assessment.

### Strength of Responses



### Expected Behaviors

- Is able to focus on goals amid distractions.
- Shows perseverance when working towards a set goal.
- Tends to stay on course and achieves long-term goals.
- Goal accomplishment is a priority.

Average Time to Complete Each Question **3.73 seconds**

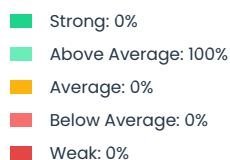
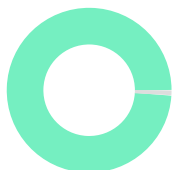
## SELF-CONFIDENCE



The degree to which the individual is likely to be self-assured, is not overly affected by what others think of them, and is confident in their decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales and management.

Julie Sample scored in the 84th percentile on Self-Confidence (High), meaning Julie scored higher than 84 percent of other candidates who have completed this assessment.

### Strength of Responses



### Expected Behaviors

- Is self-assured.
- Is not overly affected by what others think of them.
- Is confident 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 **2.45 seconds**

## WORK ETHIC



The degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

Julie Sample scored in the 84th percentile on Work Ethic (High), meaning Julie scored higher than 84 percent of other candidates who have completed this assessment.

### Strength of Responses



- Strong: 40%
- Above Average: 60%
- Average: 0%
- Below Average: 0%
- Weak: 0%

### Expected Behaviors

- Values hard work.
- Responsible worker who is goal oriented.
- Takes pride in doing a job well.
- Is punctual and reliable.

Average Time to Complete Each Question **2.65 seconds**

## MANAGEMENT STRATEGIES

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

### ACHIEVEMENT DRIVE



- To maintain the candidate's drive and motivation, reward their winning attitude.
- Work with the individual to develop challenging goals and reward goal accomplishment.

- While this characteristic is important for business success, care must be taken to make sure the individual's high level of competitiveness does not affect team performance or relationships.
- This individual's competitive energy needs to be focused on being the best they can be within the overall business plans and strategies.

### CAN-DO ATTITUDE



- Offer encouragement after they have been successful in a difficult situation.
- Offer praise and reinforce positive behaviors.

- Monitor the individual to ensure their positive outlook does not cloud rational decision making.
- Let this individual's positive attitude shine and serve as a motivator for the team or department.

### GOAL FOCUS



- These candidates are focused on their goals so avoid distractions that may get them off track.
- They tend to put most of their energy on those things that will lead to goal accomplishment so they may view anything that does not help them achieve their objectives as a waste of time.

- May have a preference for focusing on one project until completion, so while they may be able to multitask, this may not be their strong suit.
- Involve the individual in setting their own goals and identify potential obstacles that may impede goal attainment.

## SELF-CONFIDENCE



- Maintaining high levels of 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.
- Minimize negative comments and criticisms. Focus on the positives. High levels of self-confidence sometimes come with a stubborn demeanor that may be exaggerated by negative comments.

- While being self-confident is 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.
- While this individual'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.

## WORK ETHIC



- This individual expects coworkers to be as quality oriented as they are. Given these expectations, they may get frustrated with others who do not work to their standards. Be conscious of this and try to make sure their work ethic is rewarded and not taken for granted.
- Utilize their strong work ethic by letting them coach new employees.

- Place this individual in a position where hard work can be acknowledged and rewarded.

## 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.

### ACHIEVEMENT DRIVE

#### QUESTION

How do you feel about competition at work? Is it more disruptive than healthy? Please explain your answer.

#### RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



#### QUESTION

Give examples from your work history when you have "lost" or an outcome was not what you were striving for? What did you learn from it?

#### RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



**QUESTION**

Describe work situations when you were not able to take a risk when others did? Why did you hold back?

**RESPONSE NOTE:**

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



**CAN-DO ATTITUDE**

**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



**QUESTION**

When you are focused on your work and someone interrupts you for no apparent reason, how does that make you feel? Why do you feel that way?

**RESPONSE NOTE:**

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



**QUESTION**

Give examples when you have lost interest in a project you were working on. What did you do?

**RESPONSE NOTE:**

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer

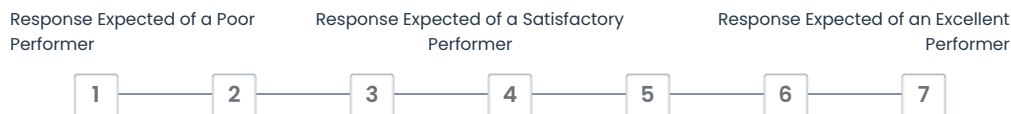


## SELF-CONFIDENCE

### 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:

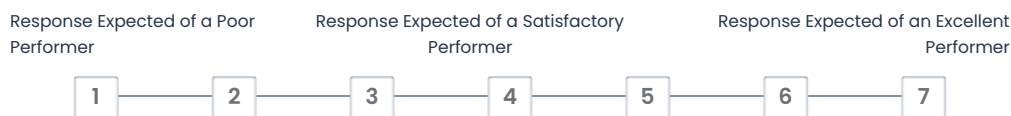


## WORK ETHIC

### 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.)

### 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.