

NAME: Julie Sample
 CANDIDATE ID: #008626
 EMAIL: julie@sample.com
 JOB APPLYING FOR: Accountant
 INVITED BY: EmployTest Team (sales@employtest.com)
 ORGANIZATION: Demo
 TESTING TIME: 16 min. 43 seconds
 TEST VERSION: Custom



ELITE PROFILING SYSTEM

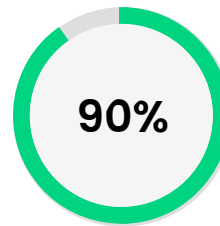
Accounting Staff Profile

STARTED:
 05/03/22 10:58 AM

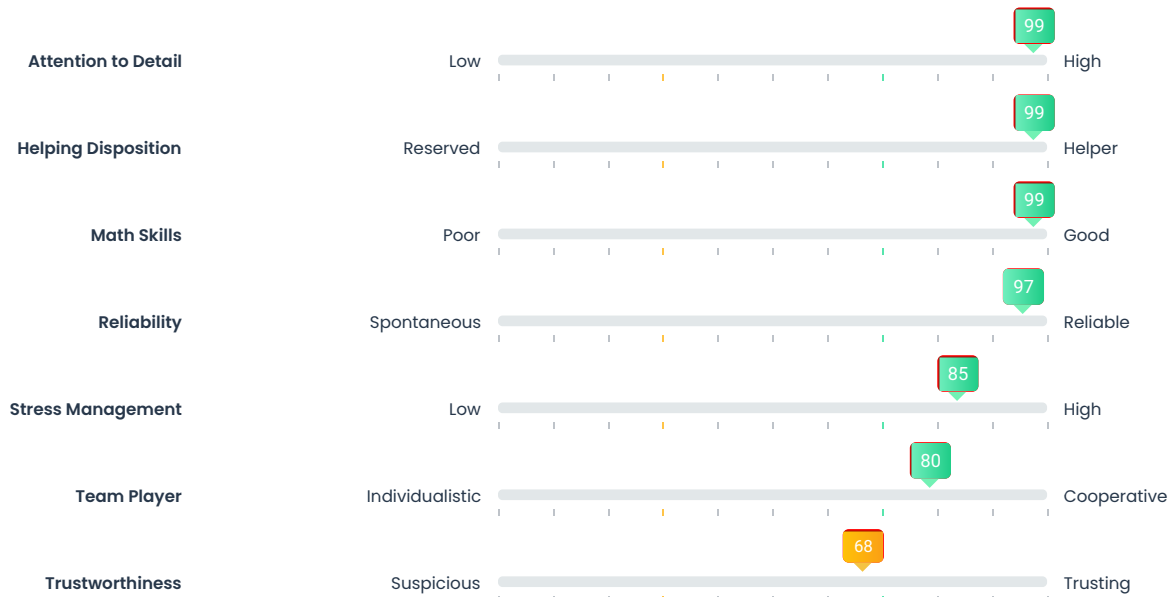
COMPLETED:
 05/03/22 11:15 AM

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.

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 **8.0 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.

HELPING DISPOSITION



The degree to which an individual is friendly and is likely to go out of his or her way to assist or help customers and/or co-workers. This characteristic is important for most, if not all, jobs.

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

Strength of Responses



Average Time to Complete Each Question **3.53 seconds**

Strong: 67%
Above Average: 33%
Average: 0%
Below Average: 0%
Weak: 0%

Expected Behaviors

- Is friendly.
- Will go out of his or her way to assist or help customers and/or co-workers.
- Is empathetic and cares about the needs of others.
- Will sacrifice self to help others out.

MATH SKILLS



The degree to which the individual has a basic understanding of mathematical computation and concepts (e.g., making change, calculating percentages, applying discounts, basic addition, subtraction, division and multiplication). The ability to solve these types of problems has also been related to speed of learning and general problem solving skills. This test is appropriate for jobs requiring knowledge of basic math functions (e.g., cashiers, tellers, basic accounting, payroll, etc.).

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

Skill Level



Average Time to Complete Each Question **26.0 seconds**

Attempted: 20/20 = 100%

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

Correct/Total Possible: 20/20 = 100%

Population Avg. Correct/Total Possible: 15/20 = 75%

Expected Job Behavior

- Is a quick learner.
- Understands basic mathematical concepts.
- Able to solve problems using logic and reasoning.

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

Strength of Responses



Average Time to Complete Each Question **4.13 seconds**

■ Strong: 87%
■ Above Average: 13%
■ Average: 0%
■ Below Average: 0%
■ Weak: 0%

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.

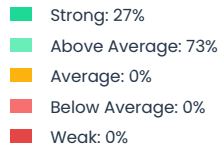
STRESS MANAGEMENT



The degree to which the individual is likely to demonstrate patience and stress tolerance during challenging work-related situations. This characteristic is appropriate for jobs requiring interactions with customers, multitasking and jobs in fast paced organizations.

Julie Sample scored in the 85th percentile on Stress Management (High), meaning Julie scored higher than 85 percent of other candidates who have completed this assessment.

Strength of Responses



Average Time to Complete Each Question **3.87 seconds**

Expected Behaviors

- Demonstrates patience during difficult work situations.
- Will remain calm during times of conflict with customers and co-workers.
- Is able to deal effectively with change at work.
- Remains cool under high-pressure situations and therefore makes appropriate decisions in these circumstances.

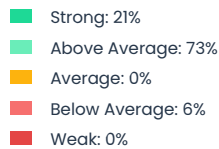
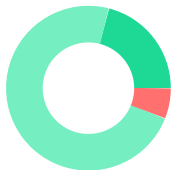
TEAM PLAYER



The degree to which the individual is likely to cooperate in all aspects of their work relationships including working in harmony with others to achieve a common goal. This characteristic is important for jobs requiring interaction and cooperation among coworkers.

Julie Sample scored in the 80th percentile on Team Player (High), meaning Julie scored higher than 80 percent of other candidates who have completed this assessment.

Strength of Responses



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

Expected Behaviors

- Will cooperate in all aspects of his or her work relationships.
- Has the ability to work in harmony with others to achieve a common goal.
- Values interpersonal relationships and will collaborate to help others when necessary.
- Will compromise when appropriate to achieve team goals.

TRUSTWORTHINESS



The degree to which the individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs with special emphasis on cash handling jobs and jobs involving confidential information.

Julie Sample scored in the 68th percentile on Trustworthiness (Moderate), meaning Julie scored higher than 68 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

- May be more tempted to engage in some counterproductive behaviors than those scoring higher.
- At times, can be somewhat cynical of others.
- At times may not treat confidential information with the sensitivity it requires.
- This score is consistent with most other candidates.

Average Time to Complete Each Question **3.6 seconds**

MANAGEMENT STRATEGIES

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

ATTENTION TO DETAIL



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

HELPING DISPOSITION



- This candidate is ideal for working environments where empathy and caring behaviors are important.
- Their willingness to help sometimes results in them taking on the work of others or being overly generous with customers.
- This individual tends to be caring and sensitive. Their feelings tend to be hurt easier than most. Harsh criticism should be avoided.
- Work with the individual to find a balance between being overly helpful and being productive.

MATH SKILLS



- This candidate should be given opportunities to problem solve or use their reasoning skills.
- Expect that they will understand basic instructions and training and therefore may be able to train others on these concepts.
- Give them opportunities to coach or work with others on tasks that involve the use of basic mathematical concepts or problem solving.

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.

STRESS MANAGEMENT



- Given this candidate's ability to handle stressful situations, they may have a tendency to take on more work than they should. Monitor their workload and offer assistance when appropriate.
- Use their calm demeanor in pressure situations to help those that become overwhelmed. Have them train others in how to best deal with stressful work situations.

- Use these individuals as problem solvers during high stress situations. Their calm demeanor is ideal for carefully reviewing all options and making rational decisions.

TEAM PLAYER



- These candidates value interpersonal relationships with team members, colleagues and managers. Therefore, these should be taken into consideration when working with the individual.
- To maintain team oriented and cooperative behaviors, involve the individual in setting team goals and reward them for demonstrating team oriented behaviors.

- For individuals who do not participate in team or group activities, develop close relationships with them and involve them in goal setting.
- While cooperativeness is important for both team and individual success, care must be taken to make sure the individual does not undervalue their individual contributions in favor of constant compromise within the team. Both team orientation and individual competitiveness are important for overall success. It is important that the individual be made aware of this and that efforts are made to find the right balance.

TRUSTWORTHINESS



- Be watchful if the individual works with confidential information or is in contact with money.
- Address any trust issues they have with others. They may question the motives of others; therefore an open, communicative relationship is best to reduce employee conflicts.

- Reduce the potential for counterproductive behaviors through consistent enforcement of company rules.

INTERVIEW GUIDE

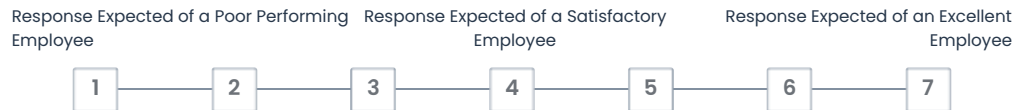
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

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:

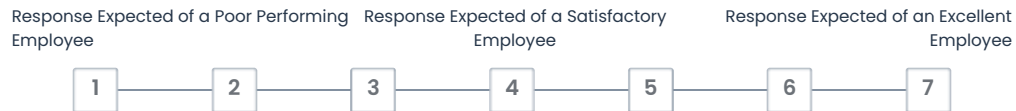


HELPING DISPOSITION

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:

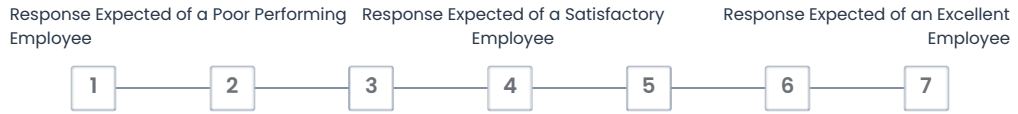


MATH SKILLS

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:

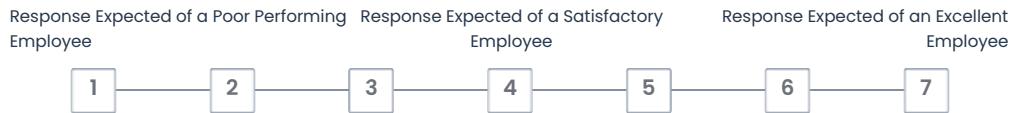


RELIABILITY

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:

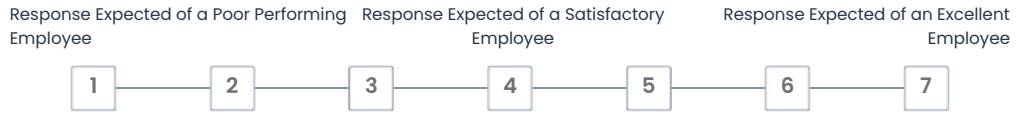


STRESS MANAGEMENT

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:

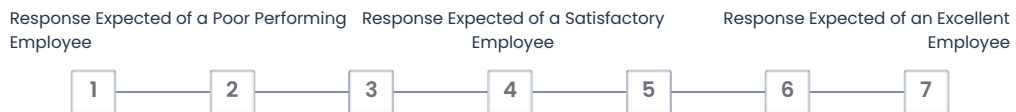


TEAM PLAYER

QUESTION

How would you handle a situation where one team member performed poorly and that affected the team's performance? How would you address the individual? How would you address the team?

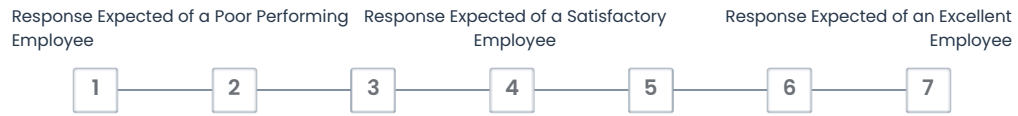
RESPONSE NOTE:



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.)