

NAME: John Joe
 CANDIDATE ID: #119309
 EMAIL: JohnJoe@mailinator.com
 JOB APPLYING FOR: N/A
 INVITED BY: Micah Batayola (micahbatayola@mailinator.com)
 ORGANIZATION: ThinkDWM
 TEST VERSION: (v1)
 LOCATION: Miami Florida
 REPORT VERSION: **SELECTION**
 EXTERNAL CLICKS: **0**



STARTED:
 01/09/25 12:19 PM


COMPLETED:
 01/09/25 12:32 PM

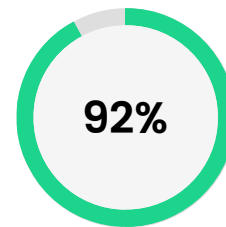
TOTAL TESTING TIME: 13 MIN. 21 SECONDS

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. Review individual scale details to understand strengths and potential areas for improvement.

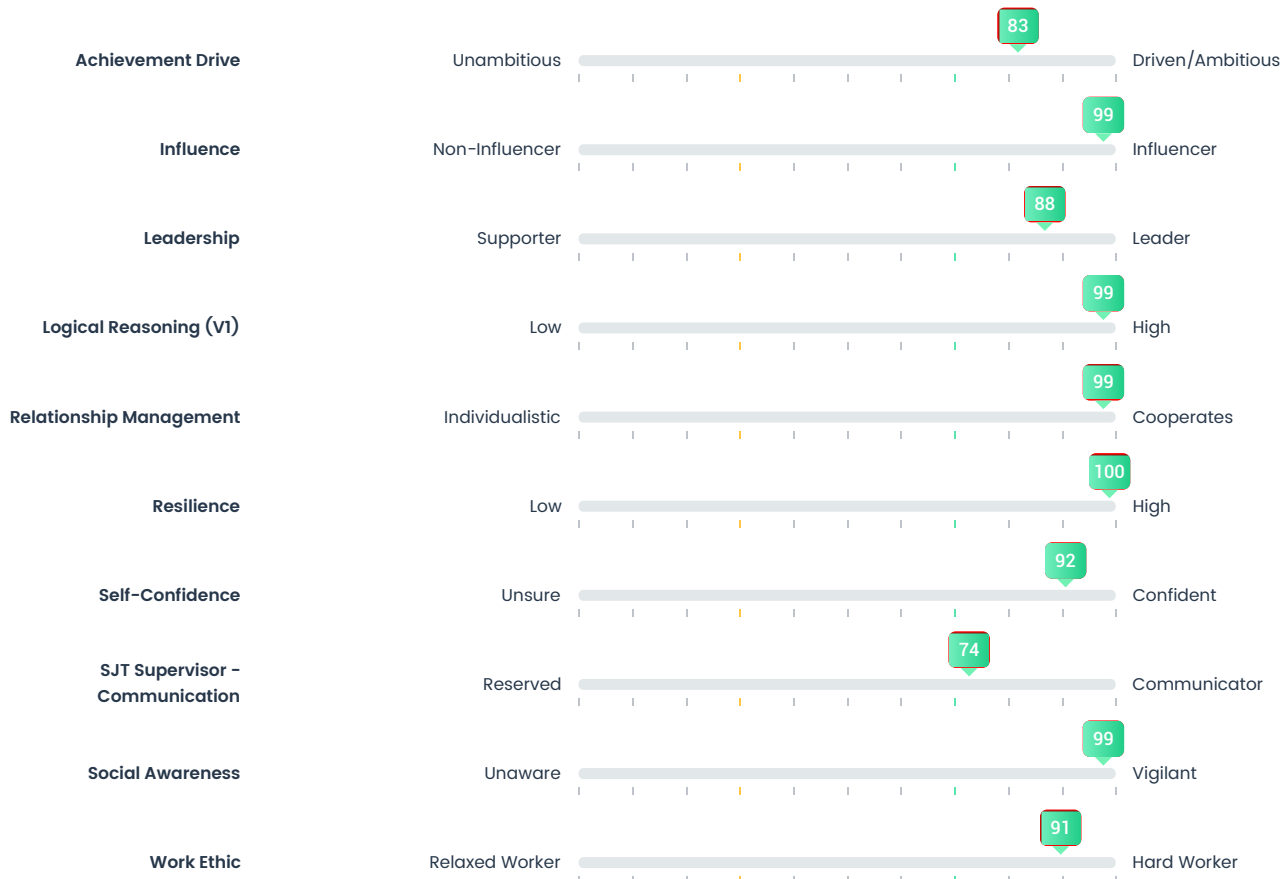
John Joe scored in the **92nd** percentile on the overall score (High), meaning John scored higher than 92 percent of the candidates who have completed this assessment.

 The candidate may have answered the questions in a socially desirable manner. Follow-up interview questions are recommended to corroborate high scores.



■ 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.

ACHIEVEMENT DRIVE

Unambitious

83

Driven/Ambitious

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 83rd percentile on Achievement Drive (High), meaning John scored higher than 83 percent of other candidates who have completed this assessment.

Strength of Responses

Strong: 70%

Above Average: 0%

Average: 0%

Below Average: 0%

Weak: 30%

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

6.06 seconds

INFLUENCE

Non-Influencer

99

Influencer

The degree to which the individual enjoys the art of persuasion and has the ability to influence and lead others.

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

Strength of Responses

Strong: 100%

Above Average: 0%

Average: 0%

Below Average: 0%

Weak: 0%

Expected Behaviors

- Has the interest, ability, and disposition necessary to be an effective persuader.

- Has the ability to influence others.

- Is able to get others to follow their lead.

- Enjoys being in a leadership and/or negotiator role.

Average Time to Complete Each Question

5.77 seconds

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LEADERSHIP



The degree to which the individual has the necessary interest, ability and disposition necessary to perform in a leadership capacity. Leadership is important for jobs that require the management of others and/or the coordination of the work of others to accomplish the organization's goals. Supervisors, managers and team or group leaders need leadership characteristics to be successful.

John Joe scored in the 88th percentile on Leadership (High), meaning John scored higher than 88 percent of other candidates who have completed this assessment.

Strength of Responses



Average Time to Complete Each Question **8.26 seconds**

Strong: 86%
Above Average: 0%
Average: 0%
Below Average: 0%
Weak: 14%

Expected Behaviors

- Has the interest, ability, and disposition necessary to be effective in a leadership role.
- Has the ability to influence others.
- Is able to coordinate the work of others.
- Enjoys being in a leadership role and the responsibilities that come with it.

LOGICAL REASONING (VI)



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 (VI) (High), meaning John scored higher than 99 percent of other candidates who have completed this assessment.

Skill Level



Average Time to Complete Each Question **4.01 seconds**

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.

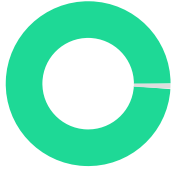
RELATIONSHIP MANAGEMENT



The degree to which the individual is likely to manage people relationships effectively. The degree to which they are team oriented and collaborative in all aspects of his or her relationships, including working cooperatively with coworkers and customers.

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

Strength of Responses



Strong: 100%
Above Average: 0%
Average: 0%
Below Average: 0%
Weak: 0%

Average Time to Complete Each Question **5.72 seconds**

Expected Behaviors

- Works well in a team environment.
- Gets along with others.
- Works collaboratively with others.
- Compromises for the good of the team.
- Does what it takes to see team succeed.

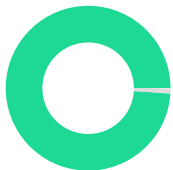
RESILIENCE



The degree to which the individual is able to adapt and recover from challenges, adversity or stressful situations.

John Joe scored in the 100th percentile on Resilience (High), meaning John scored higher than 100 percent of other candidates who have completed this assessment.

Strength of Responses



Strong: 100%
Above Average: 0%
Average: 0%
Below Average: 0%
Weak: 0%

Average Time to Complete Each Question **6.15 seconds**

Expected Behaviors

- Is able to adapt to challenging events.
- Shows resilience in the face of adversity.
- Is able to withstand and recover from stressful situations.
- Bounces back from setbacks.

SELF-CONFIDENCE



The degree to which the individual is likely to be self assured, is not overly affected by what others think of them, and is confident in their decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales and management.

John Joe scored in the 92nd percentile on Self-Confidence (High), meaning John scored higher than 92 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 86%
- Above Average: 0%
- Average: 0%
- Below Average: 0%
- Weak: 14%

Expected Behaviors

- Is self-assured.
- Is not overly affected by what others think of them.
- Is confident in their decisions and actions.
- Tends to bounce back from disappointments because they know that they can overcome difficult situations.

Average Time to Complete Each Question **16.84 seconds**

SJT SUPERVISOR – COMMUNICATION



The degree to which the candidate values communication with their employees. The degree to which they take the initiative to communicate important matters to their staff and is sympathetic to their needs.

John Joe scored in the 74th percentile on SJT Supervisor – Communication (High), meaning John scored higher than 74 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 51%
- Above Average: 33%
- Average: 0%
- Below Average: 0%
- Weak: 16%

Expected Behaviors

- Values the importance of communicating with staff.
- Takes initiative to communicate important matters when necessary.
- Uses proper judgment when communicating.
- Is sympathetic to needs of others.
- This is definitely an area of strength for this candidate.

Average Time to Complete Each Question **36.54 seconds**

SOCIAL AWARENESS



The degree to which the individual is caring, empathetic, service oriented and vigilant of other's needs.

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

Strength of Responses



Strong: 100%
Above Average: 0%
Average: 0%
Below Average: 0%
Weak: 0%

Expected Behaviors

- Is friendly, generous and kind.
- Is caring and in tune with others' needs.
- Puts the needs of others before self.
- Demonstrates empathy.
- Is vigilant.

Average Time to Complete Each Question **5.74 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 91st percentile on Work Ethic (High), meaning John scored higher than 91 percent of other candidates who have completed this assessment.

Strength of Responses



Strong: 90%
Above Average: 0%
Average: 0%
Below Average: 0%
Weak: 10%

Expected Behaviors

- Values hard work.
- Responsible worker who is goal oriented.
- Takes pride in doing a job well.
- Is punctual and reliable.

Average Time to Complete Each Question **7.75 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.

INFLUENCE



- Give the individual the opportunity to take a lead and negotiate. Recognize and praise positive performance in this area.
- This individual's ability to influence others is one of their strengths. Engage the individual in work that requires influencing tactics.

- They should be considered for taking the lead in team exercises/projects.
- Sometimes these individuals use their influencing abilities for self- gain rather than for the benefit of the organization. If this occurs, take appropriate corrective action.

LEADERSHIP



- Give the individual the opportunity to take a leadership role. Recognize and praise positive performance in this area.
- This individual's ability to influence others is one of their strengths. Engage the individual in work that requires influencing tactics.

- They should be considered for taking the lead in team exercises/projects.
- Sometimes these individuals use their influencing abilities for self- gain rather than for the benefit of the organization. If this occurs, take appropriate corrective action.

LOGICAL REASONING (v1)



- 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.

RELATIONSHIP MANAGEMENT



- Management Strategies
- This candidate will work well with teammates and may be able to lead group projects or coordinate team tasks.
- Place this individual in situations that would benefit from strong teamwork.

- This individual may be appropriate for assisting new members in learning job behaviors and how the group operates as a team.
- While teamwork and having a team disposition is important for organizational success, care must be taken to make sure they do not forget the importance of individual contributions. Monitor the individual to ensure they find the right balance between cooperation, compromise, and individuality.

RESILIENCE



- High resilience individuals thrive in dynamic environments. Developing a culture of growth and change can serve to motivate them to do their best.
- Encourage them to take on new challenges and learning opportunities to keep them engaged.

- Help them set ambitious, yet achievable goals.
- High resilience individuals can inspire others making them ideal for leadership or mentorship roles.

SELF-CONFIDENCE



- Maintaining high levels of confidence require continuing to build self-esteem levels. Continue to point out and reinforce the candidate's positive decisions, behaviors and performance through praise and appreciation.
- Minimize negative comments and criticisms. Focus on the positives. High levels of self-confidence sometimes come with a stubborn demeanor that may be exaggerated by negative comments.

- While being self-confident is important for business success, care must be taken to make sure the individual's high level of confidence does not diminish the importance of considering the advice of others, including managers.
- While this individual's level of confidence and perceived control is a definite strength, be aware that at times it may also raise some difficulties associated with over confident behaviors.

SJT SUPERVISOR - COMMUNICATION



- This individual has the communication skills needed to perform the supervisory function.
- Ensure that they have the opportunity to communicate ideas and objectives to staff and coworkers.

- These individuals are sympathetic and expect the same from others, so if they are being managed, listen to them and acknowledge their feelings
- They would make good mentors for those needing to build interpersonal and communication skills.

SOCIAL AWARENESS



- Place this individual in situations where being friendly and generous are valued.
- Monitor behavior to make sure this candidate is not compromising job quality, over attempting to be accommodating for others.

- Their ability to be kind and friendly should be used as an example to other employees.
- Offer them the opportunity to coach or mentor others on being service oriented.

WORK ETHIC



- This individual expects coworkers to be as quality oriented as they are. Given these expectations, they may get frustrated with others who do not work to their standards. Be conscious of this and try to make sure their work ethic is rewarded and not taken for granted.

- Utilize their strong work ethic by letting them coach new employees.

- Place this individual in a position where hard work can be acknowledged and rewarded.

INTERVIEW GUIDE

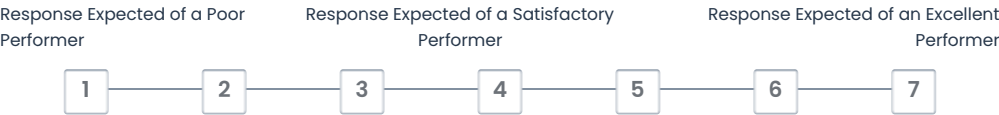
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

ACHIEVEMENT DRIVE

QUESTION

How important is it for you to win? What have been the consequences for losing? In your opinion, what is more important, the journey or the outcome of your trip?

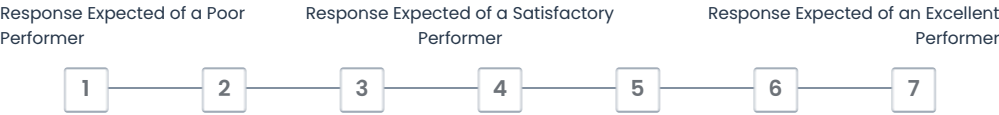
RESPONSE NOTE:



QUESTION

Give past work examples of situations where you have felt uncomfortable being competitive.

RESPONSE NOTE:



QUESTION

What percentage of the work objectives or goals that you and your supervisor have established for yourself do you feel are appropriate to achieve? What percentage of your goals do you normally achieve?

RESPONSE NOTE:

Response Expected of a Poor
Performer

Response Expected of a Satisfactory
Performer

Response Expected of an Excellent
Performer

1

2

3

4

5

6

7

INFLUENCE

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

1

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QUESTION

In the past, were you more comfortable following the direction of the team leader or leading the team yourself? Give specific work examples.

RESPONSE NOTE:

Response Expected of a Poor
Performer

Response Expected of a Satisfactory
Performer

Response Expected of an Excellent
Performer

1

2

3

4

5

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7

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

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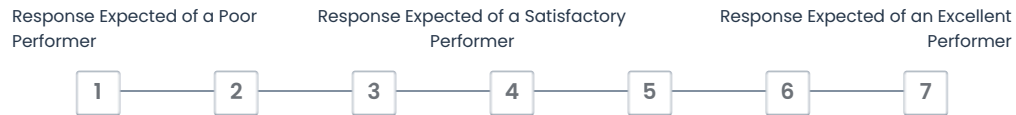
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QUESTION

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.

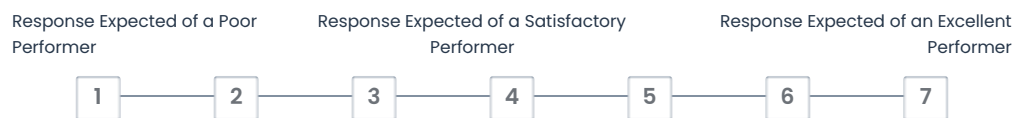
RESPONSE NOTE:



QUESTION

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:



SELF-CONFIDENCE

QUESTION

Are you sure of yourself and what lies ahead for you, or are there times when you have doubts about your future.

RESPONSE NOTE:

Response Expected of a Poor
Performer

Response Expected of a Satisfactory
Performer

Response Expected of an Excellent
Performer

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SJT SUPERVISOR - COMMUNICATION

QUESTION

How have you handled situations in the past when a staff member was giving out incorrect information to a customer?

RESPONSE NOTE:

Response Expected of a Poor
Performer

Response Expected of a Satisfactory
Performer

Response Expected of an Excellent
Performer

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QUESTION

Tell me how you have handled performance issues with your staff in the past.

RESPONSE NOTE:

Response Expected of a Poor
Performer

Response Expected of a Satisfactory
Performer

Response Expected of an Excellent
Performer

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QUESTION

Describe a time when you had to reprimand an employee for poor performance or attendance. How exactly did you approach the situation? Describe the conversation.

RESPONSE NOTE:

Response Expected of a Poor
Performer

Response Expected of a Satisfactory
Performer

Response Expected of an Excellent
Performer

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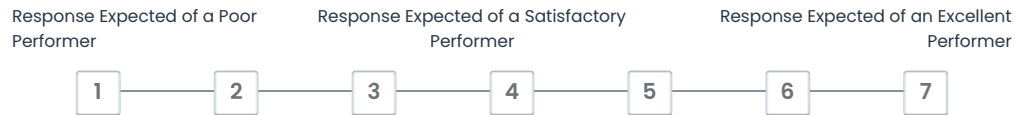
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SOCIAL AWARENESS

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:

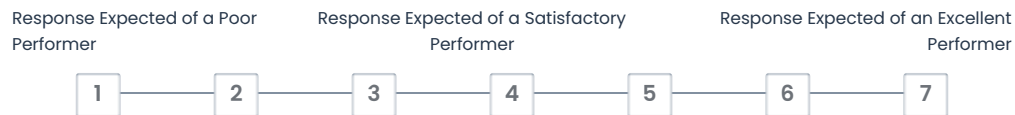


WORK ETHIC

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 where they?

RESPONSE NOTE:



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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

IMPORTANT NOTICE

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.