



Remote Worker Profile

Sam Test Taker

Date and Time Started: 03/20/2020 11:48 AM
Date and Time Completed: 03/20/2020 11:56 AM
Total Administration Time: 8 minutes

Candidate ID: 213976
Email: maryann@totaltesting.com
Job Title Applying For: NA

Organization: TotalTesting
Requested By: Mary Ann Peluso (maryann@totaltesting.com)

To ensure you are obtaining the full benefits available to you from the use of this assessment, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the assessment results.

While this assessment was designed to help assess various aspects of personality and/or skills, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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What this Assessment Measures

The HR Testing Library offers employers the ability to create assessments that measure the specific skills and behavioral dispositions required of any job. This "custom" approach to talent assessment ensures organizations are only testing for those skills and behaviors that are relevant to the job, therefore increasing validity while at the same time reducing test administration time significantly.

Based on a careful evaluation of the job being filled and a review of the assessments offered through the HR Testing Library, the following skills and/or behaviors were selected as important for job success.

The areas assessed by this Profile are:

Flexibility	Flexibility measures the degree to which the individual is likely to be able to adapt to change and is 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.
Go-Getter Attitude	Go-Getter measures 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.
Organization	Organization measures the degree to which the individual is organized, structured and thoughtful about his/her work.
Planning	Planning measures the degree to which the individual establishes schedules, routines and plans ahead rather than working in a more spontaneous manner.
Self Confidence	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, a self-starter attitude, sales and management.
Self-Management	Self-Management measures the degree to which the individual manages self properly. The degree to which he/she is likely to be hardworking, reliable, organized and plans ahead.

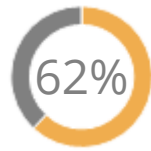
Interpreting the Profile Results

The following page presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



Total Score Summary

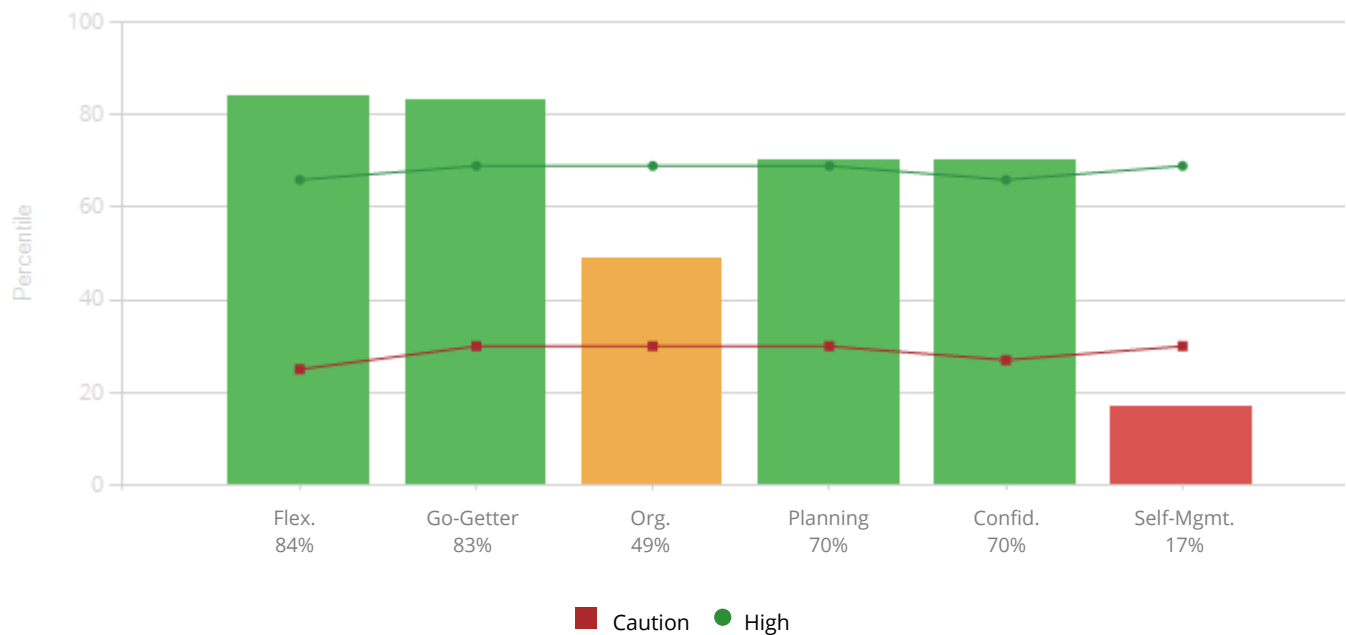


Average

Total Score Interpretation

This candidate's total Profile score falls within the Average range. This candidate generally demonstrates average to moderate levels of the behaviors/skills assessed by this Profile. Review the individual scale details to better understand strengths and potential shortcomings. The candidate's total score is consistent with that of most other candidates.

Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.



Flexibility



Score Details

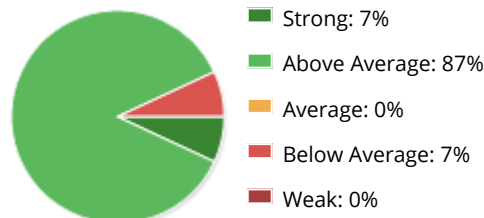
Flexibility measures the degree to which the individual is likely to be able to adapt to change and is more open minded than stubborn. This characteristic is important for fast paced jobs where priorities often shift. It is also important for organizations that are in transition or are expecting changes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

Sam Test Taker scored in the 84th percentile on Flexibility (High), meaning Sam scored better than 84 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Flexibility behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Flexibility.

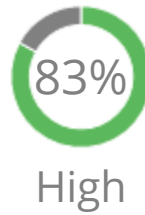


Expected Job Behaviors

- This individual is willing and able to adapt to change easier than most.
- Goes with the flow.
- He/she is open-minded and cooperative.
- Changes priorities as needed with little resistance.



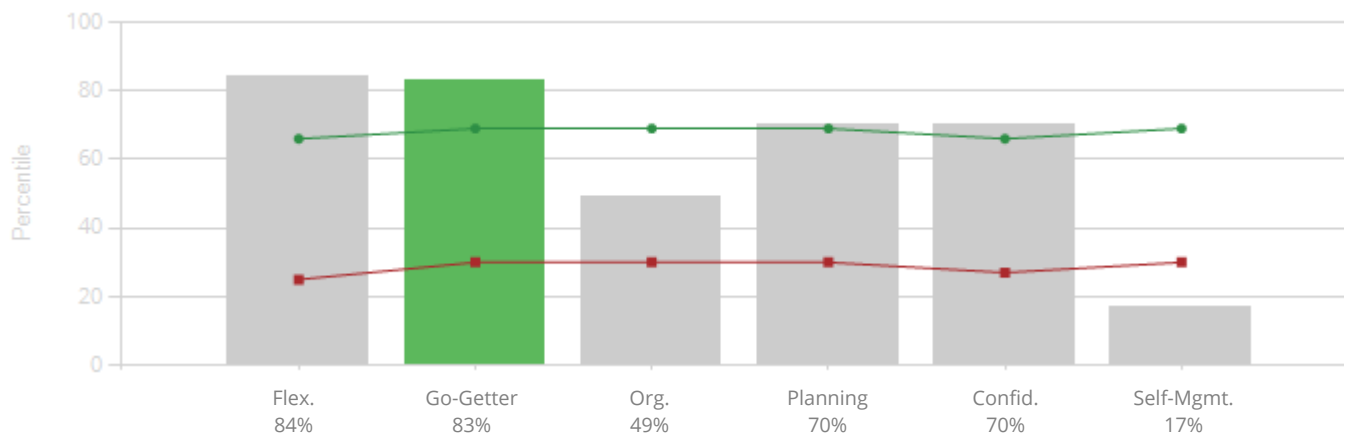
Go-Getter Attitude



Score Details

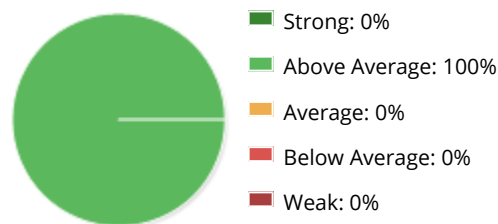
Go-Getter measures the degree to which the individual is dedicated, shows initiative, has a positive demeanor and exhibits independence. This characteristic is important for jobs requiring independent work and a self-starter attitude.

Sam Test Taker scored in the 83rd percentile on Go-Getter Attitude (High), meaning Sam scored better than 83 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Go-Getter Attitude behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Go-Getter Attitude.

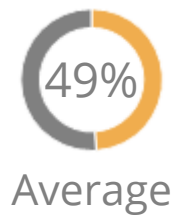


Expected Job Behaviors

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



Organization



Score Details

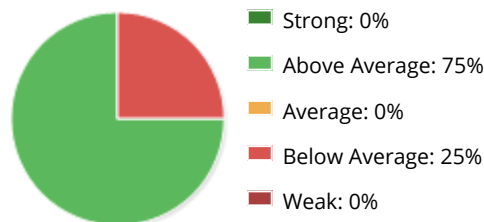
Organization measures the degree to which the individual is organized, structured and thoughtful about his/her work.

Sam Test Taker scored in the 49th percentile on Organization (Average), meaning Sam scored lower than 51 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Organization behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Organization.

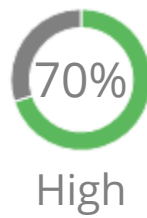


Expected Job Behaviors

- Is usually organized and structured, but at times may be less so.
- Tends to be a conscientious worker.
- Often establishes priorities and contingencies as needed.
- This individual's organization score is consistent with most other candidates.



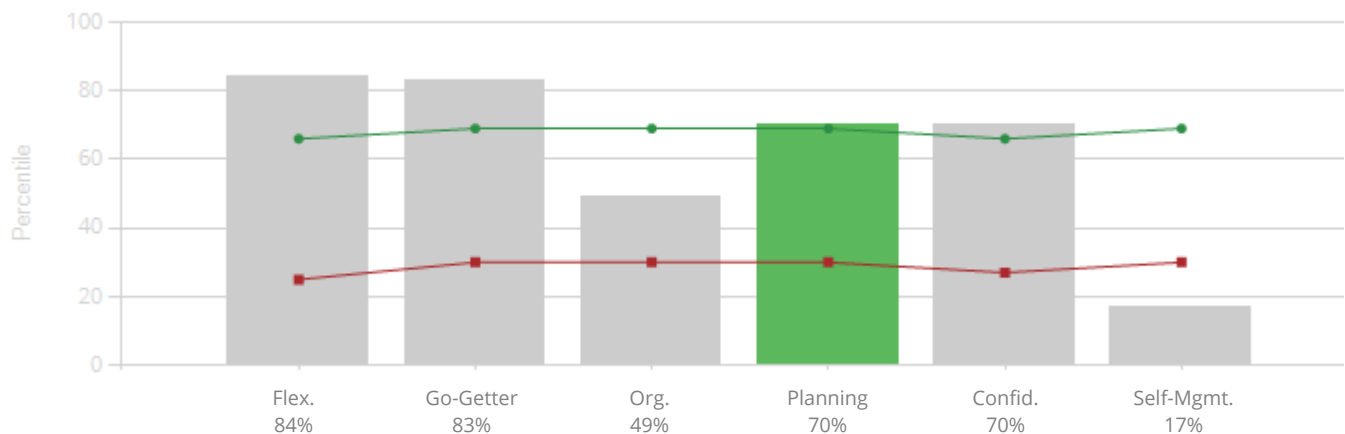
Planning



Score Details

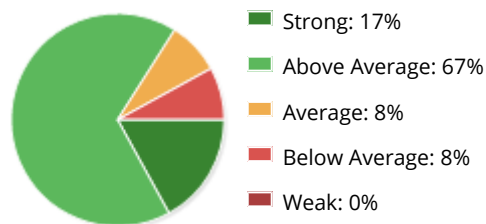
Planning measures the degree to which the individual establishes schedules, routines and plans ahead rather than working in a more spontaneous manner.

Sam Test Taker scored in the 70th percentile on Planning (High), meaning Sam scored better than 70 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Planning behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Planning.

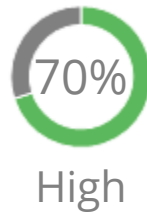


Expected Job Behaviors

- Is methodical and reliable.
- Is likely to be precise.
- Establishes and follows work schedules and routines in an organized and consistent manner.
- Is prepared.



Self Confidence



Score Details

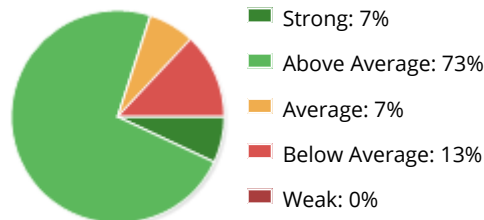
Self Confidence measures the degree to which the individual is likely to be self assured, is not overly affected by what others think of him/her, and is confident in his/her decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales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

Sam Test Taker scored in the 70th percentile on Self Confidence (High), meaning Sam scored better than 70 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Self Confidence behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Self Confidence.

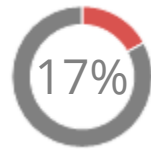


Expected Job Behaviors

- Is self-assured.
- Is confident in his/her decisions and actions.
- Is not overly affected by what others think of him/her.
- Tends to bounce back from disappointments because he/she knows inside that he/she can overcome difficult situations.



Self-Management

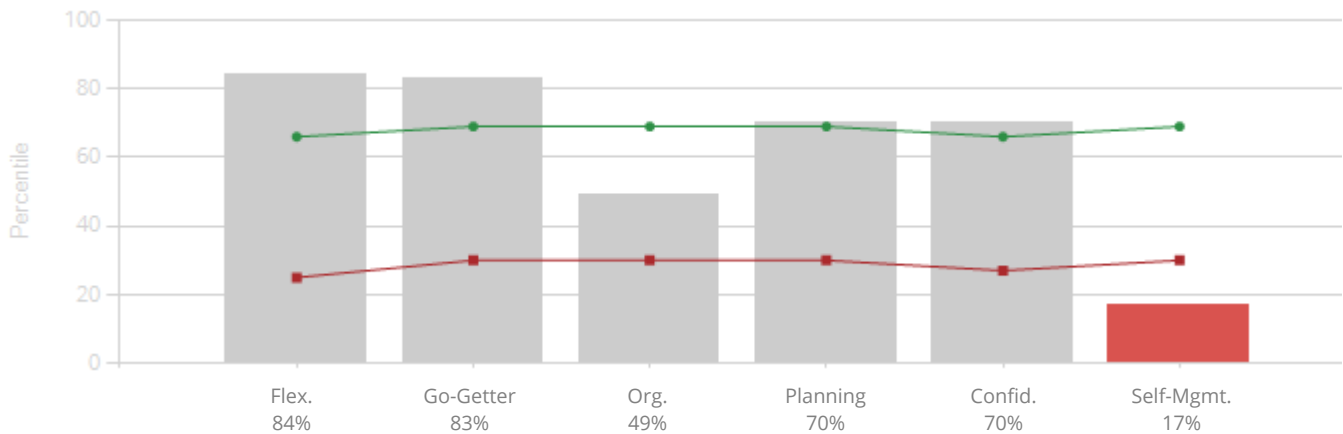


Caution

Score Details

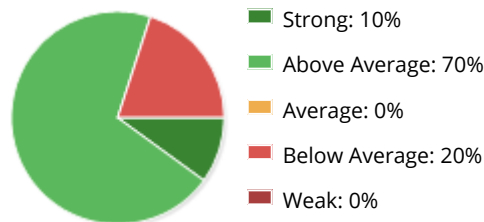
Self-Management measures the degree to which the individual manages self properly. The degree to which he/she is likely to be hardworking, reliable, organized and plans ahead.

Sam Test Taker scored in the 17th percentile on Self-Management (Caution), meaning Sam scored lower than 83 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Self-Management behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Self-Management.



Expected Job Behaviors

- This individual may experience difficulty showing up to work on time consistently, and may lack attention to detail when performing assigned tasks.
- This employee tends not to be quality focused.
- This employee may struggle to meet work deadlines.
- This is an area of concern with this individual and additional interviewing and reference checks are strongly encouraged.



Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

Flexibility

- This individual works well in a fast paced, changing environment.
- Recognize when he/she changes priorities for the benefit of the team or department or another individual.
- His/her level of flexibility may be ideal for team-oriented tasks and environments where dealing effectively with various personality types is critical.
- Monitor to make sure his/her flexible demeanor does not result in taking on additional tasks that may get in the way of accomplishing individual goals or objectives.



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 his/her own goals.
- Design competitive exercises to satisfy their achievement drive.



Organization

- This individual at times may need some supervision to ensure they consistently stay organized and on task.
- Offer guidance in the area of organization skills and prioritizing tasks to reach deadlines.
- The importance of being organized and setting contingency plans to ensure goal accomplishment may need to be stressed and tied into his/her daily routines.
- When organization-related behaviors are demonstrated, reinforce them through praise and appreciation and other rewards that may continue to motivate the individual.



Planning

- This individual values preparation and following schedules and expects those around him/her to do the same. Therefore, these behaviors should be rewarded if important for job success.
- Try to let him/her work at their own pace when possible. He/she likes to take his/her time to ensure work quality.
- While this characteristic is important for many 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.



- Flexibility 84%
- Go-Getter Attitude 83%
- Organization 49%
- Planning 70%
- Self Confidence 70%
- Self-Management 17%

Self Confidence

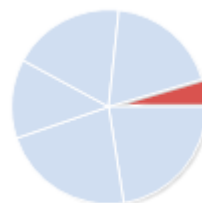
- Maintaining high levels of confidence require continuing to build self-esteem levels. Continue to point out and reinforce the candidate's positive decisions, behaviors and performance through praise and appreciation.
- Minimize negative comments and criticisms. Focus on the positives. High levels of 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.



- Flexibility 84%
- Go-Getter Attitude 83%
- Organization 49%
- Planning 70%
- Self Confidence 70%
- Self-Management 17%

Self-Management

- Monitor this employee's attendance and punctuality closely. Establish clear guidelines on attendance and task completion and consequences for not following through.
- Clearly explain work deadlines and hold him/her accountable.
- Establish a system of consequences for unreliable behaviors. Reinforce these consequences. When the individual demonstrates steady, dependable behaviors, be sure to recognize and encourage these actions.



- Flexibility 84%
- Go-Getter Attitude 83%
- Organization 49%
- Planning 70%
- Self Confidence 70%
- Self-Management 17%



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.

Flexibility

Question:

Why might you associate change with negative outcomes? Please explain your response based on your experience.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Go-Getter Attitude

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.

Organization

Question:

What are your thoughts with respect to employees who miss a deadline here and there? Do you take a "no one can be perfect" stance, or do you demand perfection for yourself and others?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7



Question:

Tell me about a work experience whereby you did not have a contingency plan in place and your original idea did not work out. What happened next?

Response Notes:

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

Planning

Question:

Do you prefer to work with or without deadlines? Please explain your answer based on your work experience.

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

1

2

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4

5

6

7

Question:

Why might you disagree that planning for tomorrow is important? Please explain your views using work related experiences.

Response Notes:

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

Self Confidence

Question:

What situations have made you feel the most confident and which ones have made you feel least confident?

Response Notes:

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:

Tell me about a time when you had to make an important work-related decision. Did you seek the advice of others or did you take matters into your own hands? What was the outcome?

Response Notes:

Response Expected of a
Poor Performing Employee

Response Expected of a
Satisfactory Employee

Response Expected of an
Excellent Employee

1

2

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7

Self-Management

Question:

Describe a time when you felt you were treated unfairly by a supervisor. What actions did you take after this?

Response Notes:

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:

Describe the last time you experienced a problem with a supervisor. Why was this working relationship difficult?

Response Notes:

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

Sum of Ratings

Number of Questions Rated

Average Rating

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

