

Testing Results



Test Information

IDENTITY - WP
Susan Smith - Not For Commercial Use

7/26/2005 20:38 27 minutes



Performance Analysis

	0	50	99		
				<u>Percentile</u>	<u>Grade</u>
Overall Performance				72	Above Average
Performance Area				<u>Percentile</u>	<u>Grade</u>
AMBITION				17	Below Average
SELF-CONFIDENCE				74	Above Average
ASSERTIVENESS				75	Above Average
HELPING DISPOSITION				96	High
RELIABILITY				82	Above Average
STRESS MANAGEMENT				79	Above Average
TEAM PLAYER				72	Above Average
TRUSTWORTHINESS				93	High
FLEXIBILITY				67	Above Average

Candidness

The candidate displayed an Above Average level of candidness when answering questions in this test.



Detailed Description of Results

▶ Overall performance

Description Finding the right fit between people and jobs is essential for employee satisfaction and organizational productivity. If the job requires frequent contact with customers and co-workers in a service environment, a helping disposition and team-player attitude are critical. If the job is fast-paced with frequently changing roles, then flexibility is important.

The overall workplace personality score is a general indicator of the individual's strength or weakness on nine personality scales measured in this assessment. While useful in creating a "snapshot" of the candidate's strength in all nine areas, it is highly recommended that you review each scale score (Reliability, Flexibility, Trustworthiness, etc.) individually to determine specific areas of strength and weakness. These individual scale scores offer detailed insights with respect to the applicant's personality and potential job fit.

Score Percentile: 72. This candidate scored higher than 72% of other candidates. (Above Average performance)

This individual's overall workplace personality score is higher than that of the majority of people in the study sample, indicating that general workplace personality is a strength for this individual. It is very likely this individual scored high or above average in many of the personality scales detailed below. Carefully review the scores below for scales in which the individual scored average or below. These can be useful areas for further exploration during the interview process.

Performance in Each Skill Area

▶ AMBITION

Score Percentile: 17. This candidate scored higher than 17% of other candidates. (Below Average performance)

Description Ambition measures 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 is important (such as sales and managerial jobs). It is also important for jobs where there may be competition within departments or between co-workers, and for positions where the individual is expected to grow and advance to higher levels within an organization.

This individual's ambition score is below average when compared to people from the study sample. Being competitive and driven are not priorities for this individual. Individuals who score higher are more likely to demonstrate these characteristics. More in-depth interviewing and reference checks focusing on the drive to achieve are recommended for this individual if this characteristic is important for job success.

▶ SELF-CONFIDENCE

Score [Percentile](#): 74. This candidate scored higher than 74% of other candidates . (Above Average performance)

Description Self-Confidence measures the degree to which the individual is likely to be self-assured, is not overly affected by what others think of him/her, and is confident in his/her decisions and actions. This characteristic is important for jobs that require independent thought and a self-starter attitude, such as sales and management positions.

This individual's self-confidence score suggests that he/she is self-assured, is not overly affected by what others think of him/her, and is confident in his/her decisions and actions. Most people in the study sample scored lower on self-confidence than this individual.

▶ ASSERTIVENESS

Score [Percentile](#): 75. This candidate scored higher than 75% of other candidates . (Above Average performance)

Description Assertiveness measures the degree to which the individual is likely to assert him/herself, speak his/her mind, and enjoy taking control (when appropriate) in group situations. This characteristic is important for jobs where a strong personality is a plus (e.g., most sales jobs and managerial positions).

This individual's assertiveness score suggests that he/she will assert him/herself when necessary, speak his/her mind, and take control of situations when appropriate. Most people in the study sample scored lower on assertiveness than this individual.

▶ HELPING DISPOSITION

Score [Percentile](#): 96. This candidate scored higher than 96% of other candidates . (High performance)

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

This individual's helping disposition score is superior to that of most other people in the study sample. It is very likely that this individual is friendly and will go out of his/her way to assist or help customers and/or co-workers. This is definitely an area of strength for this individual.

▶ RELIABILITY

Score [Percentile](#): 82. This candidate scored higher than 82% of other candidates . (Above Average performance)

Description Reliability measures the degree to which the individual is likely to be dependable, hardworking, and conscientious about the quality of his/her work. This characteristic is appropriate for all jobs.

This individual's reliability score suggests that he/she is dependable, hardworking, and conscientious about the quality of his/her work. Most people in the study sample scored lower on reliability than this individual.

▶ STRESS MANAGEMENT

Score [Percentile](#): 79. This candidate scored higher than 79% of other candidates . (Above Average performance)

Description Stress Management measures the degree to which this individual is likely to demonstrate patience and stress tolerance during times of conflict with customers and co-workers and in other stressful work-related situations. This characteristic is appropriate for jobs requiring interactions with customers and multi-tasking and for positions in fast-paced organizations.

This individual's stress-management score suggests that he/she is likely to demonstrate patience and stress tolerance during times of conflict with customers and co-workers and in other stressful work-related situations. Most people in the study sample scored lower on stress management than this individual.

▶ TEAM PLAYER

Score [Percentile](#): 72. This candidate scored higher than 72% of other candidates . (Above Average performance)

Description Team Player measures the degree to which the individual is likely to cooperate in all aspects of his/her work relationships including working in harmony with others to achieve a common goal. This characteristic is important for jobs requiring interaction and cooperation among co-workers.

This individual's team-player score suggests that he/she is likely to cooperate in his/her work relationships, including working in harmony with others to achieve a common goal. Most people in the study sample scored lower on this team-player score than this individual.

▶ TRUSTWORTHINESS

Score [Percentile](#): 93. This candidate scored higher than 93% of other candidates . (High performance)

Description Trustworthiness measures 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 jobs involving handling cash or confidential or sensitive information.

This individual's trustworthiness score is superior to that of most other people in the study sample. It is very likely that this individual is honest and trusting. This does not appear to be an area of concern for this individual.

▶ FLEXIBILITY

Score [Percentile](#): 67. This candidate scored higher than 67% of other candidates . (Above Average performance)

Description Flexibility measures the degree to which the individual is likely to be able to adapt to change and be more open-minded than stubborn. This characteristic is important for fast-paced jobs where priorities often shift . It is also important for organizations that are in transition or are expecting changes that will affect work duties and responsibilities.

This individual's flexibility score suggests that he/she is willing and able to adapt to change and is more open-minded than stubborn. Most people in the study sample scored lower on flexibility than this individual.

▶ CANDIDNESS

Score Above Average

Description Candidness measures the degree to which the individual is likely to be honest in his/hc responses and is therefore not trying to outsmart the test in an effort to present him/herself in a more favorable light.

This individual obtained an above-average candidness score, suggesting there is a high probability he/she answered the test questions honestly. The candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors .



Interview Suggestions

The following suggestions for interview questions can provide useful follow up in areas where the candidate's test performance indicates that further exploration is recommended.

AMBITION

- * How do you feel about competition at work? Is it more disruptive than healthy? Please explain your answer.
- * How important is it for you to win? In your opinion, what is more important, the journey or the outcome of your trip?

How important to you is winning? Can you give examples from your work history where you have "lost" or when an outcome was not what you were striving for? How did a loss make you feel? What did you learn from the loss?
- * What is it about competition that you like or dislike? Do tough challenges motivate you or do you prefer more realistic objectives?
- * Are you a competitive person? Please explain your answer using work-related examples.
- * What percentage of your work objectives set by you and your supervisor do you feel is appropriate to achieve? Please explain your answer.
- * Give examples of situations where you have felt uncomfortable being competitive.
- * Please give examples from your experience of employees or co-workers you felt were overly competitive. Please describe the situations.
- * What is your philosophy on risk? Do you feel it is necessary to take risks to succeed? Please explain your answer.

SELF-CONFIDENCE

- * Do you sometimes worry that you will not be able to perform your work as expected? Please explain your answer.
- * How do you deal with managers who constantly criticize your work or don't seem to appreciate anything you do?
- * Do you think about the possibility of failure when taking on something new? Please explain your answer.
- * What situations make you feel the most confident and which make you feel the least?
- * What do you think of people that take risks and are willing to lose it all to win it all? How do you feel about taking risks?

ASSERTIVENESS

- * How would your co-workers describe you in terms of your aggressiveness or assertiveness? Why would they feel this way?

- * Do you ever feel like you need to control a group meeting or take control over a work project? Please explain.
- * Describe how being less assertive than most people benefits you in work situations?
- * Would you say you are more laid-back than assertive? Can you give examples?
- * What situations have your co-workers observed that might cause them to say that you are more easygoing than assertive?
- * How do you handle conversations with assertive customers or co-workers? Please give examples.
- * Describe for me instances when you wish you would have been more assertive. Give work-related examples.
- * If you are in a meeting and you have something you want to say, but you have not had the opportunity to speak, what would you do? How would you handle the situation?
- * Describe your comfort level when you have to be assertive with a customer or co-worker. How do you feel?

HELPING DISPOSITION

- How do you handle situations when a customer or co-worker is upset with you?
- * Do you allow them to vent and state their point of view, or do you take control and let your views be known? Give work-related examples if possible.
- * How do you feel about working with customers all day, every day? Give work-related examples of both good and bad customer experiences you have had

RELIABILITY

- * How much emphasis do you place on being punctual? Is it really that important?
- * What percentage of your objectives must you complete before you consider yourself successful?

- * Describe for me occasions when you have not been as dependable or reliable as you should have been.
- * Why do you feel being dependable is not necessarily more valuable than being spontaneous? Please give work-related examples.

STRESS MANAGEMENT

- * Do conflicts with customers or co-workers cause you stress? Describe exactly how the situations affect your workday.
- * How do you handle overly demanding people? How do they make you feel?
- * Describe work-related pressures you have experienced. Please be specific and discuss how you felt about the outcome.

TEAM PLAYER

- * Should team members serve to motivate each other or should they criticize each other with the goal of improving?
 - * Why do you feel personal relationships among team members may not be a good idea? Do you remain distant from team members? Please explain your answer?
- Are you of the opinion that if a team does not perform well, the whole team is at fault
- * or could there be one or two team members that should be singled out? Should everyone on a team suffer for the mistakes of one or two team members?

TRUSTWORTHINESS

- * Do you feel most people would be deceptive if they would benefit from it? Please give examples of why you feel this way.
- * Why might you feel most employees will try to get away with whatever they can? Please give work-related examples to support your answer.

FLEXIBILITY

- * Do you find change creates anxiety or opportunity?
- * Would you describe yourself as pretty much "set in your ways"? Is it somewhat difficult for you to change your point of view?