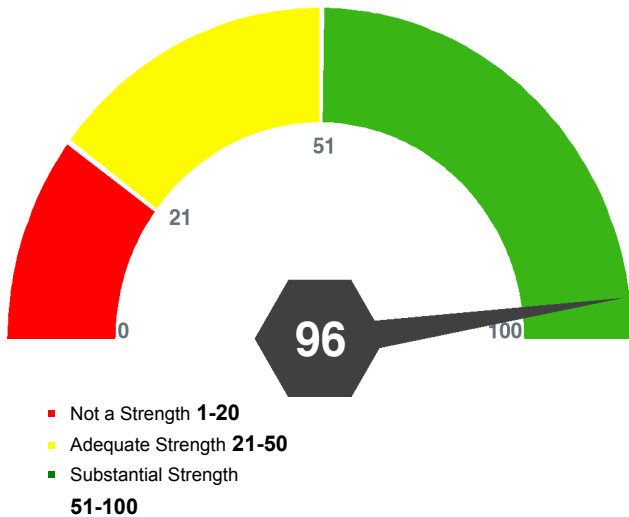


## Profile - Workplace Success

Report Name Julie Sample  
 Email/ID 123456  
 Date 03/18/2025  
 Test Version 1.0  
 eTicket number 5057639049785668024  
 Issued to TEST\_ADMIN  
 Time 15:57:00  
 Time Taken 00:07:00

### Performance Overview



The overall assessment score is a combination of scores from each of the competency scales on this assessment. This overall score provides an indication of an individual's overall ability and fit for the target role. Scores on this scale are presented as percentiles. Percentiles range from 1 to 99, where the 1st percentile represents the lowest value (minimum), and the 99th percentile represents the highest value (maximum). Overall scores are categorized into the following score bands:

- Substantial Strength (Scores above 50)**
- Adequate Strength (Scores between 21-50)**
- Not a Strength (Scores between 1-20)**

### Performance Analysis

Test Competencies  
 Percentile Performance Compared to Other Test Takers

#### DEPENDABILITY



#### RULE-FOLLOWING



#### TEAMWORK



#### WORK ETHIC



## COMPETENCY DEFINITIONS

### DEPENDABILITY

This scale measures an individual's ability to fulfill obligations by completing assigned work on time and with minimal errors. This also includes making a concerted effort to be at work, attend all job-related meetings and be on-time everyday.

- **Dependability** – Fulfills obligations by being reliable, responsible, and organized. Makes a concerted effort to be at work on-time, everyday.
- **Valuing Quality** – Strives for quality by doing work carefully and without error. Does work the right way the first time.

Scores on this scale are presented as percentiles. Percentiles show an individual's rank or the percentage of people he/she scored above in the normative population. Percentiles range from 1 to 99, where the 1st percentile represents the lowest value (minimum), and the 99th percentile represents the highest value (maximum). Scores on this scale can be interpreted using the following information:

- **Substantial Strength (Above 50th percentile)**  
Individuals scoring in this range are highly responsible and task focused. They are planful and extremely reliable. They can be counted on to consistently come to work and complete their job. They require little or no direction to accomplish their work and objectives and their work contains few errors.
- **Adequate Strength (21st to 50th percentile)**  
Individuals scoring in this range are moderately responsible and task focused. They are reliable, but may need some direction from time to time. They usually can be counted on to come to work and complete their job. When they complete a task, the work may contain occasional errors.
- **Not a Strength (1st to 20th percentile)**  
Individuals scoring in this range have difficulty consistently being responsible, and they often lack task focus needed to be successful. They fail to accomplish what is expected of them. They are less reliable and need much more direction than others. They are satisfied with status quo. Their work may contain many errors.

### RULE-FOLLOWING

This scale measures an individual's ability to follow all workplace rules and policies. This also includes demonstrating personal integrity in situations where the rules do not specify what to do.

- **Integrity** - Demonstrates honest and ethical behavior in all situations.
- **Rules Adherence** - Consistently follows company policies and procedures in completing work.

Scores on this scale are presented as percentiles. Percentiles show an individual's rank or the percentage of people he/she scored above in the normative population. Percentiles range from 1 to 99, where the 1st percentile represents the lowest value (minimum), and the 99th percentile represents the highest value (maximum). Scores on this scale can be interpreted using the following information:

- **Substantial Strength (Above 50th percentile)**  
Individuals scoring in this range demonstrate a high degree of integrity and consistently follow company policies and procedures. When there are no written policies on how to behave in a certain situation, these individuals, more often than not, know what the proper response should be. These individuals hold such a strict adherence to rules that they may be inclined to remind others to adhere to procedures when they notice violations.
- **Adequate Strength (21st to 50th percentile)**  
Individuals scoring in this range demonstrate integrity, and they are likely to follow company policies and procedures most of the time. When there are no written policies on how to behave in a certain situation, these individuals will sometimes need guidance on what the proper response should be. These individuals also will sometimes remind others to adhere to policies when they notice others who are violating procedures or unwritten norms.
- **Not a Strength (1st to 20th percentile)**  
Individuals scoring in this range may have lapses in integrity from time to time, and they often fail to consistently follow company policies and procedures. When there are no written policies on how to behave in a certain situation, these individuals will need heavy guidance on proper behaviors and possible observation. They are less likely to notice policy violations and even less likely to report others for similar violations.

### TEAMWORK

This scale measures an individual's ability to get along with coworkers and supervisors by being friendly and likable. This also includes demonstrating respect when interacting with other people.

- **Agreeableness** – Is willing and able to be pleasant, tactful, and helpful when working with others. This involves the degree to which the individual conveys a likeable manner.
- **Maintains Relationships** – Maintains positive working relationships with others, regardless of their background, ethnicity or viewpoints and perspectives.
- **Demonstrating Teamwork** – Is willing and able to adjust actions in relation to others' actions, be respectful to teammates, and work collaboratively with others to achieve team goals.

Scores on this scale are presented as percentiles. Percentiles show an individual's rank or the percentage of people he/she scored above in the normative population. Percentiles range from 1 to 99, where the 1st percentile represents the lowest value (minimum), and the 99th percentile represents the highest value (maximum). Scores on this scale can be interpreted using the following information:

- **Substantial Strength (Above 50th percentile)**

Individuals scoring in this range are highly effective when interacting with others at work. They are sensitive to others' needs and can view their own efforts and successes through the lens of work groups and teams. They prefer to work through issues, not place blame on others, and effectively manage their behavior to keep a positive working environment for themselves and others. These individuals are highly effective at managing their own behavior such that their actions demonstrate respect to others.

- **Adequate Strength (21st to 50th percentile)**

Individuals scoring in this range are likely to be effective when interacting with others at work. They usually are sensitive to others' needs and can view their own efforts and successes through the lens of work groups and teams. They have the ability to work through issues with others, typically without placing blame, but may struggle with this in very stressful situations. They prefer to be in a working environment that is positive for themselves and others. These individuals are usually effective at managing their own behavior such that their actions demonstrate respect to others.

- **Not a Strength (1st to 20th percentile)**

Individuals scoring in this range likely have difficulty when interacting with others at work. They may interact at a base level with peers but struggle with others dissimilar to themselves. They tend to be insensitive to others' needs and find it challenging to view their own efforts through the lens of work groups and teams. They may be quick to place blame when faced with issues, which can make it difficult to maintain a positive working environment for themselves and others. These individuals often lack the ability to appropriately manage their own behavior such that their actions are disrespectful towards others.

## WORK ETHIC

This scale measures an individual's ability to work at a high speed and complete what was started. This also includes persisting in the face of obstacles, taking initiative and seeking information necessary to solve work problems.

- **Work Ethic** – Seeks to make an impact at work. Works hard without complaint. Exerts additional effort or hours to meet goals, or deadlines.
- **Initiative** – Takes on responsibilities and challenges and needed action at work without being asked. Takes the lead in performing tasks or promoting new ideas or work methods. Shows a sense of urgency.
- **Persistence** – Maintains an optimal level of effort until work tasks are completed successfully.

Scores on this scale are presented as percentiles. Percentiles show an individual's rank or the percentage of people he/she scored above in the normative population. Percentiles range from 1 to 99, where the 1st percentile represents the lowest value (minimum), and the 99th percentile represents the highest value (maximum). Scores on this scale can be interpreted using the following information:

- **Substantial Strength (Above 50th percentile)**

Individuals scoring in this range are able to accomplish more than others. They work hard and are willing to accept new or additional tasks. They are proactive. No barriers seem insurmountable to these individuals. When they complete one challenge, they proactively look for a new one. These individuals always know when to seek out information to solve work problems and know where to find what they need.

- **Adequate Strength (21st to 50th percentile)**

Individuals scoring in this range typically work hard and accomplish about the same as others. They tend to accept new or additional tasks, but occasionally may require some convincing to do so. They are proactive but may need some direction from time to time. When they complete a task, they may need to be prompted to move on to another, but occasionally will proactively look for new one. These individuals are pretty good at seeking out information but may need help and a push on occasion.

- **Not a Strength (1st to 20th percentile)**

Individuals scoring in this range lack task focus needed to be successful. They fail to work hard enough to accomplish what is expected of them and rarely accept new or additional tasks willingly. They need much more direction than others. They are not proactive. When they complete a task, they need to be prompted to move on to another one. If they need more information on how to solve a problem, they are less likely to ask for the information that they need.