

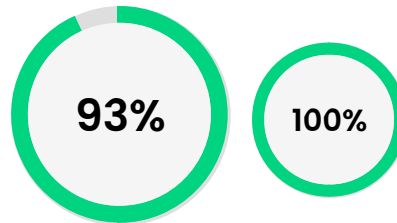
NAME: ★ Joe Sample  
 CANDIDATE ID: #001338  
 EMAIL: joesample@abc.com  
 JOB APPLYING FOR: Banker  
 INVITED BY: Alex Admin (administrator@companyabc.com)  
 ORGANIZATION: Company ABC  
 TESTING TIME: 5 min. 25 seconds  
 TEST VERSION: (v1)



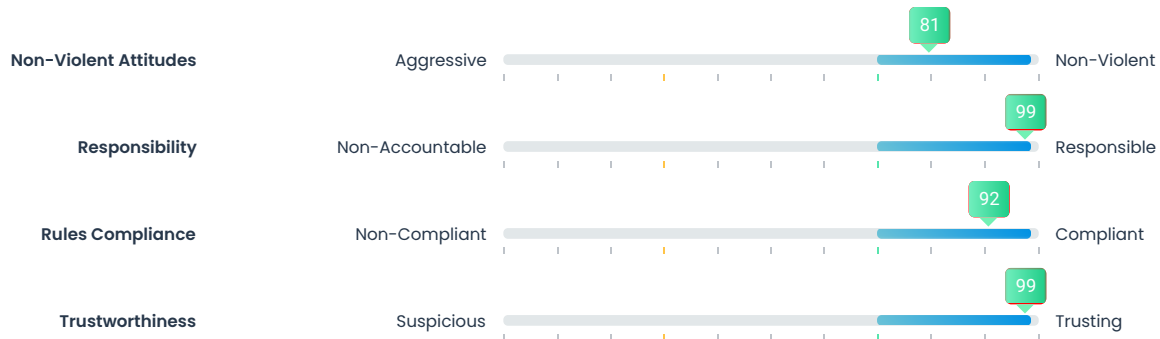
STARTED: 02/11/21 10:48 PM  
 COMPLETED: 02/11/21 10:53 PM

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 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.

**NON-VIOLENT ATTITUDES**

Aggressive  Non-Violent

The degree to which the individual is likely to respect others and not engage in aggressive workplace behaviors such as intentionally damaging company property or resorting to physical or verbal threats.

Joe Sample scored in the 81st percentile on Non-Violent Attitudes (High), meaning Joe scored higher than 81 percent of other candidates who have completed this assessment.

<b>Strength of Responses</b>	<b>Expected Behaviors</b>
 <ul style="list-style-type: none"><li>Strong: 93%</li><li>Above Average: 0%</li><li>Average: 0%</li><li>Below Average: 0%</li><li>Weak: 7%</li></ul>	<ul style="list-style-type: none"><li>- Like the vast majority of people in the workforce who are never involved with workplace violence, it is likely that this individual respects others and would not engage in aggressive workplace.</li><li>- Is not likely to intentionally damage company property.</li><li>- Is not verbally abusive.</li><li>- Should not resort to physical or verbal threats.</li></ul>

Average Time to Complete Each Question **5.0 seconds**

**RESPONSIBILITY**

Non-Accountable  Responsible

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.

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

<b>Strength of Responses</b>	<b>Expected Behaviors</b>
 <ul style="list-style-type: none"><li>Strong: 100%</li><li>Above Average: 0%</li><li>Average: 0%</li><li>Below Average: 0%</li><li>Weak: 0%</li></ul>	<ul style="list-style-type: none"><li>- Takes responsibility for their actions.</li><li>- Works hard to achieve success.</li><li>- Believes one is in control of one's actions.</li><li>- Is accountable.</li></ul>

Average Time to Complete Each Question **5.0 seconds**

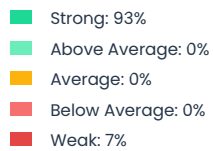
## RULES COMPLIANCE



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).

Joe Sample scored in the 92nd percentile on Rules Compliance (High), meaning Joe scored higher than 92 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 **5.0 seconds**

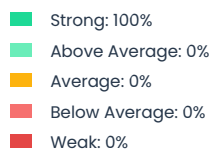
## TRUSTWORTHINESS



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.

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

### Strength of Responses



### Expected Behaviors

- Is likely to be candid and trustworthy.
- Is trusting of others.
- Is not likely to steal from their employer.
- Can be trusted with confidential information.

Average Time to Complete Each Question **5.0 seconds**

## MANAGEMENT STRATEGIES

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

### NON-VIOLENT ATTITUDES



- Violent or aggressive behaviors should not be an issue for this candidate; therefore management strategies with respect to this issue are negligible.

### 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.

## TRUSTWORTHINESS



- Continue to build trust by offering an open, supportive, trusting environment.
- Assign tasks that involve confidential information when appropriate.

- Utilize the individual in team building activities, as their trusting nature and ability to be trusted are ideal for team rapport.
- Their trusting nature may cause them not to be vigilant of others' potential manipulative behaviors. If this is an issue, discuss it with them. The emphasis should not be on reducing trust but on increasing awareness of the reasoning behind the behaviors of others.

## 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

### NON-VIOLENT ATTITUDES

#### QUESTION

Do you prefer confrontation or compromise? Tell me about a time when you have felt it best to be confrontational.

#### RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



### 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:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



### RULES COMPLIANCE

#### QUESTION

How many times in the past two years would you say you have called in sick just to take a break from work?

#### RESPONSE NOTE:

Response Expected of a Poor Performing Employee

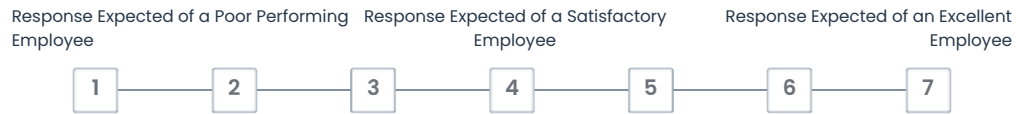
Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



**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:****SUM OF RATINGS :****NUMBER OF QUESTIONS RATED:****AVERAGE RATING :**

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