EmployTest

NAME:	Julie Sample
CANDIDATE ID:	#013061
EMAIL:	julie@sample.com
JOB APPLYING FOR:	N/A
INVITED BY:	Amanda Buel (amandab@employtest.com)
ORGANIZATION:	Demo
TESTING TIME:	7 min. 20 seconds
TEST VERSION:	Custom

EPS

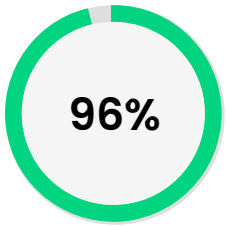
ELITE PROFILING SYSTEM

Account Representative

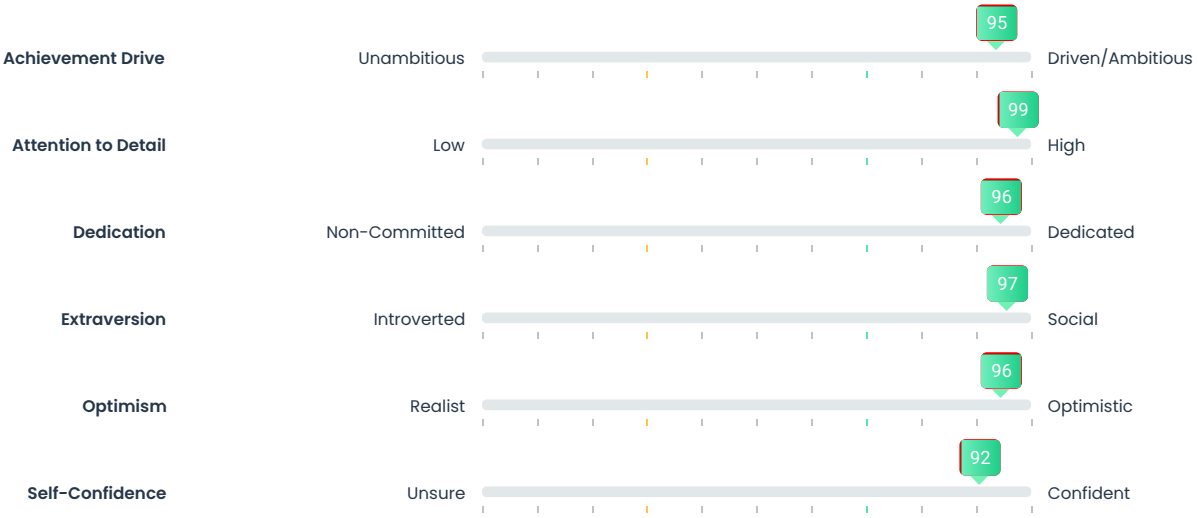
STARTED:	COMPLETED:
07/06/22 01:25 PM	07/06/22 01:32 PM

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 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 95th percentile on Achievement Drive (High), meaning Julie scored higher than 95 percent of other candidates who have completed this assessment.

Strength of Responses

- Strong: 47%
- Above Average: 40%
- Average: 0%
- Below Average: 13%
- Weak: 0%

Average Time to Complete Each Question **3.67 seconds**

Expected Behaviors

- Is competitive.
- Is driven to be the best at whatever they do.
- Is constantly trying to surpass set goals.
- Is likely to create competitive situations with coworkers.

ATTENTION TO DETAIL

The degree to which the individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information. This ability is important for most clerical jobs. It is also appropriate for jobs that require proofing tasks.

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

Skill Level

Average Time to Complete Each Question **7.35 seconds**

Attempted: 20/20 = 100%

- Correct 20/20: 100%
- Incorrect 0/20: 0%

Correct/Total Possible: 20/20 = 100%

Population Avg. Correct/Total Possible: 18/20 = 90%

Expected Job Behavior

- Is detail-oriented.
- Has the ability to quickly and accurately verify and proof written information.
- Is able to quickly inspect information visually.

DEDICATION

The degree to which the individual is a hard worker. Takes pride in the quality of their work and believes that hard work leads to success.

Julie Sample scored in the 96th percentile on Dedication (High), meaning Julie scored higher than 96 percent of other candidates who have completed this assessment.

Strength of Responses

- Strong: 86%
- Above Average: 14%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question **3.71 seconds**

Expected Behaviors

- Believes in working hard to achieve success.
- Is quality conscious.
- Takes pride in their work.
- Believes that success is directly related to how much work one puts into accomplishing one's goals.

EXTRAVERSION

The degree to which the individual is likely to be outgoing, sociable and assertive in their interactions. This characteristic is important for jobs requiring strong, outgoing personalities and strong social skills (e.g., sales, marketing and some management jobs).

Julie Sample scored in the 97th percentile on Extraversion (High), meaning Julie scored higher than 97 percent of other candidates who have completed this assessment.

Strength of Responses

- Strong: 54%
- Above Average: 46%
- Average: 0%
- Below Average: 0%
- Weak: 0%

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

Expected Behaviors

- Is outgoing and sociable.
- Will speak their mind when the situation calls for it.
- Usually does most of the talking in conversations.
- Enjoys building relationships with others.

OPTIMISM

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 96th percentile on Optimism (High), meaning Julie scored higher than 96 percent of other candidates who have completed this assessment.

Strength of Responses

- Strong: 72%
- Above Average: 28%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question **4.57 seconds**

Expected Behaviors

- Bounces back from criticism or setbacks.
- Always exhibits a positive demeanor.
- Does not let stressful or negative events overshadow positive accomplishments.
- Is consistently recognized for having a very positive outlook.

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 92nd percentile on Self-Confidence (High), meaning Julie scored higher than 92 percent of other candidates who have completed this assessment.

Strength of Responses

- Strong: 34%
- Above Average: 66%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question **4.93 seconds**

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.

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.

ATTENTION TO DETAIL

- This candidate should be given opportunities to engage in tasks that involve verifying and checking information.
- Expect that they will be very detail oriented and will expect the same from those around them.
- They may be able to train others on how to be more focused and detail oriented on visual tasks.

DEDICATION

- These individuals expect those around them to be as dedicated and driven as they are. Expect discontent on their part if those they depend on at work are not as dedicated.
- Find out what motivates this individual and use these motivators to maintain high levels of dedication.
- Involve the individual in setting their own goals.
- Design challenging goals and show appreciation for their dedication.

EXTRAVERSION

- This individual is ideal for jobs requiring social interactions and building relationships. They enjoy interacting with others. Ensure their job involves coworker or customer contact and the opportunity to grow those relationships.
- Expect them to be talkative and sociable. Support these behaviors if they do not negatively affect their performance.
- If their outgoing/talkative nature does affect productivity in a negative manner, point it out and discuss expectations going forward.

OPTIMISM

- Reinforce signs of resilience when they bounce back from a setback or improves behavior after being critiqued.
- Continue to praise and reinforce positive behaviors and accomplishments.
- Make sure their overly positive demeanor does not get in the way of rational analysis and thought with decision making responsibilities.
- Give the candidate an opportunity to interact with others in team building situations. Their positive demeanor can be contagious and can result in maintaining or boosting morale.

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.

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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 Performing Employee | Response Expected of a Satisfactory Employee | Response Expected of an Excellent Employee

1 — 2 — 3 — 4 — 5 — 6 — 7

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 Performing Employee | Response Expected of a Satisfactory Employee | Response Expected of an Excellent Employee

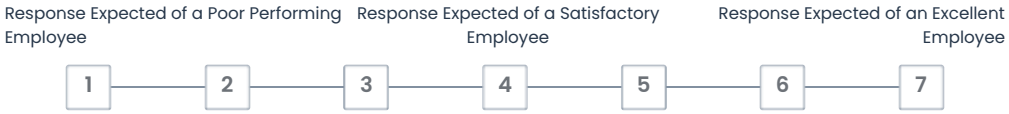
1 — 2 — 3 — 4 — 5 — 6 — 7

ATTENTION TO DETAIL

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:

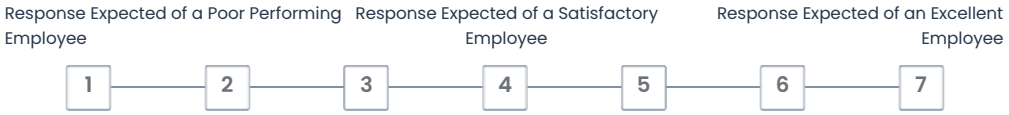


DEDICATION

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:



EXTRAVERSION

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 Performing Employee — Response Expected of a Satisfactory Employee — Response Expected of an Excellent Employee

1 — 2 — 3 — 4 — 5 — 6 — 7

OPTIMISM

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 Performing Employee — Response Expected of a Satisfactory Employee — Response Expected of an Excellent Employee

1 — 2 — 3 — 4 — 5 — 6 — 7

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:

Response Expected of a Poor Performing Employee		Response Expected of a Satisfactory Employee		Response Expected of an Excellent Employee		
1	2	3	4	5	6	7

SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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