

## Testing Results



### Test information

Identity - Workplace Personality  
 John Smithson 360-36-6189  
 19/4/04 10:33 AM 26 minute(s)



### Performance Analysis

	0	50	99	Percentile	Grade
Overall Performance				72	Average
Performance Area				Score	Grade
Ambition				66	Average
Self Confidence				84	Above Avg.
Assertiveness				91	High
Helping Disposition				79	Above Avg.
Reliability				14	Low
Stress Management				71	Above Avg.
Team Player				91	Above Avg.
Trustworthiness				79	Low
Flexibility				71	Above Avg.

Candidness

The candidate displayed a High level of candidness when answering questions in this test.



## Detailed Descriptions of Results

### ▶ Overall Performance

**Description:** Finding the right person-job fit is essential for employee job satisfaction and organizational productivity. If the job requires contact with individuals in a service environment, a helping disposition and a team player attitude are critical. If the job is fast paced with often changing roles, then flexibility is required.

The overall Workplace Personality score is a general indicator of the individual's strength or weakness on the nine personality dimensions measured here. The overall interpretation assumes the job being applied for requires all of the dimensions measured. If only a subset of the nine personality dimensions measured here are required of the job, please focus on the individual scale score interpretations. The individual scale scores offer detailed insights with respect to the applicant's personality and potential job match.

**Score** Percentile: 72. This candidate scored higher than 71% of other candidates. (Above Average Performance)

**Description** 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 Area

#### ▶ Ambition

**Score** Percentile: 66. This candidate scored higher than 65% of other candidates. (Above 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.

#### ▶ Self Confidence

**Score** Percentile: 84. This candidate scored higher than 83% 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.

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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: 91. This candidate scored higher than 90% of other candidates. (High 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, such as many sales jobs, and for managerial positions.

This individual's assertiveness score is superior to that of most other people in the study sample. It is very likely that this individual will assert himself/ herself when necessary, speak his/her mind, and take control of situations when appropriate. This is definitely an area of strength for this individual.

### ▶ Helping Disposition

**Score** Percentile: 79. This candidate scored higher than 78% of other candidates. (Above Average 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 suggests that he/she is friendly and likely to go out of his/her way to assist or help customers and/or co-workers. Most people in the study sample scored lower on helping disposition than this individual.

### ▶ Reliability

**Score** Percentile: 14. This candidate scored higher than 13% of other candidates. (Low 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 is extremely low when compared to people from the study sample. It is likely that individuals that score in this range will have trouble with respect to being dependable, hardworking and conscientious about the quality of his/her work. This seems to be an area of weakness for this individual. A more thorough examination - including in-depth interviewing and more extensive reference and background checks - is highly recommended for this individual.

### ▶ Stress Management

**Score** Percentile: 71. This candidate scored higher than 70% 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

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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: 91. This candidate scored higher than 90% of other candidates. (High 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 is superior to that of most other people in the study sample. This 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 is definitely an area of strength for this individual.

### ▶ Trustworthiness

**Score** Percentile: 79. This candidate scored higher than 78% of other candidates. (Above Average 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 suggests that he/she is honest and trusting. Most people in the study sample scored lower on trustworthiness than this individual.

### ▶ Flexibility

**Score** Percentile: 71. This candidate scored higher than 70% 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.

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## ▶ Candidness

**Score** High

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

This individual obtained a high candidness score, suggesting there is a very 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 behaviours.



### 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.

#### Helping Disposition

- Do you feel a small lie is okay if it leads to an opportunity you may not have gotten otherwise? Please give examples.
- How important do you feel honesty is for success in top management? Please explain your answer.

#### Reliability

- How much emphasis do you place on being punctual? Is it really that important?
- How important is it for you to be punctual? Is too much made out of being a couple minutes late or missing project deadlines by a day or two?

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