

NAME: John Joe  
 CANDIDATE ID: #001496  
 EMAIL: joe@mailinator.com  
 JOB APPLYING FOR: SE  
 INVITED BY: Reyan Dela Cruz (reyan1130@mailinator.com)  
 ORGANIZATION: Apple  
 TESTING TIME: 6 min. 11 seconds  
 TEST VERSION: (v1)

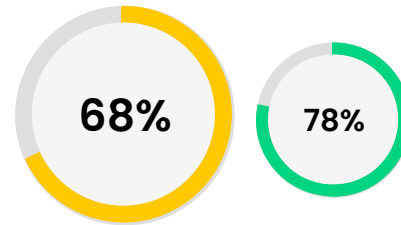


STARTED:  
03/12/2021 08:11 PM

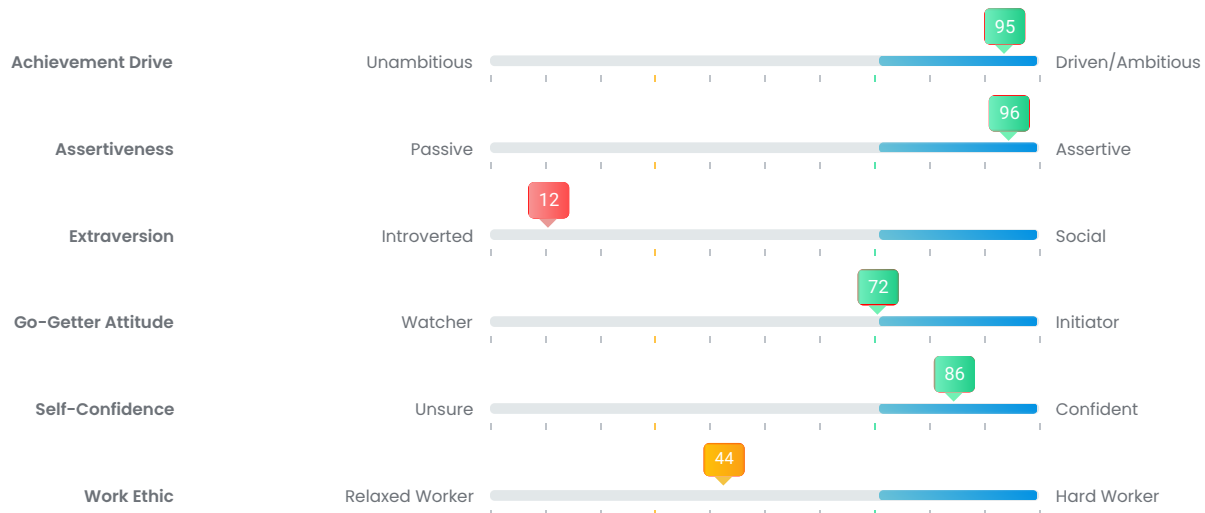
COMPLETED:  
03/12/2021 08:17 PM

## 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. The smaller circle is the percent match against your Star 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 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.

ACHIEVEMENT DRIVE

Unambitious

95

Driven/Ambitious

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.

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

Strength of Responses	Expected Behaviors
<div><div>Strong: 53%</div><div>Above Average: 27%</div><div>Average: 6%</div><div>Below Average: 14%</div><div>Weak: 0%</div></div>	<ul style="list-style-type: none"><li>- Is competitive.</li><li>- Is driven to be the best at whatever they do.</li><li>- Is constantly trying to surpass set goals.</li><li>- Is likely to create competitive situations with coworkers.</li></ul>

Average Time to Complete Each Question

7.0 seconds

ASSERTIVENESS

Passive

96

Assertive

The degree to which the individual is likely to assert themselves, speak their mind and enjoy taking control or the lead in group situations. This characteristic is important for jobs where a strong personality is a plus (e.g., most sales jobs and managerial positions).

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

Strength of Responses	Expected Behaviors
<div><div>Strong: 46%</div><div>Above Average: 34%</div><div>Average: 13%</div><div>Below Average: 7%</div><div>Weak: 0%</div></div>	<ul style="list-style-type: none"><li>- Will assert self when necessary.</li><li>- Will speak their mind.</li><li>- Will take control of situations and interactions.</li><li>- Will be outgoing with a strong personality.</li></ul>

Average Time to Complete Each Question

7.0 seconds

## 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).

John Joe scored in the 12th percentile on Extraversion (Caution), meaning John scored lower than 88 percent of other candidates who have completed this assessment.

### Strength of Responses

### Expected Behaviors

Average Time to Complete Each Question **7.0 seconds**

- Strong: 13%
- Above Average: 21%
- Average: 46%
- Below Average: 14%
- Weak: 6%

- Tends to be on the quiet and reserved side.
- May sometimes be timid in speaking their mind.
- Is not overly talkative.
- Does not like to be the center of attention.

## GO-GETTER ATTITUDE



The degree to which the individual is dedicated, shows initiative, has a positive demeanor and exhibits independence. This characteristic is important for jobs requiring independent work and a self-starter attitude.

John Joe scored in the 72nd percentile on Go-Getter Attitude (High), meaning John scored higher than 72 percent of other candidates who have completed this assessment.

### Strength of Responses

### Expected Behaviors

Average Time to Complete Each Question **7.0 seconds**

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

- This score is superior to that of most other candidates.
- Will exhibit initiative, independence and dedication in all aspects of work.
- Is committed and can work autonomously.
- Demonstrates energy.
- This is definitely an area of strength.

## 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.

John Joe scored in the 86th percentile on Self-Confidence (High), meaning John scored higher than 86 percent of other candidates who have completed this assessment.

### Strength of Responses

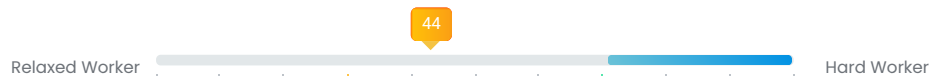
### Expected Behaviors

Average Time to Complete Each Question **7.0 seconds**

- Strong: 53%
- Above Average: 14%
- Average: 26%
- Below Average: 7%
- Weak: 0%

- 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.

## 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.

John Joe scored in the 44th percentile on Work Ethic (Moderate), meaning John scored lower than 56 percent of other candidates who have completed this assessment.

### Strength of Responses

### Expected Behaviors

Average Time to Complete Each Question **7.0 seconds**

- Strong: 20%
- Above Average: 50%
- Average: 20%
- Below Average: 10%
- Weak: 0%

- Values hard work but may need an occasional reminder about work quality.
- Is a fairly responsible worker who tends to be goal oriented and who takes pride in doing a job well.
- Is fairly responsible and can generally be counted on to show up to work and perform assigned tasks.
- This score is consistent with most other candidates.

## 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.

### ASSERTIVENESS



- This individual's level of assertiveness is higher than most. To maintain the candidate's assertiveness drive, reward their assertive disposition when they exhibit it in appropriate settings.
- Work with the candidate to determine what aspects of their job requires assertive behaviors and role-play those situations.

- While this characteristic is important for business success in various jobs, care must be taken to make sure the individual's high level of assertiveness does not cross the line with customers and coworkers.
- This individual's assertive disposition needs to be kept in check and used only when the job calls for it. Overly assertive candidates can distance others if they allow this characteristic to take over appropriate interpersonal communications.

### EXTRAVERSION



- These individuals can take some time to warm up to others. If they are to be introduced to a work group or team, do so on a one-on-one basis as opposed to having them meet the group all at once. The one-on-one approach is less intimidating.
- Discuss the individual's preference for working in a social setting involving significant interactions with customers and coworkers or for working in a less people-oriented job. Discuss the expectations of each and assign them as appropriate and feasible.

- Encourage participation by the candidate in group discussions by offering a supportive environment for sharing individual ideas.
- It may be quite a challenge for this individual to perform well in jobs where a high degree of social skills is necessary. If after coaching and mentoring the individual continues to perform poorly in this area, a more reserved job that requires a less outgoing personality may be the answer.

## GO-GETTER ATTITUDE



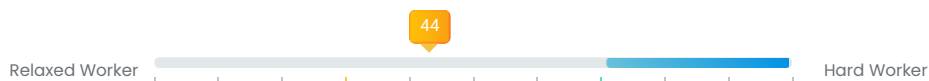
- This individual's level of go-getter attitude is higher than most.
- These candidates value initiative and commitment and therefore expect the same from those around them.
- If they do not perceive their coworkers, supervisors or others around them to be as dedicated and committed as they are, they may get frustrated.
- To maintain this go-getter attitude find out what motivates the candidate (e.g., praise, awards, the challenge) and use these as motivators.
- Involve the individual in setting their own goals.
- Design competitive exercises to satisfy their achievement drive.

## 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.

## WORK ETHIC



- Encourage behaviors that demonstrate hard work and reward this employee for displaying these behaviors.
- This individual will demonstrate dependable, quality work most of the time. Provide clear guidelines and deadlines when assigning this individual tasks.
- Reinforce the importance and value of dependability and punctuality and reward their behaviors that exhibit these characteristics.

INTERVIEW GUIDE

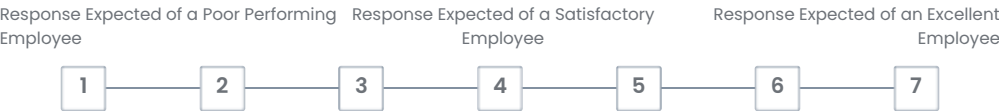
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

ACHIEVEMENT DRIVE

QUESTION

Do you feel that people who strive to be the best may be putting too much pressure on themselves? What level of performance is healthy to strive for with respect to your career? And how do you manage the stress that comes with those expectations?

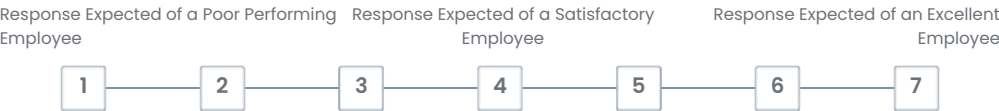
RESPONSE NOTE:



QUESTION

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

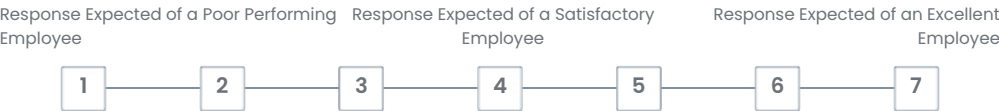
RESPONSE NOTE:



QUESTION

How do you feel about competition at work? Is it more disruptive than healthy? Please explain your answer.

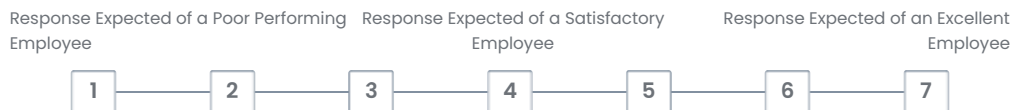
RESPONSE NOTE:



### QUESTION

How have you influenced others? Please give work-related examples.

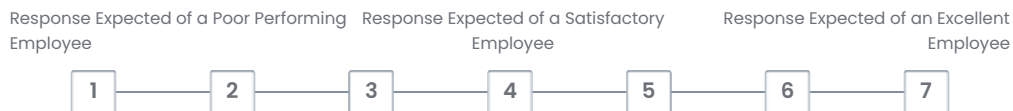
#### RESPONSE NOTE:



### QUESTION

From your past work experience, give examples of when you have acted in a more reserved manner than you should have.

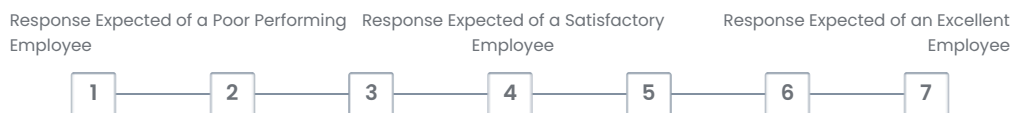
#### RESPONSE NOTE:



### QUESTION

How would your coworkers describe you in terms of your aggressiveness or assertiveness? Why would they have this impression of you?

#### RESPONSE NOTE:





**QUESTION**

When have you been less assertive than you should have been? Please explain your response based on your work experiences.

**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 work-related examples of when you have not been able to take charge of a situation that you wished you would have.

**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**

What past situations may have caused your coworkers to perceive you as being quiet and reserved?

**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

If you had to choose between spending time alone or with others, which would you prefer? Give examples from your work experience when you have preferred to spend time alone rather than with groups of coworkers or customers.

#### RESPONSE NOTE:

Response Expected of a Poor Performing Employee

1

2

3

4

5

6

7

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee

### QUESTION

From your past work experience, give examples of when you have acted in a more reserved manner than you should have.

#### RESPONSE NOTE:

Response Expected of a Poor Performing Employee

1

2

3

4

5

6

7

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee

### QUESTION

Give examples of when you have found it awkward to have to try and start a conversation with a stranger. How have you generally dealt with these types of situations at work?

#### RESPONSE NOTE:

Response Expected of a Poor Performing Employee

1

2

3

4

5

6

7

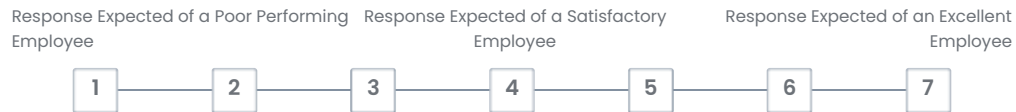
Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee

### QUESTION

Give examples of when you have acted shyer than you should have in work situations.

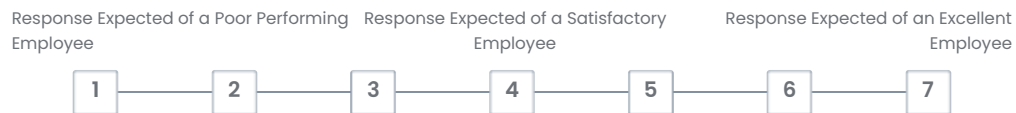
#### RESPONSE NOTE:



### QUESTION

From your work experience, in what situations have you found it difficult to be sociable?

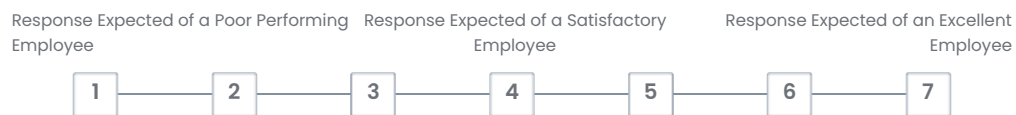
#### RESPONSE NOTE:



### QUESTION

Tell me about personal relationships you have built with your coworkers. How has this impacted your work?

#### RESPONSE NOTE:



### QUESTION

Tell me about work experiences when you have preferred to be alone rather than spending time with others.

#### RESPONSE NOTE:

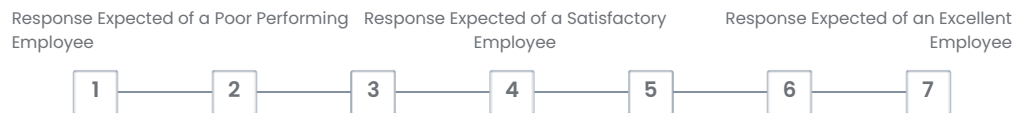


### GO-GETTER ATTITUDE

### QUESTION

What are your thoughts about preparation for a challenging situation? Do you feel most people prepare too hard?

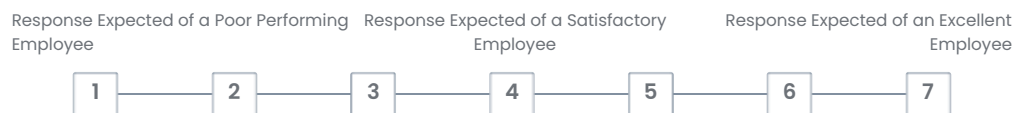
#### RESPONSE NOTE:



### QUESTION

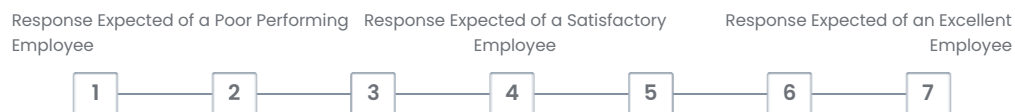
Describe for me your energy level compared to your coworkers? How do you compare? Give work examples.

#### RESPONSE NOTE:

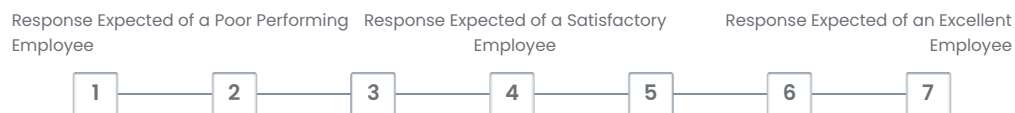


**QUESTION**

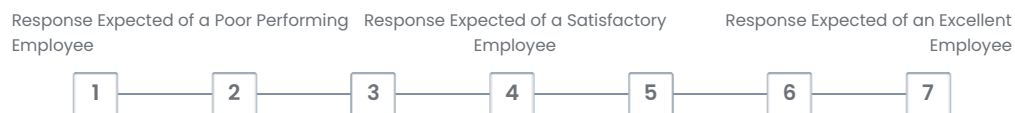
Tell me about a time when your work was criticized. How did you react? Was the criticism justified? Why or why not?

**RESPONSE NOTE:****QUESTION**

Are you sure of yourself and what lies ahead for you, or are there times when you have doubts about your future.

**RESPONSE NOTE:****QUESTION**

Tell me about a time when you wished you had the confidence to do something you normally would not do. How has this lack of confidence affected your work?

**RESPONSE NOTE:**

### QUESTION

Describe for me times when you have thought about the possibility of failure when taking on something new? Describe work situations when your confidence has not been at its peak.

#### 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

Before you make an important decision, do you seek the advice of others or do you take matters into your own hands? Please give work-related examples.

#### 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

## WORK ETHIC

### QUESTION

How many times have you called in sick in the past two years just because you needed a break?

#### 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

How much emphasis do you place on being punctual? Is it really that important?

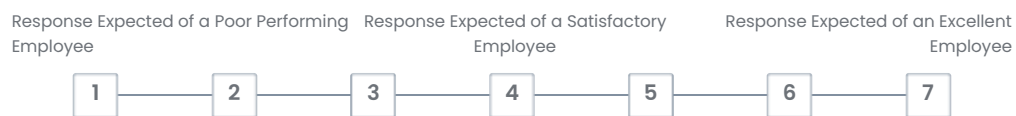
#### RESPONSE NOTE:



### QUESTION

Describe the last time your boss asked you to do something you felt was too demanding. How did you respond to your boss?

#### RESPONSE NOTE:



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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