

NAME: Julie Sample  
CANDIDATE ID: #002034  
EMAIL: julie@sample.com  
JOB APPLYING FOR: N/A  
INVITED BY: EmployTest Team (sales@employtest.com)  
ORGANIZATION: Demo  
TESTING TIME: 5 min. 17 seconds  
TEST VERSION: (v1)



## ELITE PROFILING SYSTEM

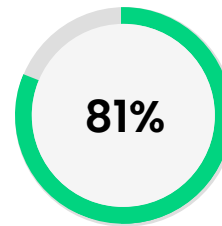
MANAGER

STARTED:  
12/28/21 03:10 PM

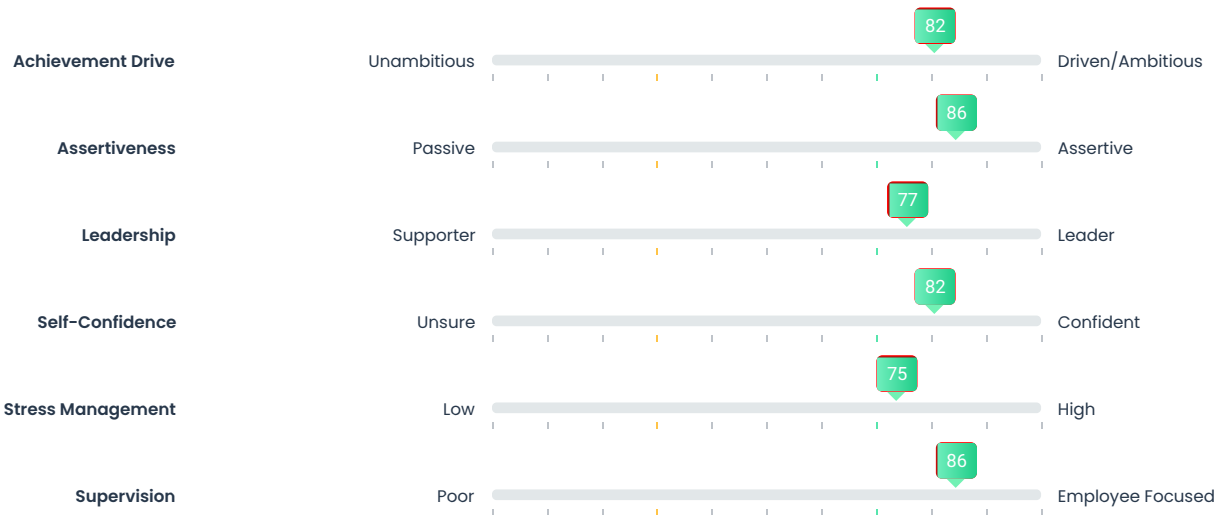
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12/28/21 03:15 PM

### 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.

### 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 82nd percentile on Achievement Drive (High), meaning Julie scored higher than 82 percent of other candidates who have completed this assessment.

<p>Strength of Responses</p>	<p>Expected Behaviors</p> <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>
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Average Time to Complete Each Question **3.47 seconds**

### ASSERTIVENESS

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).

Julie Sample scored in the 86th percentile on Assertiveness (High), meaning Julie scored higher than 86 percent of other candidates who have completed this assessment.

<p>Strength of Responses</p>	<p>Expected Behaviors</p> <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>
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Average Time to Complete Each Question **3.2 seconds**

## LEADERSHIP



The degree to which the individual has the necessary interest, ability and disposition necessary to perform in a leadership capacity. Leadership is important for jobs that require the management of others and/or the coordination of the work of others to accomplish the organization's goals. Supervisors, managers and team or group leaders need leadership characteristics to be successful.

Julie Sample scored in the 77th percentile on Leadership (High), meaning Julie scored higher than 77 percent of other candidates who have completed this assessment.

### Strength of Responses



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

Average Time to Complete Each Question **3.13 seconds**

### Expected Behaviors

- Has the interest, ability, and disposition necessary to be effective in a leadership role.
- Has the ability to influence others.
- Is able to coordinate the work of others.
- Enjoys being in a leadership role and the responsibilities that come with it.

## 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



Strong: 7%
Above Average: 93%
Average: 0%
Below Average: 0%
Weak: 0%

Average Time to Complete Each Question **3.4 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.

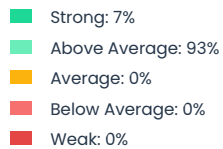
## STRESS MANAGEMENT



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 75th percentile on Stress Management (High), meaning Julie scored higher than 75 percent of other candidates who have completed this assessment.

### Strength of Responses



Average Time to Complete Each Question **3.47 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.

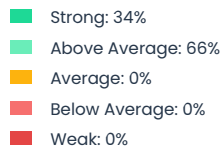
## SUPERVISION



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 86th percentile on Supervision (High), meaning Julie scored higher than 86 percent of other candidates who have completed this assessment.

### Strength of Responses



Average Time to Complete Each Question **3.53 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.

## 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.

### LEADERSHIP



- Give the individual the opportunity to take a leadership role. Recognize and praise positive performance in this area.
- This individual's ability to influence others is one of their strengths. Engage the individual in work that requires influencing tactics.

- They should be considered for taking the lead in team exercises/projects.
- Sometimes these individuals use their influencing abilities for self-gain rather than for the benefit of the organization. If this occurs, take appropriate corrective action.

## 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.

## 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.

## 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.

## 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

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



#### 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



**QUESTION**

Describe work situations when you felt you needed to be more competitive, but it just wasn't in you to be that way. What did you do?

**RESPONSE NOTE:**

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



**ASSERTIVENESS**

**QUESTION**

Describe a work experience when you had to take charge but found it difficult to do so. Does this happen often?

**RESPONSE NOTE:**

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





### QUESTION

Have there been times when you wished you could have stated what you were thinking? What keeps you from expressing your true opinion?

### RESPONSE NOTE:

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



### LEADERSHIP

### 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

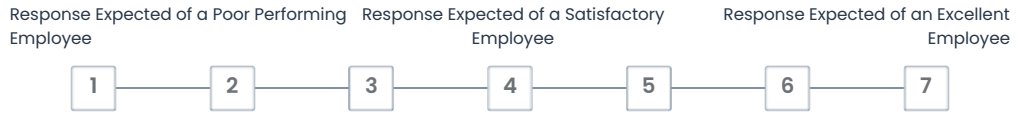


**SELF-CONFIDENCE**

**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:**

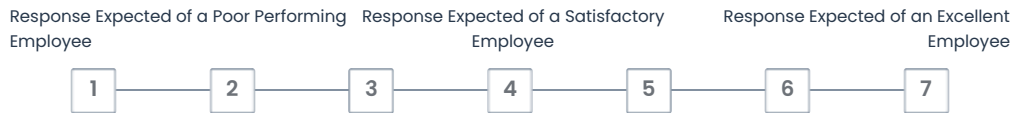


**STRESS MANAGEMENT**

**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.

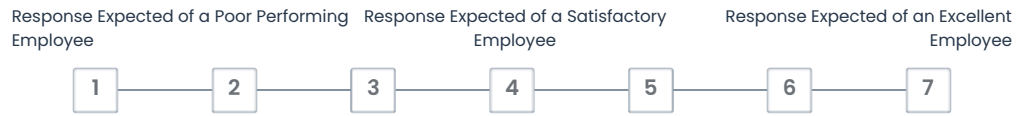
**RESPONSE NOTE:**



**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.)