

NAME: John Joe
 CANDIDATE ID: #001489
 EMAIL: j
 JOB APPLYING FOR: SE
 INVITED BY:
 ORGANIZATION: Apple
 TESTING TIME: 1 min 45 seconds
 TEST VERSION: (v1)



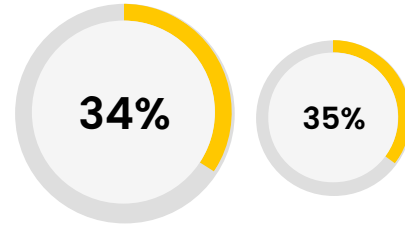
ELITE PROFILING SYSTEM

STAFFING

STARTED: 03/12/21 10:38 PM
 COMPLETED: 03/12/21 10:40 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. The smaller circle is the percent match against your Star 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 behavioral scales generate a Strength of Responses graphic. This graphic 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. The Cognitive scales generate a Skill Level graphic. This graphic shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.

ATTENTION TO DETAIL



The degree to which the individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information. This ability is important for most clerical jobs. It is also appropriate for jobs that require proofing tasks.

John Joe scored in the 99th percentile on Attention to Detail (High), meaning John scored higher than 99 percent of other candidates who have completed this assessment.

Skill Level



Average Time to Complete Each Question **1.0 seconds**

Attempted: 20/20 = 100%

Correct 20/20: 100%
Incorrect 0/20: 0%

Correct/Total Possible: 20/20 = 100%

Population Avg. Correct/Total Possible: 18/20 = 90%

Expected Job Behavior

- Is detail-oriented.
- Has the ability to quickly and accurately verify and proof written information.
- Is able to quickly inspect information visually.

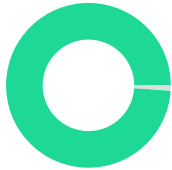
MATH SKILLS



The degree to which the individual has a basic understanding of mathematical computation and concepts (e.g., making change, calculating percentages, applying discounts, basic addition, subtraction, division and multiplication). The ability to solve these types of problems has also been related to speed of learning and general problem solving skills. This test is appropriate for jobs requiring knowledge of basic math functions (e.g., cashiers, tellers, basic accounting, payroll, etc.).

John Joe scored in the 99th percentile on Math Skills (High), meaning John scored higher than 99 percent of other candidates who have completed this assessment.

Skill Level



Average Time to Complete Each Question **1.0 seconds**

Attempted: 20/20 = 100%

Correct 20/20: 100%
Incorrect 0/20: 0%

Correct/Total Possible: 20/20 = 100%

Population Avg. Correct/Total Possible: 15/20 = 75%

Expected Job Behavior

- Is a quick learner.
- Understands basic mathematical concepts.
- Able to solve problems using logic and reasoning.

RELIABILITY



The degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of their work.

John Joe scored in the 3rd percentile on Reliability (Caution), meaning John scored lower than 97 percent of other candidates who have completed this assessment.

Strength of Responses



Strong: 60%
Above Average: 0%
Average: 0%
Below Average: 0%
Weak: 40%

Expected Behaviors

- Needs follow-up to ensure tasks are completed.
- The quality of their work is not a priority.
- Tends to be somewhat disorganized.
- Is not goal-oriented.
- Can be spontaneous.

Average Time to Complete Each Question **1.0 seconds**

RESPONSIBILITY



The degree to which the individual is likely to be dependable, stable, takes responsibility for their actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.

John Joe scored in the 1st percentile on Responsibility (Caution), meaning John scored lower than 99 percent of other candidates who have completed this assessment.

Strength of Responses



Strong: 33%
Above Average: 0%
Average: 0%
Below Average: 0%
Weak: 67%

Expected Behaviors

- Often does not take responsibility for their actions.
- Generally believes success is often a result of luck and not hard work.
- Is not accountable.
- May not exhibit responsible behaviors.

Average Time to Complete Each Question **1.0 seconds**

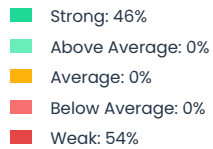
RULES COMPLIANCE



The degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).

John Joe scored in the 1st percentile on Rules Compliance (Caution), meaning John scored lower than 99 percent of other candidates who have completed this assessment.

Strength of Responses



Expected Behaviors

- Is not likely to follow some company policies if they disagree with them.
- Tends to follow their own set of rules.
- Is perceived as a non-conformist.

Average Time to Complete Each Question **1.0 seconds**

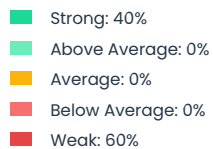
TRUSTWORTHINESS



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 cash handling jobs and jobs involving confidential information.

John Joe scored in the 1st percentile on Trustworthiness (Caution), meaning John scored lower than 99 percent of other candidates who have completed this assessment.

Strength of Responses



Expected Behaviors

- Will tend to have trust issues with others.
- Finds it difficult to trust the good intentions of those around them.
- May have a tendency to engage in counterproductive workplace behaviors.

Average Time to Complete Each Question **1.0 seconds**

MANAGEMENT STRATEGIES

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

ATTENTION TO DETAIL



- This candidate should be given opportunities to engage in tasks that involve verifying and checking information.
- Expect that they will be very detail oriented and will expect the same from those around them.
- They may be able to train others on how to be more focused and detail oriented on visual tasks.

MATH SKILLS



- This candidate should be given opportunities to problem solve or use their reasoning skills.
- Give them opportunities to coach or work with others on tasks that involve the use of basic mathematical concepts or problem solving.
- Expect that they will understand basic instructions and training and therefore may be able to train others on these concepts.

RELIABILITY



- Given the lack of emphasis on planning and goal setting by this candidate, working closely with the individual to establish goals and priorities is a must.
- Consistent supervision to ensure behaviors leading to set goals are accomplished is also recommended.
- Consequences for lack of consistency, punctuality and unreliable behaviors should be in place to stress their importance. Rewards and recognition based on what motivates the individual should also take place when they do exhibit conscientious and reliable behaviors.
- The effects of this individual's unreliable behaviors on team members or their department is also of concern, therefore strict enforcement of team/department rules and procedures needs to take place to reduce negative impacts.

RESPONSIBILITY



- Given the lack of responsible and dependable behaviors often exhibited by this candidate, working closely with the individual to ensure objectives are accomplished is important. Consistency in supervision is critical.
- Rewards and recognition based on what motivates the individual should also take place when they exhibit responsible behaviors.
- Consequences for less than reliable behaviors and not taking responsibility for those behaviors should be in place to stress their importance.
- The effects of this individual's lack of responsibility on those around them should be a concern. Strict enforcement of team/department expectations with respect to responsible behaviors needs to take place to reduce negative impacts.

RULES COMPLIANCE



- Avoid or monitor closely job assignments where rules compliance is essential for safety reasons.
- Monitor closely jobs that involve money handling or confidential information.
- Use their non-conformist nature for jobs where thinking "outside the box" or not according to set policies is needed.

TRUSTWORTHINESS



- Limit the amount of confidential information the individual has access to.
- Address trust concerns they may have regarding other employees.
- Limit any cash handling tasks or make sure there is supervision when cash is handled.
- If their trust issues with others are unfounded and are causing discord within the team, consider offering counseling to the individual or placing the candidate in a job requiring little interaction with others.
- Monitor their performance and interactions with team members to minimize negative effects on morale stemming from trust issues.

INTERVIEW GUIDE

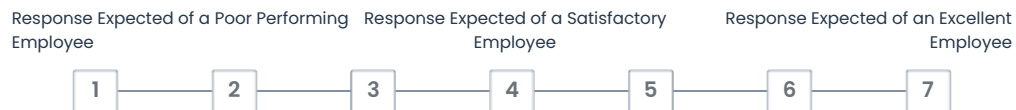
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

ATTENTION TO DETAIL

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:

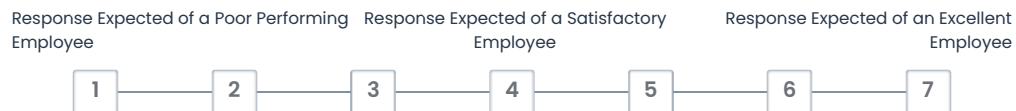


MATH SKILLS

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:

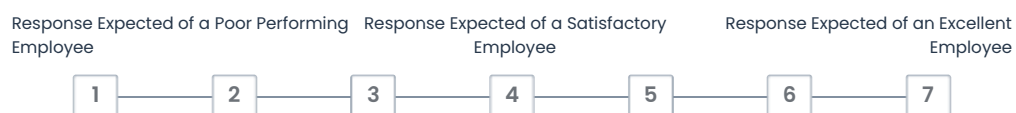


RELIABILITY

QUESTION

What goals have you set that you have not reached. Why might setting goals and planning for the future be a waste of time?

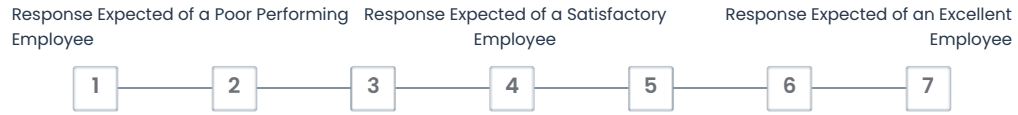
RESPONSE NOTE:



QUESTION

Give work related examples of when you were more impulsive than predictable?

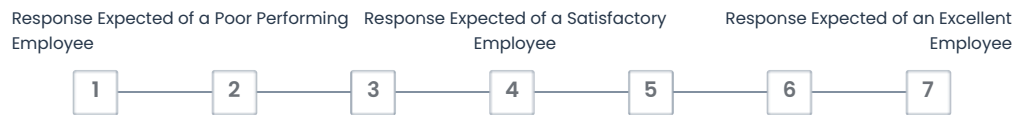
RESPONSE NOTE:



QUESTION

What percentage of your objectives must you complete before you consider yourself successful? Give examples from your past work history.

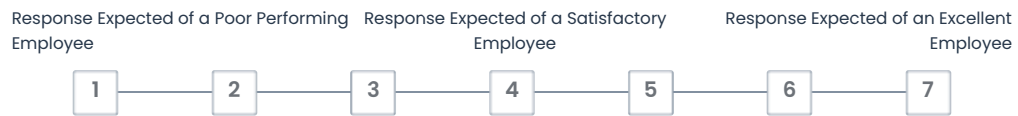
RESPONSE NOTE:



QUESTION

How important is it for you to be punctual? Tell me about troubles you have had in past jobs with respect to being punctual. Was it really a big deal?

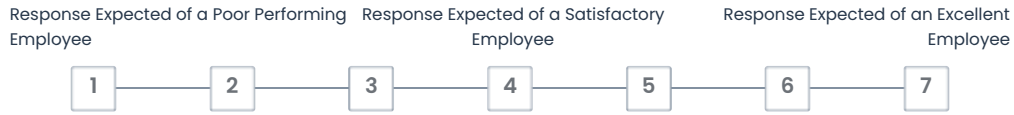
RESPONSE NOTE:



QUESTION

Describe for me occasions when you have not been as dependable or reliable as you should have been.

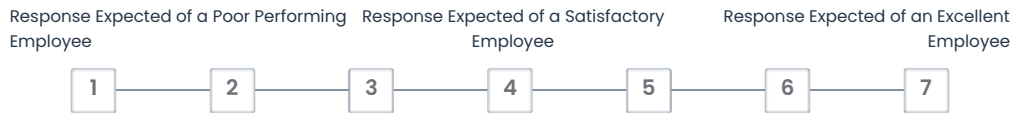
RESPONSE NOTE:



QUESTION

Tell me about work situations when you missed a deadline. What happened?

RESPONSE NOTE:

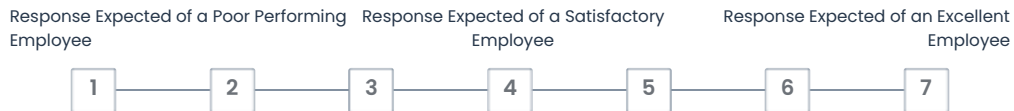


RESPONSIBILITY

QUESTION

How difficult is it to always do what one says one will do? How much does luck affect one's ability to be dependable? Tell me about work situations where you could not be as dependable as you should have been. What caused this to happen?

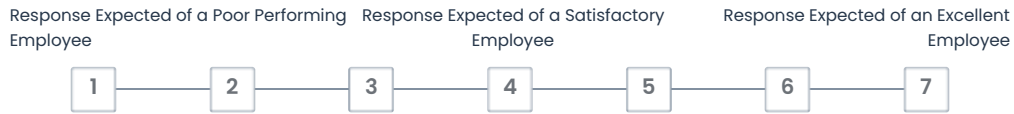
RESPONSE NOTE:



QUESTION

What usually determines someone's attendance record? Is it the type of person he or she is or is it usually factors outside the individual's control? How would you relate this to your attendance record for the past two years?

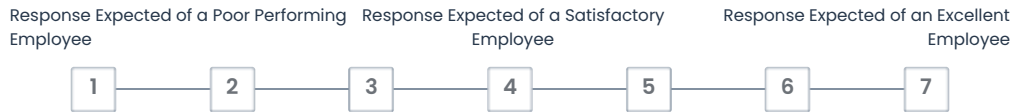
RESPONSE NOTE:



QUESTION

What experiences have you had that might cause you to feel that organizations do not care about the well-being of their employees? How has this affected you? What would companies have to do to change your point of view?

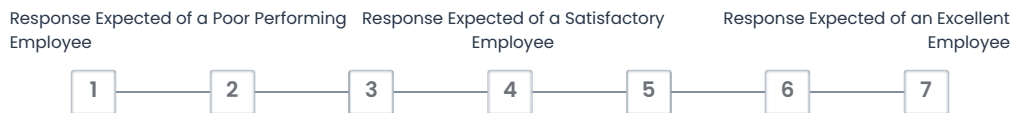
RESPONSE NOTE:



QUESTION

What specific company policies on absences and tardiness are too strict and unrealistic? What would you have them do differently that would be more fair? How have such policies in the past affected you?

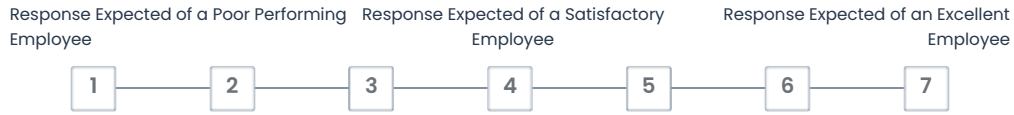
RESPONSE NOTE:



QUESTION

What factors that are not related to an illness or disability have caused you to miss work?

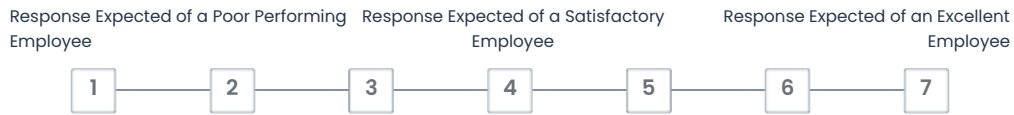
RESPONSE NOTE:



QUESTION

When have you had to break promises in order to achieve your work or career objectives?

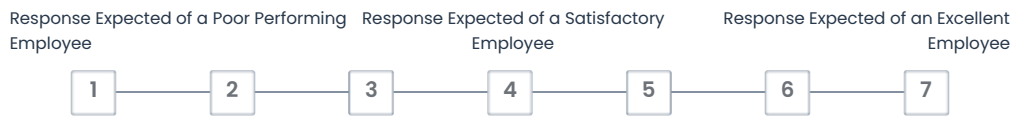
RESPONSE NOTE:



QUESTION

Tell me about a work situation when you behaved in a spontaneous manner rather than planning things out.

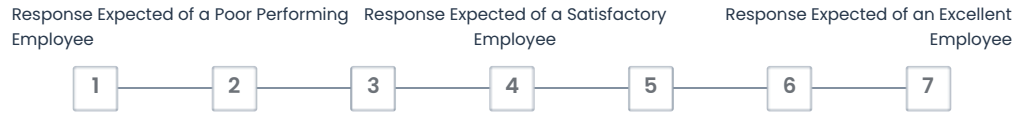
RESPONSE NOTE:



QUESTION

How many times have you called in sick in the past two years just because you needed a break?

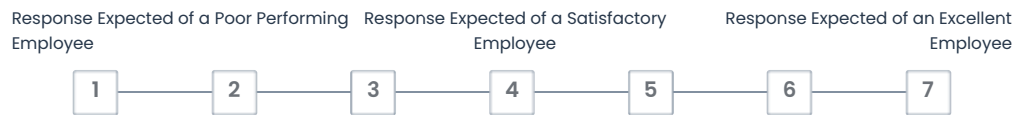
RESPONSE NOTE:



QUESTION

How have you dealt with disorganized coworkers in the past? Is being organized an important factor for success for you?

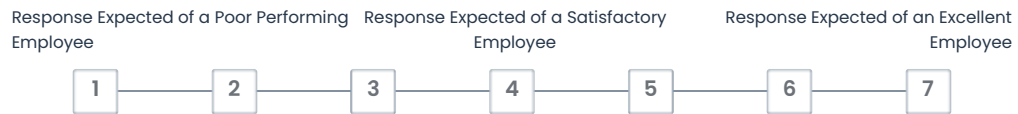
RESPONSE NOTE:



QUESTION

When was the last time you called off because you did not have the energy to go into work? How do you respond when you feel the pressure of work is overwhelming?

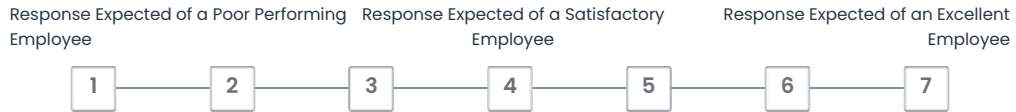
RESPONSE NOTE:



QUESTION

Are you most productive when you follow company rules and procedures or when you bend those rules and procedures a bit? Please give examples from your work history.

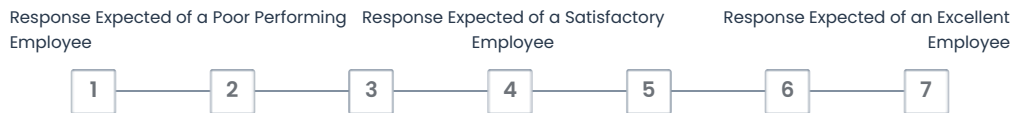
RESPONSE NOTE:



QUESTION

To what degree have you bent the rules in order to accomplish your work? Please give specific examples.

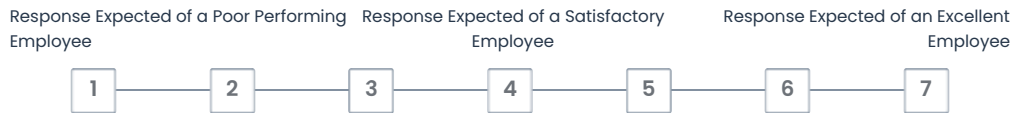
RESPONSE NOTE:



QUESTION

How normal is it for you to call in sick or make up a story in order for you to be able to stay home from work?

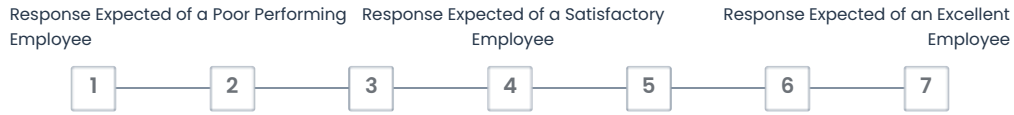
RESPONSE NOTE:



QUESTION

Describe for me policies and rules you have encountered at work that have been counterproductive?

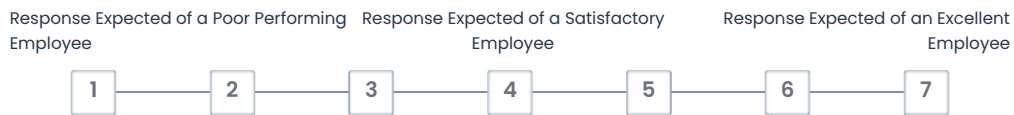
RESPONSE NOTE:



QUESTION

In your experience is it typical for you or people you know to be fired? How many times have you been fired or quit a job? Please explain the circumstances.

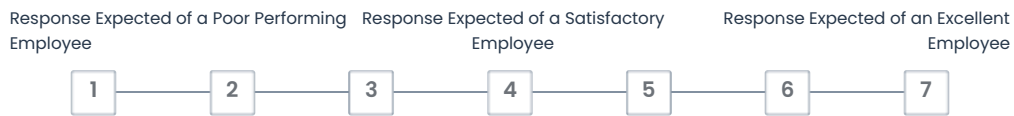
RESPONSE NOTE:



QUESTION

When has it been appropriate for you to bend company rules?

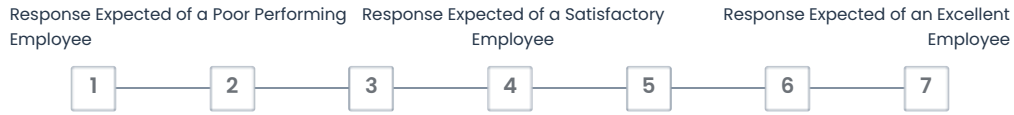
RESPONSE NOTE:



QUESTION

Do you always follow policies and procedures? Can you give work-related examples of when it has been best not to?

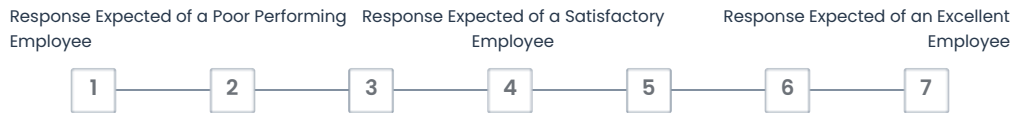
RESPONSE NOTE:



QUESTION

Tell me about a time when you didn't follow company rules and the outcome was positive?

RESPONSE NOTE:

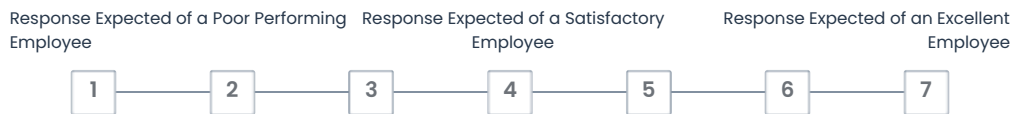


TRUSTWORTHINESS

QUESTION

How easy or difficult has it been for you to trust others at work? What makes you feel this way?

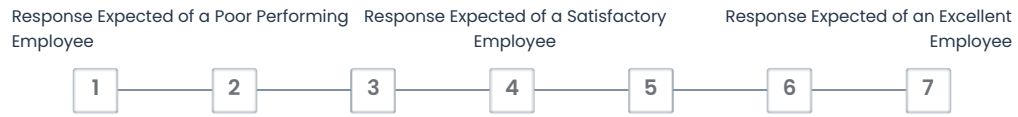
RESPONSE NOTE:



QUESTION

Is a small lie okay if it leads to an opportunity you may not have gotten otherwise? Have you ever lied at work to get ahead?

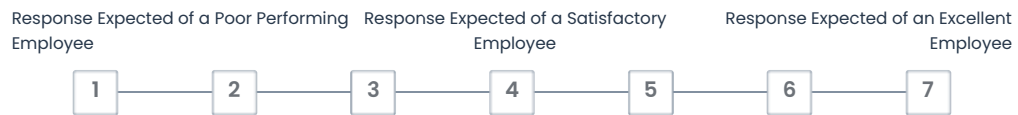
RESPONSE NOTE:



QUESTION

Is acceptable to steal at least once in your life? Have you ever stolen something from your employer?

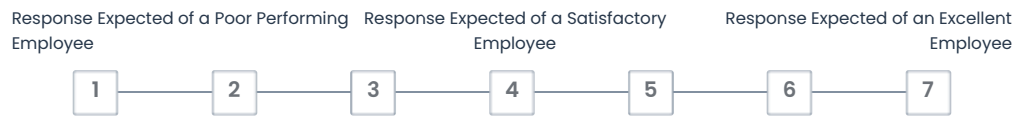
RESPONSE NOTE:



QUESTION

Should employers expect that their employees will steal from them? Please explain your answer.

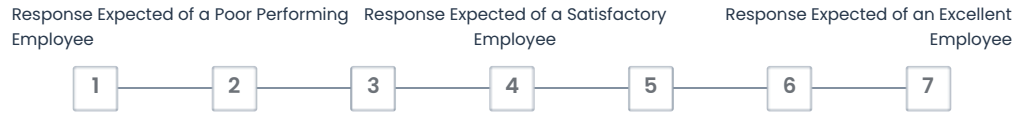
RESPONSE NOTE:



QUESTION

Tell me about your experience with co-workers in terms of trust. Have you ever had trust issues with your co-workers?

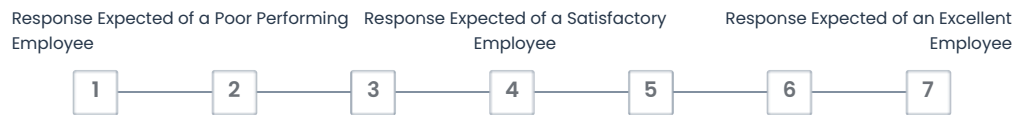
RESPONSE NOTE:



QUESTION

Is stealing from one's employer ever justified? Please explain your answer.

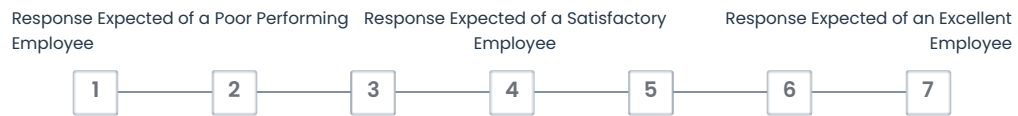
RESPONSE NOTE:



QUESTION

Have you ever benefited at work from being deceptive?

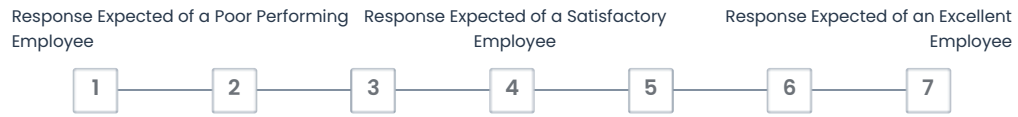
RESPONSE NOTE:



QUESTION

When is it acceptable to try and get away with what you can at work?

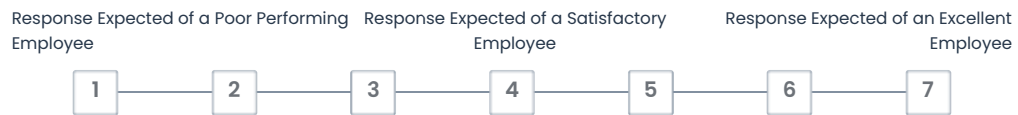
RESPONSE NOTE:



QUESTION

Have you ever known someone was stealing from your employer? What did you do?

RESPONSE NOTE:



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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