

NAME: Randy Sample  
 CANDIDATE ID: #071142  
 EMAIL: @hotmail.com  
 JOB APPLYING FOR: N/A  
 INVITED BY: Nancy Strait (nancy.strait@iowa.gov)  
 ORGANIZATION: Iowa Department of Corrections  
 TESTING TIME: 3 min. 56 seconds  
 TEST VERSION: Custom  
 LOCATION: FDCF/NCCF  
 REPORT VERSION: **SELECTION**

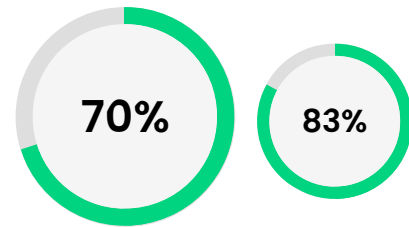


**ELITE PROFILING SYSTEM**  
Corrections-Work Habits

STARTED: 02/05/24 05:17 PM  
 COMPLETED: 02/05/24 05:28 PM

**TOTAL SCORE SUMMARY**

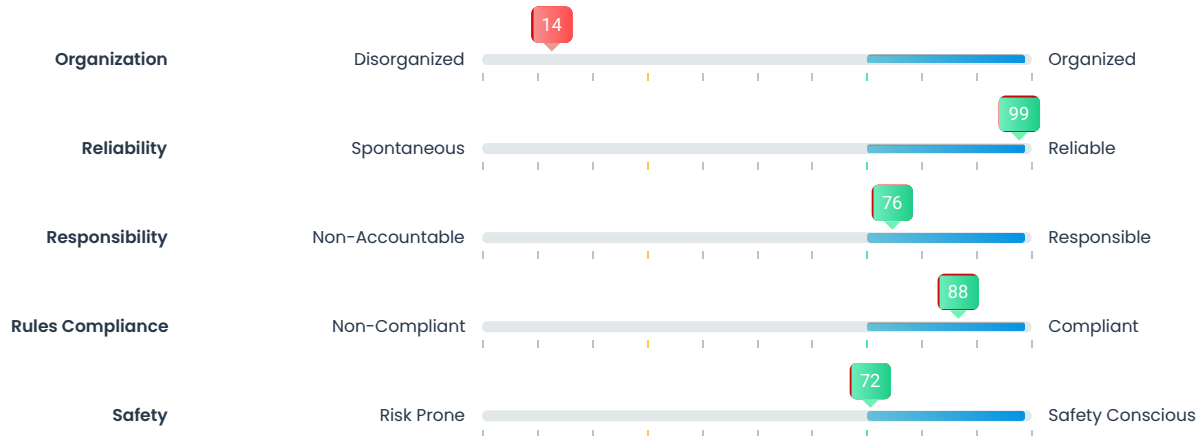
The large circle represents the average of the scale scores included in this profile. This percentile score indicates how the candidate ranks relative to other test takers. The smaller circle is the percent match against your Star Profile. Review individual scale details to understand strengths and potential areas for improvement.



Randy Sample scored in the **70th** percentile on the overall score (High), meaning Randy scored higher than 70 percent of the candidates who have completed this assessment. Randy also had an **83%** match with the Star Profile Benchmark.

■ Caution (1-29) 
 ■ Moderate (30-69) 
 ■ High (70-99)

**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.

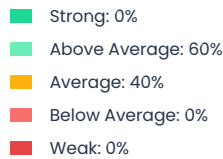
### ORGANIZATION



The degree to which the individual is organized, structured and thoughtful about their work.

Randy Sample scored in the 14th percentile on Organization (Caution), meaning Randy scored lower than 86 percent of other candidates who have completed this assessment.

#### Strength of Responses



#### Expected Behaviors

- May have trouble being organized and structured.
- May choose to not establish priorities or contingency plans.
- Tends to be less conscientious than most.
- May focus less on organization than those who score higher.

Average Time to Complete Each Question **8.83 seconds**

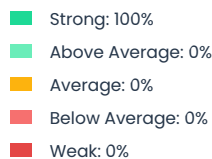
### RELIABILITY



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

Randy Sample scored in the 99th percentile on Reliability (High), meaning Randy scored higher than 99 percent of other candidates who have completed this assessment.

#### Strength of Responses



#### Expected Behaviors

- Is dependable and goal-oriented.
- Is a hard worker and detail-oriented.
- Is concerned about the quality of their work.
- Can be counted on to do the task at hand with little supervision.

Average Time to Complete Each Question **8.06 seconds**

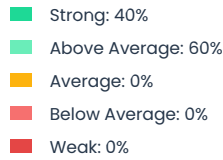
## RESPONSIBILITY



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.

Randy Sample scored in the 76th percentile on Responsibility (High), meaning Randy scored higher than 76 percent of other candidates who have completed this assessment.

### Strength of Responses



### Expected Behaviors

- Takes responsibility for their actions.
- Works hard to achieve success.
- Believes one is in control of one's actions.
- Is accountable.

Average Time to Complete Each Question **7.65 seconds**

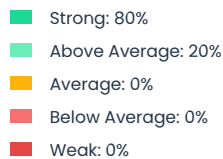
## RULES COMPLIANCE



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).

Randy Sample scored in the 88th percentile on Rules Compliance (High), meaning Randy scored higher than 88 percent of other candidates who have completed this assessment.

### Strength of Responses



### Expected Behaviors

- Will adhere to rules and procedures established by management.
- Can be relied upon to enforce assigned policies.
- Is not likely to bend rules to achieve goals.
- Tends to stick to the rules.

Average Time to Complete Each Question **6.05 seconds**

SAFETY



The degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment (e.g., tools, forklifts, machinery), including jobs in warehouse, production, assembly and light industrial settings.

Randy Sample scored in the 72nd percentile on Safety (High), meaning Randy scored higher than 72 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 80%
- Above Average: 0%
- Average: 20%
- Below Average: 0%
- Weak: 0%

Expected Behaviors

- Will be safety conscious.
- Will behave and work in a safe manner.
- Will be conscientious about their work and will not take unnecessary risks.
- Looks for ways to avoid accidents.

Average Time to Complete Each Question **6.92 seconds**

## MANAGEMENT STRATEGIES

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

### ORGANIZATION



- Given the lack of emphasis on organization and structure by this candidate, working closely with this individual to establish optimal organization skills is critical.
- Consistent supervision to ensure they exhibit organization skills is also recommended.

- Consequences for not setting priorities, being organized or not meeting deadlines should be in place to stress their importance. Rewards and recognition for goal attainment based on their focused behaviors should also take place when appropriate.

### RELIABILITY



- This individual values reliability, attention to detail and organization and expects those around them to do the same. Therefore, these should be exhibited and rewarded.
- Praise should be given to show appreciation when working with this individual.

- Try to let them work at own pace when possible. They like to take their time to ensure work quality.
- While this characteristic is important for most 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.

### RESPONSIBILITY



- This individual takes responsibility for their behavior and expects those around them to do the same. When they exhibit responsible and dependable behaviors they should be praised to show appreciation.
- Given their responsible nature, they may have low tolerance for those who do not behave responsibly.

- Some coaching may be required to increase tolerance levels if they are expected to work with less dependable team members.
- When appropriate increase levels of responsibility to show your confidence in their ability to perform.

## RULES COMPLIANCE



- This individual can generally be counted on to follow set objectives and directives. Provide them with clear goals and expectations.
- Engage them in tasks where following strict rules and procedures are essential.

- Count on this individual to enforce your direction and objectives with other employees.

## SAFETY



- The thoughtful and safe manner, in which this individual works, warrants praise and recognition.
- This individual can be utilized in positions that require overseeing issues of safety.

- While being safety conscious is critical for a safe working environment, ensure that this individual's conscientious nature does not slow down other aspects of their work or the department's work.
- They may be too conservative for jobs involving some degree of risk taking.

## 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.

### ORGANIZATION

#### QUESTION

How do you feel being organized relates to success? Is being organized important for success? Why or why not?

#### RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



#### 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 NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer

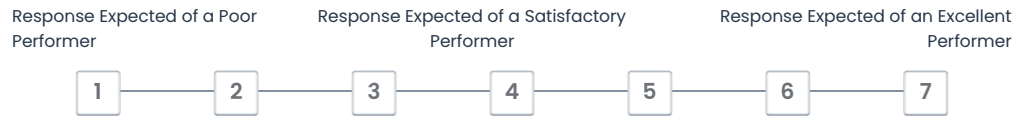


## RELIABILITY

### 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:

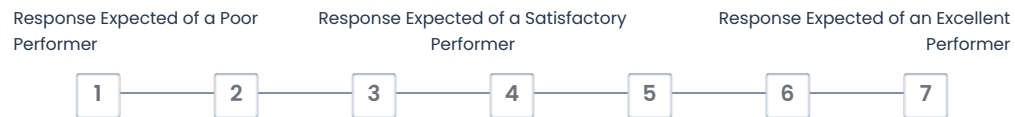


## RESPONSIBILITY

### 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:



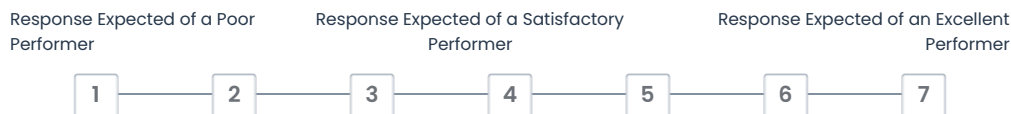


## RULES COMPLIANCE

### 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:

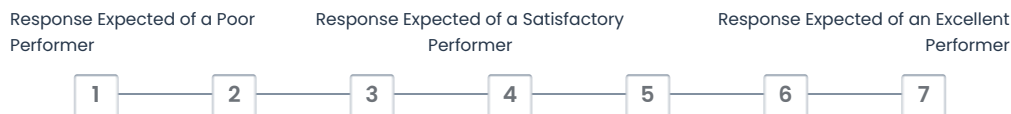


## SAFETY

### QUESTION

Why have you found it difficult to avoid work-related accidents? Please explain using examples from your work experience.

### RESPONSE NOTE:



**SUM OF RATINGS :**

**NUMBER OF QUESTIONS RATED:**

**AVERAGE RATING :**

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

The hiring decision should always be based on whether there is a match between a candidate's job relevant skills, abilities and/or interests and the job itself. PsyMetrics' assessments represent one source of information in helping to make that decision. Using all sources of candidate information (e.g., assessments, a structured job interview, reference/background checks, work history) available to the human resource professional will result in a more comprehensive view of the applicant and the best employee-job fit.

The employer assumes full responsibility for the proper use of the PsyMetrics assessments. This includes establishing each test's job relatedness and periodically examining selection rates to ensure the hiring process continues to be fair and free from bias. PsyMetrics, its partners and the test developer do not accept liability for any unlawful use of this product.