

NAME: ★ Mickey Mouse
 CANDIDATE ID: #081544
 EMAIL: mickey@gmail.com
 JOB APPLYING FOR: N/A
 INVITED BY: Susie Pritchard (del_04/12/2024pritchapr24@gmail.com)
 ORGANIZATION: IDOC Community Based Corrections
 TESTING TIME: 9 min. 15 seconds
 TEST VERSION: Custom
 LOCATION: CBC Corporate
 REPORT VERSION: **SELECTION**



ELITE PROFILING SYSTEM
PPO Work Habits

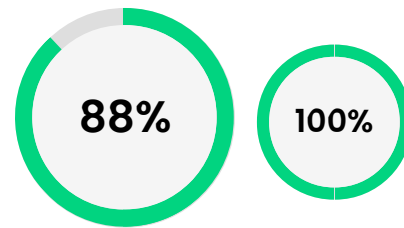
STARTED: 04/14/24 06:56 PM
 COMPLETED: 04/14/24 07:10 PM

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.

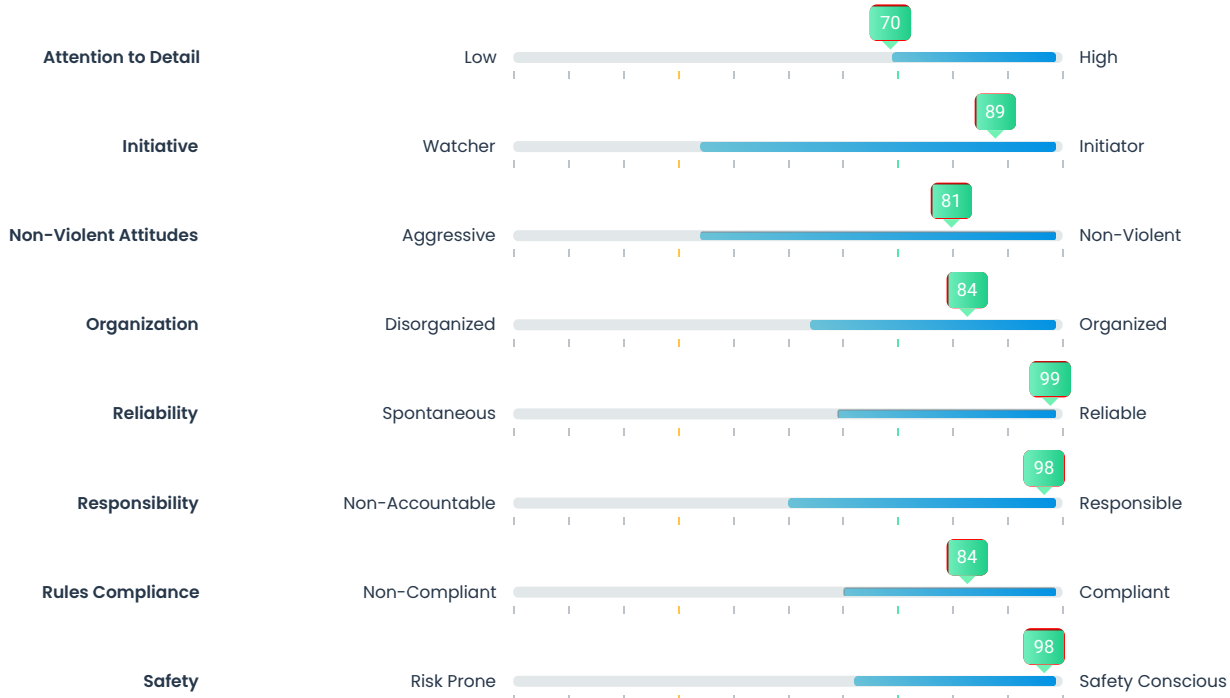
Mickey Mouse scored in the **88th** percentile on the overall score (High), meaning Mickey scored lower than 12 percent of the candidates who have completed this assessment.

Mickey Mouse also had a 100% 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 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.

Mickey Mouse scored in the 70th percentile on Attention to Detail (High), meaning Mickey scored higher than 70 percent of other candidates who have completed this assessment.

Skill Level



Average Time to Complete Each Question **10.33** seconds

Attempted: 20/20 = 100%

Correct 18/20: 90%
Incorrect 2/20: 10%

Correct/Total Possible: 18/20 = 90%

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.

INITIATIVE



The degree to which the individual attempts to solve problems instead of avoiding them. Is not afraid to be the first to try something new. Always looks for ways to better self. Actively participates in work projects or meetings instead of sitting back and watching.

Mickey Mouse scored in the 89th percentile on Initiative (High), meaning Mickey scored higher than 89 percent of other candidates who have completed this assessment.

Strength of Responses



Average Time to Complete Each Question **7.09** seconds

Strong: 78%
Above Average: 11%
Average: 0%
Below Average: 0%
Weak: 11%

Expected Behaviors

- Meets problems head on rather than avoiding them.
- Is usually the first to try something new.
- Always looks for ways to self-improve.
- Is not afraid to take calculated risks.

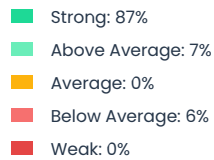
NON-VIOLENT ATTITUDES



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.

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

Strength of Responses



Average Time to Complete Each Question **6.32 seconds**

Expected Behaviors

- 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.
- Is not likely to intentionally damage company property.
- Is not verbally abusive.
- Should not resort to physical or verbal threats.

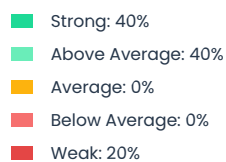
ORGANIZATION



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

Mickey Mouse scored in the 84th percentile on Organization (High), meaning Mickey scored higher than 84 percent of other candidates who have completed this assessment.

Strength of Responses



Average Time to Complete Each Question **6.6 seconds**

Expected Behaviors

- Is organized and structured.
- Consistently establishes priorities and contingency plans.
- Is conscientious.
- Dislikes disorganization.

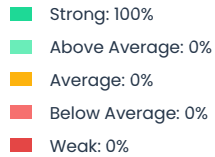
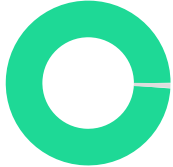
RELIABILITY



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

Mickey Mouse scored in the 99th percentile on Reliability (High), meaning Mickey 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 **5.92 seconds**

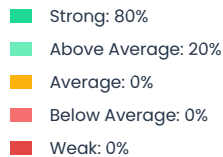
RESPONSIBILITY



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.

Mickey Mouse scored in the 98th percentile on Responsibility (High), meaning Mickey scored higher than 98 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 **7.87 seconds**

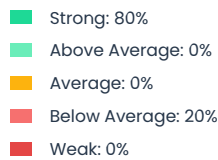
RULES COMPLIANCE



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).

Mickey Mouse scored in the 84th percentile on Rules Compliance (High), meaning Mickey scored higher than 84 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 **4.77 seconds**

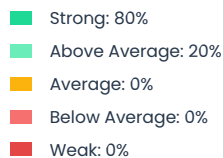
SAFETY



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.

Mickey Mouse scored in the 98th percentile on Safety (High), meaning Mickey scored higher than 98 percent of other candidates who have completed this assessment.

Strength of Responses



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 **5.88 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.

INITIATIVE



- Reinforce behaviors that show initiative, but ensure the individual demonstrates their initiative following the policies and procedures of the organization. Sometimes individuals with too much initiative may not follow the politically correct chain of command.
- Offer self-improvement opportunities.
- Make sure decisions are based on calculated risks. Too much initiative without enough thought and planning can lead to hasty decision-making.
- Reward decisions that show initiative and that have been thoroughly researched and planned out.

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.

ORGANIZATION



- This individual values being organized and structured and expects those around them to be the same. Therefore, if these behaviors are valued, they should be rewarded.
- Try to let them set their own priorities and structured way of doing things. They like to organize their own work so give them the freedom to do so and observe the results.

- While this characteristic is important for many aspects of life, including work, care should be taken to make sure their focus on structure does not get in the way of change and unexpected work events.

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.

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:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



INITIATIVE

QUESTION

Give examples of when you have not said what was on your mind because of who you were talking to or who was listening. Do you sometimes find it difficult to say what is on your mind? Please give examples.

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



NON-VIOLENT ATTITUDES

QUESTION

Describe a work situation when you have felt jealous or envious of someone else. What led you to feel this way?

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



ORGANIZATION

QUESTION

Tell me about your organization skills? Do you find disorganization to be a distraction? Why or why not?

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:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



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 Performer

Response Expected of a Satisfactory Performer

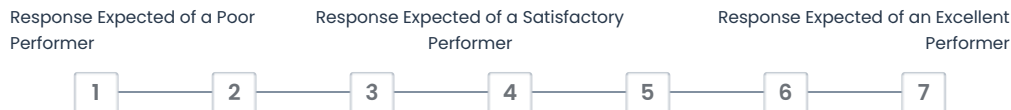
Response Expected of an Excellent Performer



QUESTION

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

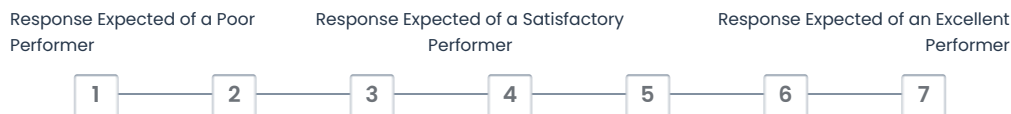
RESPONSE NOTE:



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.)

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.