

NAME: Julie Sample
CANDIDATE ID: #144686
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: 2

QUICK SCREEN

STARTED:
07/08/25 11:01 AM

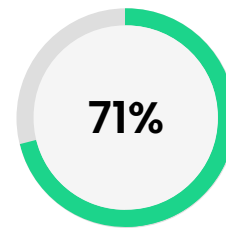
COMPLETED:
07/08/25 11:13 AM

TOTAL TESTING TIME: 12 MIN.

TOTAL SCORE SUMMARY

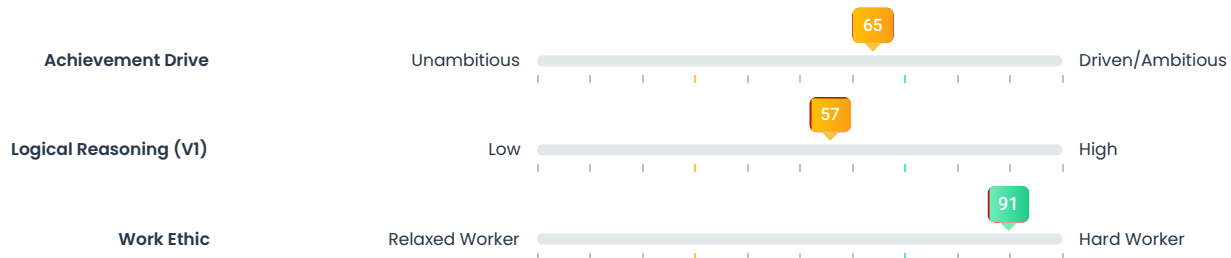
The large circle represents the average of the scale scores included in this profile. This percentile score indicates how the candidate ranks relative to other test takers. Review individual scale details to understand strengths and potential areas for improvement.

Julie Sample scored in the **71st** percentile on the overall score (High), meaning Julie scored higher than 71 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 behavioral scales generate a Strength of Responses graphic. This graphic 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. The Cognitive scales generate a Skill Level graphic. This graphic 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.

ACHIEVEMENT DRIVE



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 65th percentile on Achievement Drive (Moderate), meaning Julie scored higher than 65 percent of other candidates who have completed this assessment.

Strength of Responses



Strong: 41%
Above Average: 20%
Average: 0%
Below Average: 26%
Weak: 13%

Expected Behaviors

- Competitive nature is moderate to average.
- While they strive to perform well, they are not driven to always be the best.
- They are content with satisfactory performance.
- Goal achievement is important but not critical.
- This score is consistent with most other candidates.

Average Time to Complete Each Question **10.81 seconds**

LOGICAL REASONING (VI)



The degree to which the individual is likely to reason logically and to understand and solve basic to more complex mathematical, logical and abstract problems. While research has shown that logical reasoning is important for most jobs, this ability is especially critical for jobs requiring analytical problem solving.

Julie Sample scored in the 57th percentile on Logical Reasoning (VI) (Moderate), meaning Julie scored higher than 57 percent of other candidates who have completed this assessment.

Skill Level



Attempted: 11/20 = 55%
Correct 10/11: 91%
Incorrect 1/11: 9%
Correct/Total Possible: 10/20 = 50%

Expected Job Behavior

- Often uses logic and reasoning when problem solving.
- Often demonstrates some facility with numbers and mathematical concepts.
- May be more challenged by difficult, more complex problems than those who score in the High range.
- This individual's mathematical and logical reasoning score is consistent with most other candidates.

Average Time to Complete Each Question **32.73 seconds**

Population Avg. Correct/Total Possible: 10/20 = 50%

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 91st percentile on Work Ethic (High), meaning Julie scored higher than 91 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 60%
- Above Average: 40%
- 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 **7.75 seconds**

MANAGEMENT STRATEGIES

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

ACHIEVEMENT DRIVE



- Candidates who score in this range from time to time need to be motivated to push themselves and to do what it takes to get the job done.
- Develop competitive strategies at work and during training.
- Focus on strategies to reach goals involving desired business achievements.
- Work to motivate the individual to push themselves during challenging work situations.

LOGICAL REASONING (VI)



- Engage the individual in problem solving tasks but expect them to be challenged at times.
- Determine the level of task complexity they can handle efficiently and assign and monitor work accordingly.
- Given their average level of cognitive skills, they should be able to handle most moderately complex problem solving situations.

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

What level of performance are you generally satisfied in achieving? How does this fit in with what is generally expected of you?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

Would you rather compete or compromise? Give work-related examples of when you would do one over the other.

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

Give past work examples of situations where you have felt uncomfortable being competitive.

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

What is it about competition that you like or dislike? Do tough challenges motivate you or do you prefer more realistic objectives? What work-related challenges have you faced?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

How important is it for you to win? What have been the consequences for losing? In your opinion, what is more important, the journey or the outcome of your trip?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

Describe for me times when you have had difficulty performing tasks that involved some type of logical thinking or use of math. 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

Do you prefer job responsibilities that involve logical thinking and the use of math or do you prefer work that is less complex. Give past work examples.

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

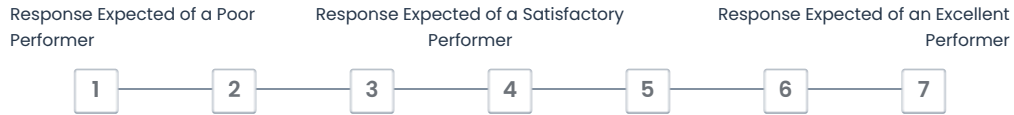
Response Expected of an Excellent Performer



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 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.