

NAME: John Joe  
 CANDIDATE ID: #001494  
 EMAIL: joe@mailinator.com  
 JOB APPLYING FOR: SE  
 INVITED BY: Reyan Dela Cruz (reyan1130@mailinator.com)  
 ORGANIZATION: Apple  
 TESTING TIME: 5 min.  
 TEST VERSION: (v1)

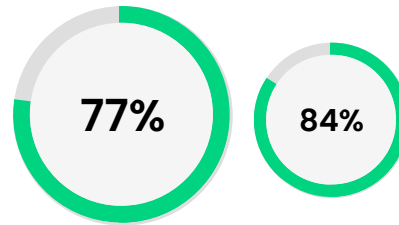
# QUICK SCREEN

STARTED:  
03/13/21 03:50 AM

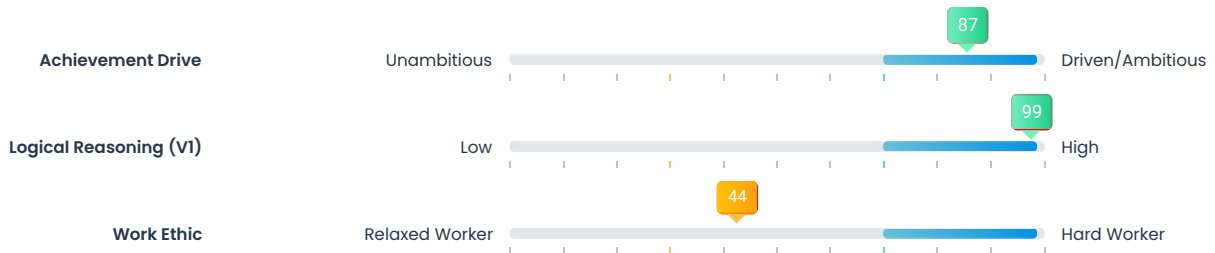
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03/13/21 03:55 AM

## 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.

### ACHIEVEMENT DRIVE



The degree to which the individual is likely to be competitive and driven to be the best. This characteristic is important for jobs where the attainment of established goals and benchmarks are important (e.g., sales jobs). It is also important for jobs where there may be competition within departments or between coworkers and positions where the individual is expected to grow and advance to higher levels within the organization.

John Joe scored in the 87th percentile on Achievement Drive (High), meaning John scored higher than 87 percent of other candidates who have completed this assessment.

#### Strength of Responses



- Strong: 54%
- Above Average: 13%
- Average: 13%
- Below Average: 6%
- Weak: 14%

#### Expected Behaviors

- Is competitive.
- Is driven to be the best at whatever they do.
- Is constantly trying to surpass set goals.
- Is likely to create competitive situations with coworkers.

Average Time to Complete Each Question **6.0 seconds**

### LOGICAL REASONING (V1)



The degree to which the individual is likely to reason logically and to understand and solve basic to more complex mathematical, logical and abstract problems. While research has shown that logical reasoning is important for most jobs, this ability is especially critical for jobs requiring analytical problem solving.

John Joe scored in the 99th percentile on Logical Reasoning (V1) (High), meaning John scored higher than 99 percent of other candidates who have completed this assessment.

#### Skill Level



Attempted: 20/20 = 100%

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

Correct/Total Possible: 20/20 = 100%

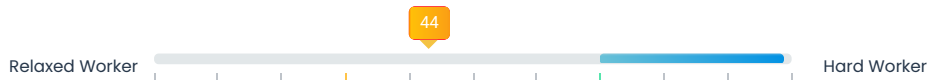
Population Avg. Correct/Total Possible: 10/20 = 50%

#### Expected Job Behavior

- Is likely to reason quickly and logically.
- Has the ability to problem solve using numbers and mathematical concepts.
- Is a quick learner.
- Is able to understand training material.

Average Time to Complete Each Question **6.0 seconds**

## WORK ETHIC



The degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

John Joe scored in the 44th percentile on Work Ethic (Moderate), meaning John scored lower than 56 percent of other candidates who have completed this assessment.

### Strength of Responses



- Strong: 40%
- Above Average: 30%
- Average: 10%
- Below Average: 10%
- Weak: 10%

### Expected Behaviors

- Values hard work but may need an occasional reminder about work quality.
- Is a fairly responsible worker who tends to be goal oriented and who takes pride in doing a job well.
- Is fairly responsible and can generally be counted on to show up to work and perform assigned tasks.
- This score is consistent with most other candidates.

Average Time to Complete Each Question **6.0 seconds**

## MANAGEMENT STRATEGIES

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

### ACHIEVEMENT DRIVE



- To maintain the candidate's drive and motivation, reward their winning attitude.
- Work with the individual to develop challenging goals and reward goal accomplishment.

- While this characteristic is important for business success, care must be taken to make sure the individual's high level of competitiveness does not affect team performance or relationships.
- This individual's competitive energy needs to be focused on being the best they can be within the overall business plans and strategies.

### LOGICAL REASONING (VI)



- This individual's ability to think logically makes them ideal for complex problem solving tasks and idea generation exercises.
- Avoid having them work on routine, repetitive work. They need to be mentally stimulated.

- Their ability to understand complex concepts makes them an ideal source for coaching others or explaining more complex tasks to others.

### WORK ETHIC



- Encourage behaviors that demonstrate hard work and reward this employee for displaying these behaviors.
- This individual will demonstrate dependable, quality work most of the time. Provide clear guidelines and deadlines when assigning this individual tasks.

- Reinforce the importance and value of dependability and punctuality and reward their behaviors that exhibit these characteristics.

## 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

### ACHIEVEMENT DRIVE

#### QUESTION

What level of performance are you generally satisfied in achieving? How does this fit in with what is generally expected of you?

#### RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



#### QUESTION

Do you feel that people who strive to be the best may be putting too much pressure on themselves? What level of performance is healthy to strive for with respect to your career? And how do you manage the stress that comes with those expectations?

#### RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



#### QUESTION

Describe work situations when you were not able to take a risk when others did? Why did you hold back?

#### RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

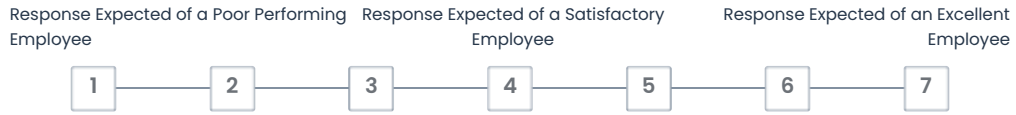
Response Expected of an Excellent Employee



**QUESTION**

How strongly do you feel about having to be the best at what you do? What drives you to succeed? Tell me about some of your successes and failures.

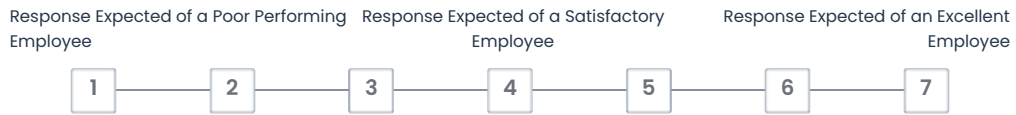
**RESPONSE NOTE:**



**QUESTION**

How do you feel about competition at work? Is it more disruptive than healthy? Please explain your answer.

**RESPONSE NOTE:**

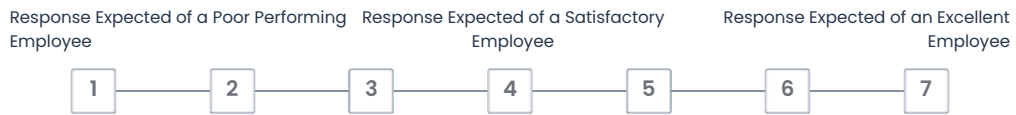


**LOGICAL REASONING (VI)**

**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.

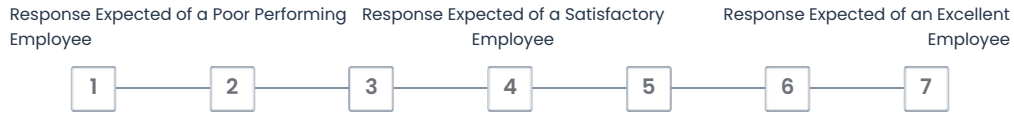
**RESPONSE NOTE:**



**QUESTION**

How much emphasis do you place on being punctual? Is it really that important?

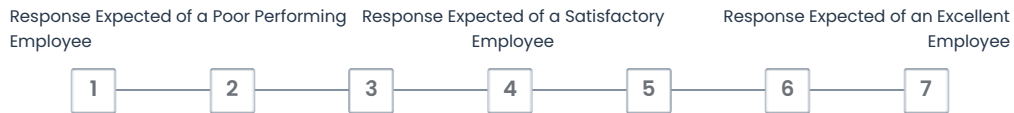
**RESPONSE NOTE:**



**QUESTION**

Give an example of a time when you reacted spontaneously as opposed to strategically. How did this affect your work performance?

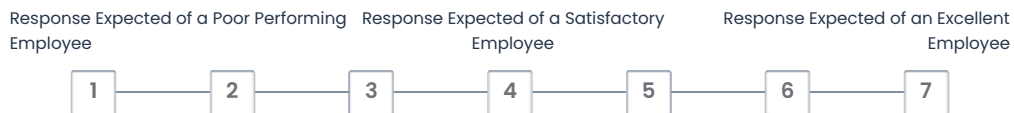
**RESPONSE NOTE:**



**QUESTION**

Tell me about the last time you had to work more quickly to complete a task by the end of your shift. Did you have to take any shortcuts? If so, what were they?

**RESPONSE NOTE:**



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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