

NAME: Julie Sample
CANDIDATE ID: #002036
EMAIL: amandab@employtest.com
JOB APPLYING FOR: N/A
INVITED BY: EmployTest Team (sales@employtest.com)
ORGANIZATION: Demo
TESTING TIME: 4 min. 43 seconds
TEST VERSION: (v1)



ELITE PROFILING SYSTEM

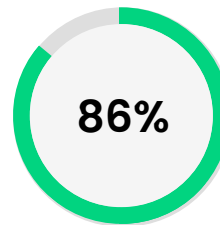
SUPERVISOR

STARTED:
12/28/21 03:38 PM

COMPLETED:
12/28/21 03:43 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 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.

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 98th percentile on Helping Disposition (High), meaning Julie scored higher than 98 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 47%
- Above Average: 53%
- 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.

Average Time to Complete Each Question **3.4 seconds**

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 78th percentile on Reliability (High), meaning Julie scored higher than 78 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 47%
- Above Average: 53%
- 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.

Average Time to Complete Each Question **3.2 seconds**

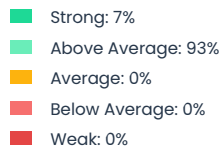
SELF-CONFIDENCE



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 82nd percentile on Self-Confidence (High), meaning Julie scored higher than 82 percent of other candidates who have completed this assessment.

Strength of Responses



Average Time to Complete Each Question **3.13 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.

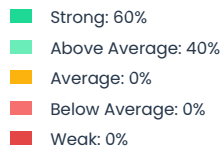
SUPERVISION



The degree to which the individual has the ability and disposition to motivate others, relate well to employees, create a sense of unity among staff, and maintain high levels of employee satisfaction. Supervision skills are important for jobs that require overseeing and managing others.

Julie Sample scored in the 95th percentile on Supervision (High), meaning Julie scored higher than 95 percent of other candidates who have completed this assessment.

Strength of Responses



Average Time to Complete Each Question **4.2 seconds**

Expected Behaviors

- Has the ability and disposition to motivate others.
- Relates well to employees and creates a sense of unity among staff.
- Is likely to be able to maintain high levels of employee satisfaction.
- Is approachable.

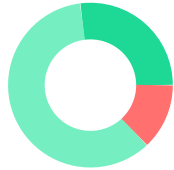
TEAM PLAYER



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 76th percentile on Team Player (High), meaning Julie scored higher than 76 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 27%
- Above Average: 60%
- Average: 0%
- Below Average: 13%
- Weak: 0%

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.

Average Time to Complete Each Question **3.8 seconds**

MANAGEMENT STRATEGIES

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

HELPING DISPOSITION



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

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.

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.

SUPERVISION



- Utilize this individual as a team leader.
- Their ability to motivate others and create a sense of unity should be beneficial when trying to implement new projects or ideas.
- They should be in a position where they have the ability to influence others.

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.

INTERVIEW GUIDE

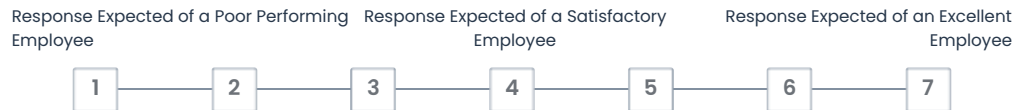
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

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:

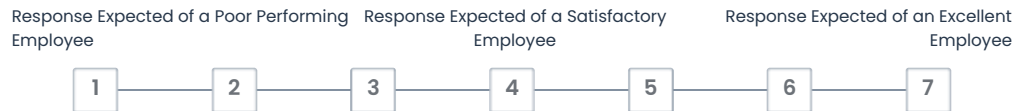


RELIABILITY

QUESTION

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RESPONSE NOTE:

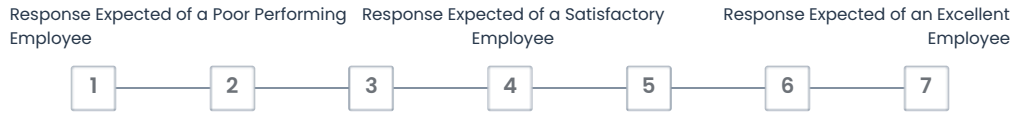


SELF-CONFIDENCE

QUESTION

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RESPONSE NOTE:

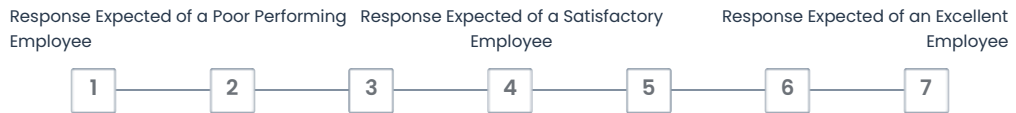


SUPERVISION

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.

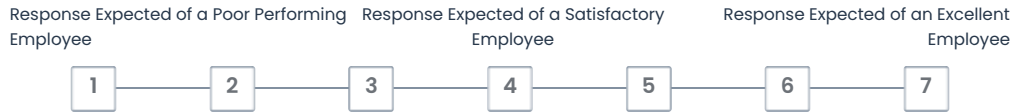
RESPONSE NOTE:



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?

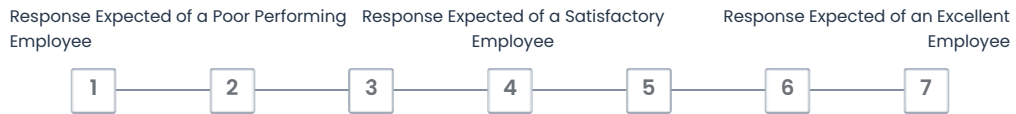
RESPONSE NOTE:



QUESTION

How would you handle a situation when a team does not perform well? Do you signal out one or two poor performers within the team or is the whole team at fault? How would you address the situation?

RESPONSE NOTE:



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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