

NAME: Rick Sample
 CANDIDATE ID: #090193
 EMAIL: Rick.Sample@iowa.gov
 JOB APPLYING FOR: Residential Officer
 INVITED BY: Diana Clarke (dclarke@silverwoodassoc.com)
 ORGANIZATION: Silverwood Associates
 TESTING TIME: 3 min. 20 seconds
 TEST VERSION: Custom
 REPORT VERSION: **SELECTION**



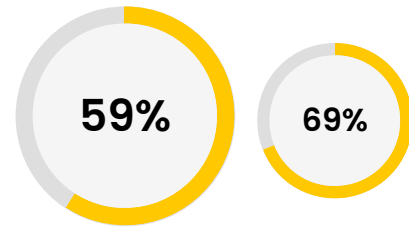
ELITE PROFILING SYSTEM
Corrections - Work Habits

STARTED: 06/06/24 06:18 PM
COMPLETED: 06/06/24 06:27 PM

TOTAL SCORE SUMMARY

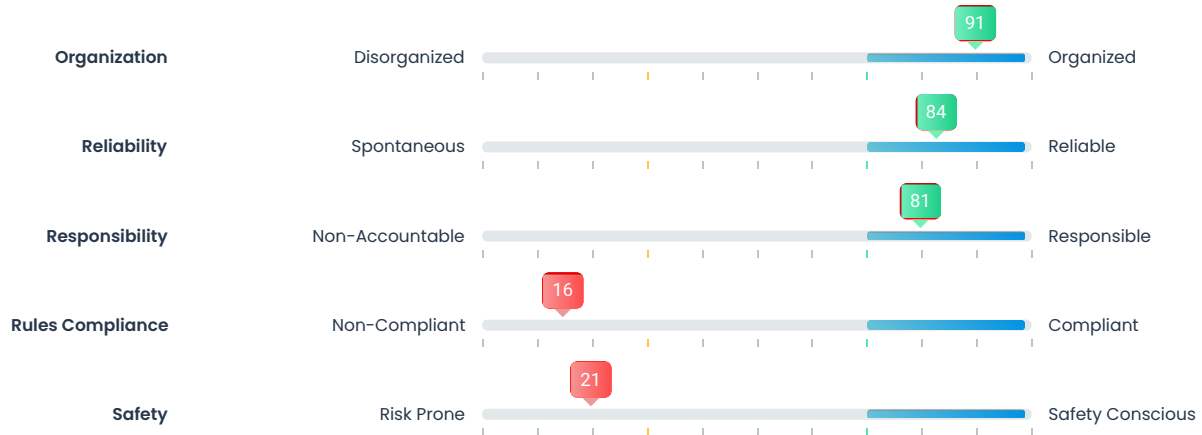
The large circle represents the average of the scale scores included in this profile. This percentile score indicates how the candidate ranks relative to other test takers. The smaller circle is the percent match against your Star Profile. Review individual scale details to understand strengths and potential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

Rick Sample scored in the **59th** percentile on the overall score (Moderate), meaning Spencer scored higher than 59 percent of the candidates who have completed this assessment. Spencer also had a **69%** 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.

Rick Sample scored in the 91st percentile on Organization (High), meaning Spencer scored higher than 91 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 40%
- Above Average: 20%
- Average: 40%
- Below Average: 0%
- Weak: 0%

Expected Behaviors

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

Average Time to Complete Each Question **7.34 seconds**

RELIABILITY



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

Rick Sample scored in the 84th percentile on Reliability (High), meaning Spencer scored higher than 84 percent of other candidates who have completed this assessment.

Strength of Responses



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

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 **6.65 seconds**

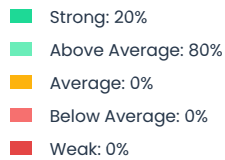
RESPONSIBILITY



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.

Rick Sample scored in the 81st percentile on Responsibility (High), meaning Spencer scored higher than 81 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 **5.84 seconds**

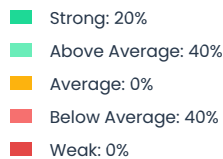
RULES COMPLIANCE



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).

Rick Sample scored in the 16th percentile on Rules Compliance (Caution), meaning Spencer scored lower than 84 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 **8.45 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.

Rick Sample scored in the 21st percentile on Safety (Caution), meaning Spencer scored lower than 79 percent of other candidates who have completed this assessment.

Strength of Responses



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

Expected Behaviors

- Is not very safety conscious.
- Does not make an effort to ensure their work is always conducted in a safe manner.
- Is not very conscientious or thoughtful about the manner in which their work is conducted.
- At times, may take unnecessary risks that could lead to accidents.

Average Time to Complete Each Question **4.7 seconds**

MANAGEMENT STRATEGIES

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

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



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

- Monitor closely jobs that involve money handling or confidential information.

SAFETY



- When they demonstrate safety conscious behavior, offer praise and recognition to reinforce the behavior.
- Make sure rules and regulations that pertain to safety issues are thoroughly explained and understood. This should be mandatory for this individual.

- Have strict disciplinary procedures in place for those who break safety rules.
- Consider this individual for jobs where safety is not a major concern. Avoid jobs requiring operation of equipment, machinery or transportation without safety training and close monitoring.

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

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



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

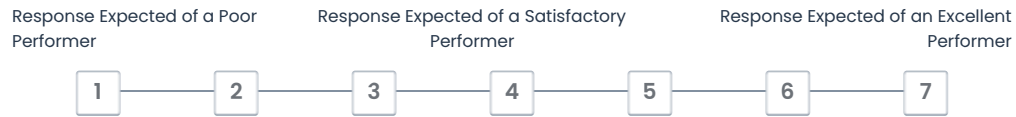


RELIABILITY

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:

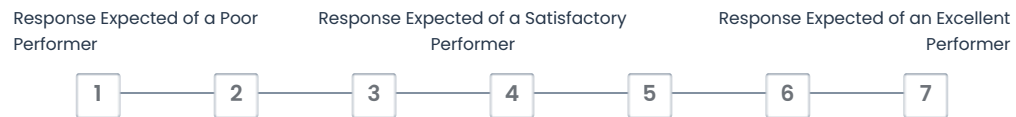


RESPONSIBILITY

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:



QUESTION

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

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



QUESTION

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

RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

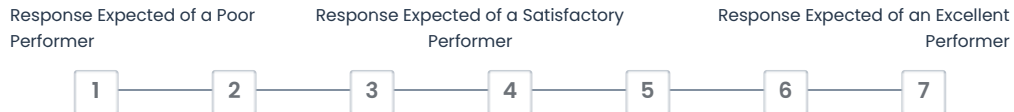
Response Expected of an Excellent Performer



QUESTION

Which types of jobs is it impossible to avoid accidents and why?

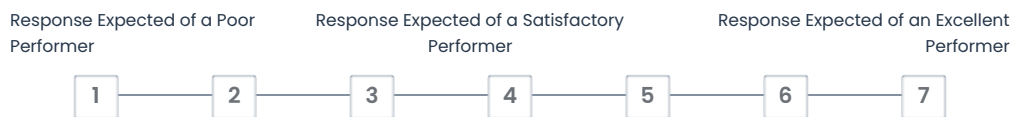
RESPONSE NOTE:



QUESTION

What do you find exciting about dangerous situations at work?

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, references, work history) available to the human resource professional will result in a more comprehensive view of the applicant and the best employee-job fit.

Test users should also remember that tests must not be utilized in any manner that discriminates against individuals with disabilities, including but not limited to mental disabilities and neurodivergent conditions. More specifically, PsyMetrics' tests should not be used to assess or evaluate individuals with mental disabilities or who identify as neurodivergent.

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.