

NAME: Julie Sample
 CANDIDATE ID: #140741
 EMAIL: info@employtest.com
 JOB APPLYING FOR: EmployTest
 INVITED BY: EmployTest Team (sales@employtest.com)
 ORGANIZATION: Demo
 TEST VERSION: (v1)
 REPORT VERSION: **SELECTION**
 EXTERNAL CLICKS: **6**

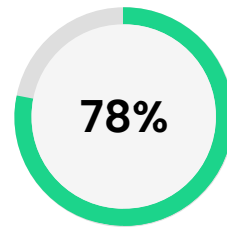


STARTED: 06/10/25 02:35 PM
 COMPLETED: 06/10/25 02:49 PM
 TOTAL TESTING TIME: 13 MIN. 12 SECONDS

TOTAL SCORE SUMMARY

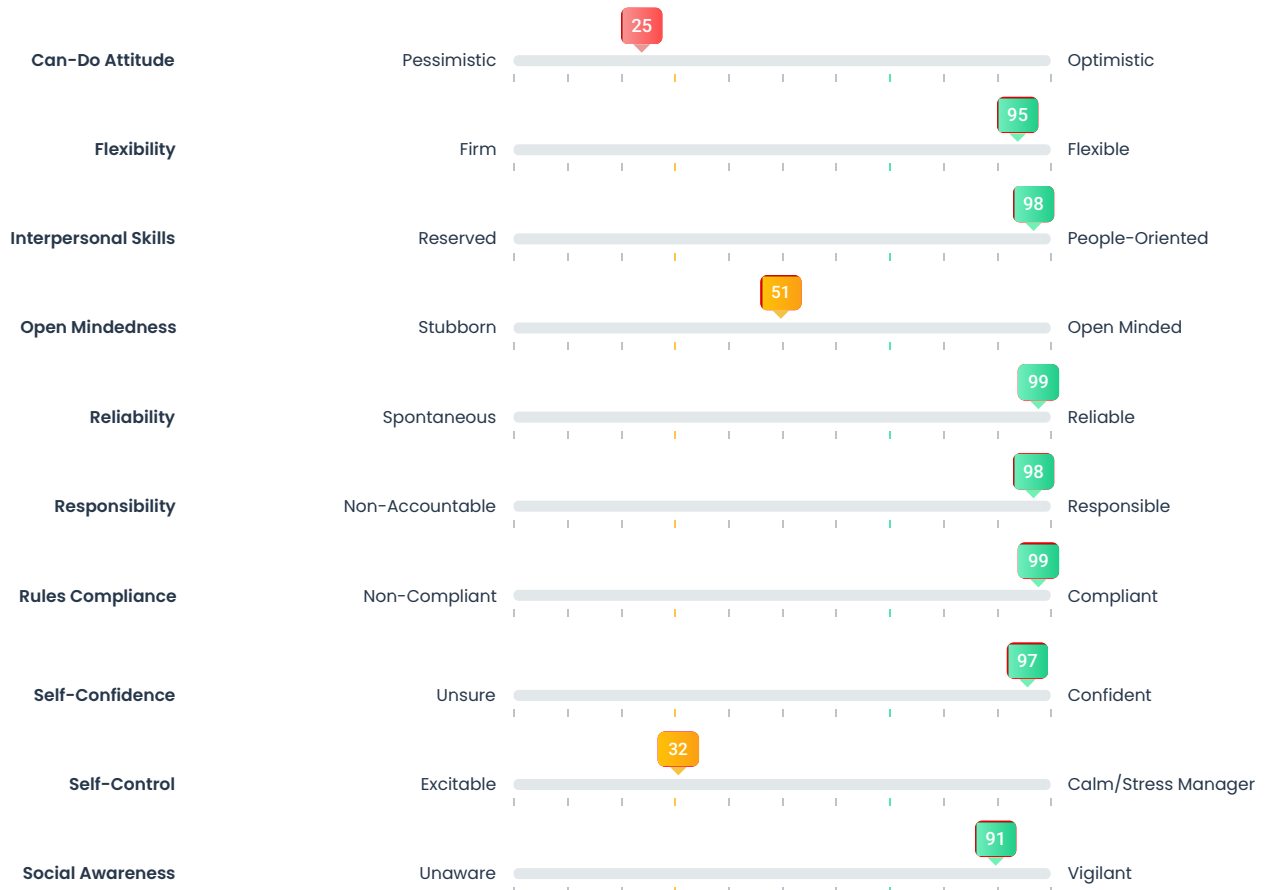
The large circle represents the average of the scale scores included in this profile. This percentile score indicates how the candidate ranks relative to other test takers. Review individual scale details to understand strengths and potential areas for improvement.

Julie Sample scored in the **78th** percentile on the overall score (High), meaning Julie scored higher than 78 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.

CAN-DO ATTITUDE



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 25th percentile on Can-Do Attitude (Caution), meaning Julie scored lower than 75 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 40%
- Above Average: 20%
- Average: 20%
- Below Average: 0%
- Weak: 20%

Average Time to Complete Each Question **7.07 seconds**

Expected Behaviors

- Can take a pessimistic approach.
- May have a negative outlook towards work.
- Rarely and reluctantly becomes involved in self-improvement activities.
- Is not likely to demonstrate initiative.
- Tends to question or find fault on others' actions and decisions.

FLEXIBILITY



The degree to which the individual is likely to be able to adapt to change and is more open minded than stubborn. This characteristic is important for fast paced jobs where priorities often shift. It is also important for organizations that are in transition or are expecting changes that will affect work duties and responsibilities.

Julie Sample scored in the 95th percentile on Flexibility (High), meaning Julie scored higher than 95 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 80%
- Above Average: 20%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question **4.83 seconds**

Expected Behaviors

- Is willing and able to adapt to change easier than most.
- Is open-minded and cooperative.
- Goes with the flow.
- Changes priorities as needed with little resistance.

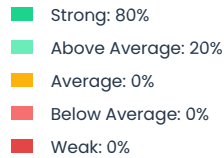
INTERPERSONAL SKILLS



The degree to which the individual is friendly, people-oriented and exhibits excellent interpersonal skills. This characteristic is important for all jobs that involve interacting with customers.

Julie Sample scored in the 98th percentile on Interpersonal Skills (High), meaning Julie scored higher than 98 percent of other candidates who have completed this assessment.

Strength of Responses

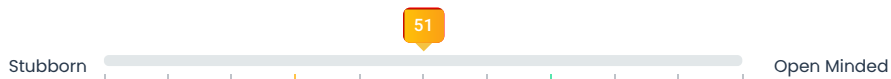


Average Time to Complete Each Question **7.23 seconds**

Expected Behaviors

- Is friendly, people-oriented and exhibits excellent interpersonal skills.
- Enjoys interacting with others.
- Enjoys dealing with customers.
- Is outgoing and personable.

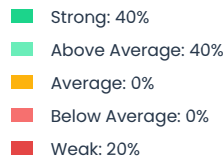
OPEN MINDEDNESS



The degree to which the individual is willing to learn from others and from their own mistakes. Is not stubborn. Listens to the needs and advice of others. Is open to new ideas and concepts.

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

Strength of Responses



Average Time to Complete Each Question **7.02 seconds**

Expected Behaviors

- Is often open to learning new ways of doing things but with some incentive or persistence.
- Will listen to the perspectives of others but may find it difficult at times to give up long held beliefs.
- While on the surface they may accept change, sometimes it is somewhat of a challenge for them.
- Getting them to accept new ideas and concepts is doable, but may take some work.

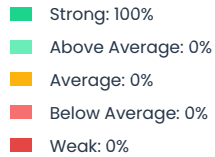
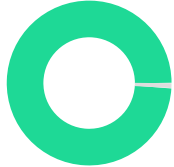
RELIABILITY



The degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of their work.

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

Strength of Responses



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.

Average Time to Complete Each Question **6.46 seconds**

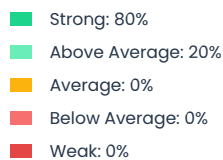
RESPONSIBILITY



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.

Julie Sample scored in the 98th percentile on Responsibility (High), meaning Julie scored higher than 98 percent of other candidates who have completed this assessment.

Strength of Responses



Expected Behaviors

- Takes responsibility for their actions.
- Works hard to achieve success.
- Believes one is in control of one's actions.
- Is accountable.

Average Time to Complete Each Question **91.83 seconds**

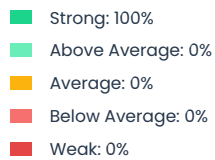
RULES COMPLIANCE



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).

Julie Sample scored in the 99th percentile on Rules Compliance (High), meaning Julie scored higher than 99 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 **5.39 seconds**

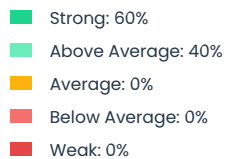
SELF-CONFIDENCE



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 97th percentile on Self-Confidence (High), meaning Julie scored higher than 97 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 **4.9 seconds**

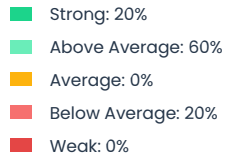
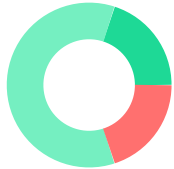
SELF-CONTROL



The degree to which the individual remains calm and in control during stressful, high pressure situations.

Julie Sample scored in the 32nd percentile on Self-Control (Moderate), meaning Julie scored lower than 68 percent of other candidates who have completed this assessment.

Strength of Responses



Expected Behaviors

- Handles most stressful work situations well.
- During times of workplace conflict they generally remain calm.
- May be challenged during stressful situations, but can generally handle it.
- This score is consistent with most other candidates.

Average Time to Complete Each Question **8.09 seconds**

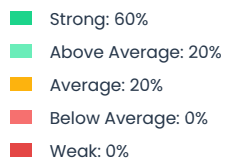
SOCIAL AWARENESS



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

Julie Sample scored in the 91st percentile on Social Awareness (High), meaning Julie scored higher than 91 percent of other candidates who have completed this assessment.

Strength of Responses



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.

Average Time to Complete Each Question **7.88 seconds**

MANAGEMENT STRATEGIES

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

CAN-DO ATTITUDE



- When this individual experiences a setback, encourage them with assurances that everything will be fine.
- When critiquing this individual, address the area needing improvement, but also offer praise for something that this employee is doing well.

- Discuss the importance of a positive attitude in the workplace. Explain how a pessimistic attitude can bring the entire team down and reduce productivity. Be sure to give specific examples of what a positive attitude looks like.

FLEXIBILITY



- This individual works well in a fast paced, changing environment.
- Recognize when they change priorities for the benefit of the team or department or another individual.

- Their level of flexibility may be ideal for team-oriented tasks and environments where dealing effectively with various personality types is critical.
- Monitor to make sure their flexible demeanor does not result in taking on additional tasks that may get in the way of accomplishing individual goals or objectives.

INTERPERSONAL SKILLS



- This individual has the interpersonal skills needed to be in jobs requiring interactions with customers. Therefore, they can be an asset when placed in direct contact with customers.
- They tend to be very friendly and outgoing. Ensure that they have the ability to interact with others regularly to maintain their levels of satisfaction.

- They tend to get along with all coworkers therefore are ideal for jobs requiring interactions between departments.
- Some of these candidates may have a tendency to be overly sociable. If this gets in the way of their productivity, bring it to their attention so they get back on task.

OPEN MINDEDNESS



- Consistently reinforce open minded thinking when they exhibit it.
- Offer an environment where all ideas are accepted to reinforce the freedom to express open minded thinking.
- This individual may be "on the fence" on many ideas. Take a gradual approach with respect changing their way of thinking.
- Too much emphasis on change too quickly may cause more stubborn thinking.

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.

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.

SELF-CONTROL



- When this employee overcomes a particularly stressful event, positively reinforce actions.
- When placing this individual in stressful situations, include tools and training on how to handle stress. The employee may require additional oversight regarding stress management.

- This individual can be placed in positions where change occurs, but will require additional oversight. Provide them with strategies for dealing with change.

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.

CAN-DO ATTITUDE

QUESTION

When was the last time you called off because you did not have the energy to go into work? How do you respond when you feel the pressure of work is overwhelming?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

Tell me about the last time you experienced changes at work. How did you handle them? Were they more negative than positive?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer

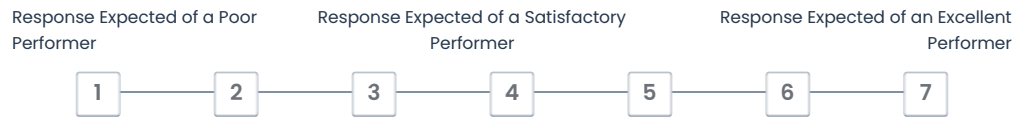


FLEXIBILITY

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:

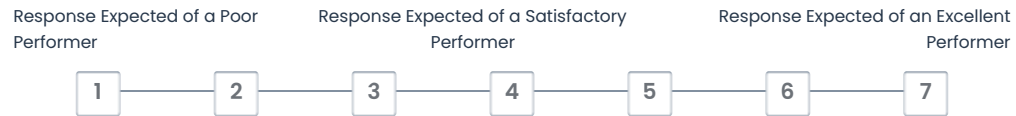


INTERPERSONAL SKILLS

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:



OPEN MINDEDNESS

QUESTION

Give examples of when you made up your mind about a certain issue and others attempted to change your opinion. What happened? What was the outcome?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



RELIABILITY

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

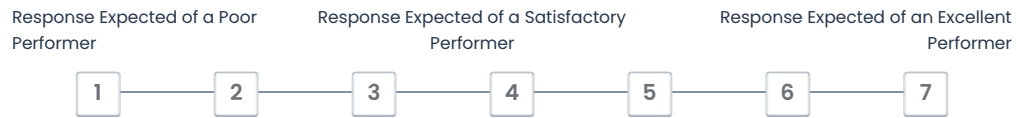


RESPONSIBILITY

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:

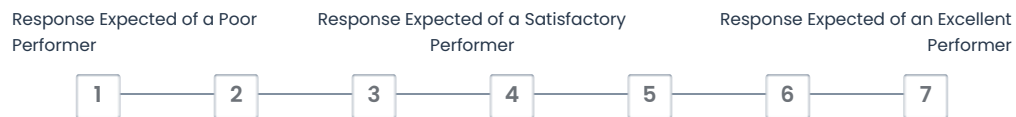


RULES COMPLIANCE

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:

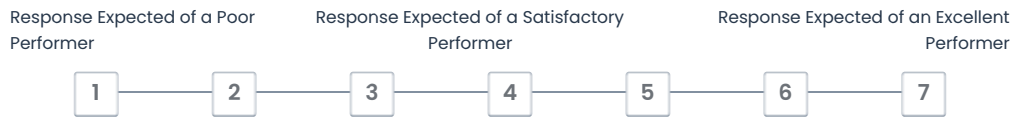


SELF-CONFIDENCE

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:

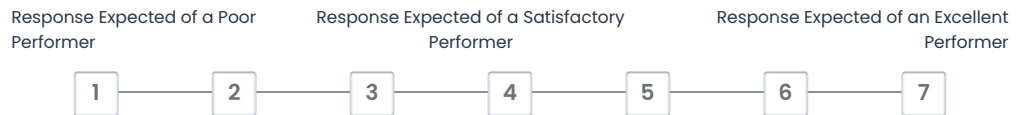


SELF-CONTROL

QUESTION

Tell me about a time when you got into an argument at work. What happened? What can you do to prevent yourself from engaging in arguments at work?

RESPONSE NOTE:



QUESTION

When in conversation with someone, what are some of the things you try and observe or listen to in order to understand their needs?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer

**SUM OF RATINGS III:**

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.