

NAME: JULIUS CARL CONCEPCION  
 CANDIDATE ID: #040953  
 EMAIL: carlconcepcion03@gmail.com  
 JOB APPLYING FOR: N/A  
 INVITED BY: Daphne Del Rosario (daphne@mailinator.com)  
 ORGANIZATION: Demo  
 TESTING TIME: 3 min. 2 seconds  
 TEST VERSION: (v1)

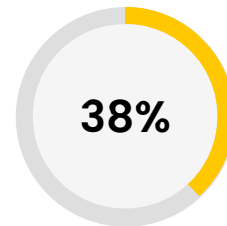


STARTED:  
 06/12/23 07:30 PM

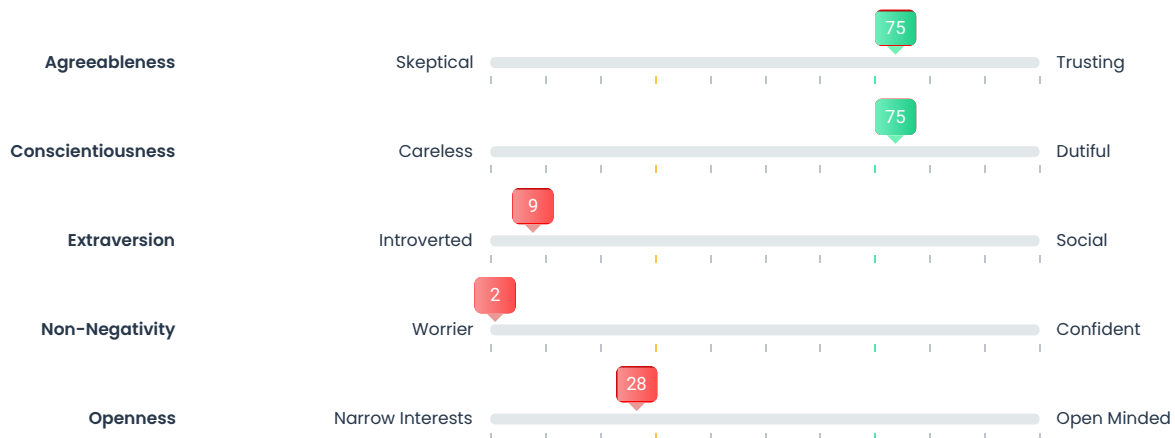
COMPLETED:  
 06/12/23 07:33 PM

## 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. 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.

AGREEABLENESS

75

Skeptical

Trusting

The degree to which the individual is eager to help others, is sympathetic, and believes that others will do the same. Low scores indicate a willingness to fight for one's own interests, skepticism and a critical nature.

JULIUS CARL CONCEPCION scored in the 75th percentile on Agreeableness (High), meaning JULIUS CARL scored higher than 75 percent of other candidates who have completed this assessment.

Strength of Responses

Strong: 70%

Above Average: 0%

Average: 20%

Below Average: 0%

Weak: 10%

Expected Behaviors

- Is very sympathetic.

- Enjoys helping others.

- Is trusting of others.

- Puts self-interests aside for those of others.

Average Time to Complete Each Question

4.0 seconds

CONSCIENTIOUSNESS

75

Careless

Dutiful

The degree to which the individual is strong willed, acts with purpose and determination. Is precise, punctual and reliable. Very high scores may be associated with being a workaholic, and overly neat. Low scores are associated with being less organized, less exacting in their work and more relaxed in working towards their goals.

JULIUS CARL CONCEPCION scored in the 75th percentile on Conscientiousness (High), meaning JULIUS CARL scored higher than 75 percent of other candidates who have completed this assessment.

Strength of Responses

Strong: 60%

Above Average: 0%

Average: 40%

Below Average: 0%

Weak: 0%

Expected Behaviors

- Is strong willed.

- Is determined and purposeful.


- Is precise, punctual and reliable.

- Tends to work a lot. Is organized and neat.

Average Time to Complete Each Question

2.93 seconds

© PsyMetrics, Inc.  
www.interact-global.co

POWERED BY  PSYMETRICS

JULIUS CARL CONCEPCION  
Page 2

## EXTRAVERSION



The degree to which the individual is sociable, likes people, and enjoys large gatherings. Tends to be assertive, talkative, active and cheerful. Low scores indicate someone who is reserved, independent, even-paced.

JULIUS CARL CONCEPCION scored in the 9th percentile on Extraversion (Caution), meaning JULIUS CARL scored lower than 91 percent of other candidates who have completed this assessment.

### Strength of Responses



Strong: 20%  
Above Average: 0%  
Average: 50%  
Below Average: 0%  
Weak: 30%

### Expected Behaviors

- Tends to be reserved.
- Is independent.
- Prefers smaller crowds.
- Tends to be even-paced.

Average Time to Complete Each Question **1.98 seconds**

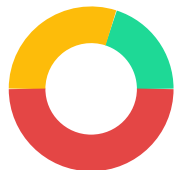
## NON-NEGATIVITY



The degree to which the individual is emotionally stable, calm, can manage stress and has a positive outlook. Low scores indicate less ability to control impulses, worrying behaviors and a pessimistic outlook.

JULIUS CARL CONCEPCION scored in the 2nd percentile on Non-Negativity (Caution), meaning JULIUS CARL scored lower than 98 percent of other candidates who have completed this assessment.

### Strength of Responses



Strong: 20%  
Above Average: 0%  
Average: 30%  
Below Average: 0%  
Weak: 50%

### Expected Behaviors

- Has difficulty controlling impulses.
- Tends to worry.
- Has a pessimistic outlook.
- Has difficulty remaining calm in stressful situations.

Average Time to Complete Each Question **3.54 seconds**

## OPENNESS



The degree to which the individual is curious, willing to try new things, is a creative thinker. Low scores indicate conventional behavior, a conservative outlook and a preference for the familiar.

JULIUS CARL CONCEPCION scored in the 28th percentile on Openness (Caution), meaning JULIUS CARL scored lower than 72 percent of other candidates who have completed this assessment.

### Strength of Responses



- Strong: 50%
- Above Average: 0%
- Average: 20%
- Below Average: 0%
- Weak: 30%

### Expected Behaviors

- Tends to engage in more conventional behaviors.
- Has a conservative outlook.
- Prefers what is familiar.
- Tends to be a conservative thinker.

Average Time to Complete Each  
Question **3.83 seconds**

## MANAGEMENT STRATEGIES

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

### AGREEABLENESS



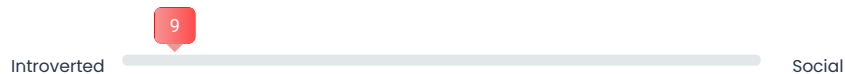
- This candidate is ideal for working environments where empathy and caring behaviors are important.
- This individual tends to be caring and sensitive. Their feelings tend to be hurt easier than most. Harsh criticism should be avoided.
- Their willingness to help sometimes results in them taking on the work of others or being overly generous with customers.
- Work with the individual to find a balance between being overly helpful and being productive.

### CONSCIENTIOUSNESS



- This candidate's level of conscientiousness is higher than most.
- These individuals value reliability, attention to detail and organization and expect those around them to do the same. Therefore, these should be exhibited and rewarded through praise and appreciation when working with these candidates to get their full cooperation and maintain the behavior.
- While this characteristic is important for most aspects of life, including work, care should be taken to make sure the deliberateness of these individuals is not an impediment to getting things done.

### EXTRAVERSION



- These individuals can take some time to warm up to others. If they are to be introduced to a work group or team, do so on a one-on-one basis as opposed to having them meet the group all at once. The one-on-one approach is less intimidating.
- Discuss the individual's preference for working in a social setting involving significant interactions with customers and coworkers or for working in a less people-oriented job. Discuss the expectations of each and assign them as appropriate and feasible.
- Encourage participation by the candidate in group discussions by offering a supportive environment for sharing individual ideas.
- This individual tends to be more independent and therefore may flourish in more individualistic tasks. Discuss options that maximize fit.

## NON-NEGATIVITY



- Significant training should be offered to this individual focusing on specific work situations that are considered stressful.
- These stressful situations should be role-played with the individual and appropriate behaviors need to be identified. And practiced.
- This candidate requires extensive monitoring and coaching during high-pressure job responsibilities.

- Consider placing the candidate in jobs where stress and work pressures are minimal.
- Positivity training is recommended if their negative nature affects their work performance or the work team's demeanor.

## OPENNESS



- Don't expect this individual to change his position on his ideas through a direct approach. Real examples with facts showing the benefits of the opposing idea may be more successful.
- Layout the pros and cons of all ideas and let the individual pick the best option based on the facts. Take the personal aspect of the options out of the discussion.

- Offer a safe environment for expressing different ideas.
- Reinforce open-minded thinking with praise when appropriate.

INTERVIEW GUIDE

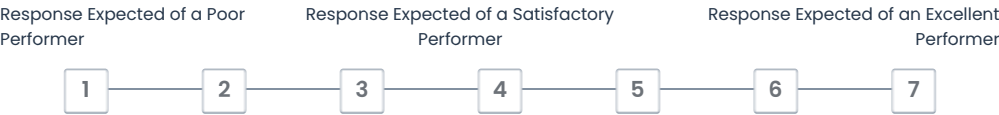
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

AGREEABLENESS

QUESTION

Discuss how you typically behave around others. Are you warm and friendly or are you a bit more reserved?

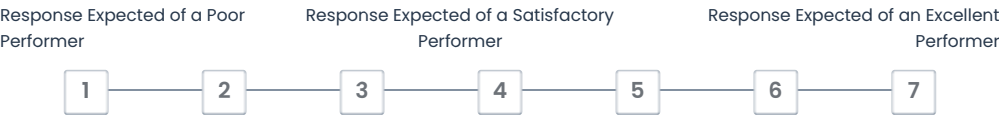
RESPONSE NOTE:



QUESTION

Explain one or more instances when you thought you behaved in a selfish manner. What was the outcome?

RESPONSE NOTE:



### QUESTION

Tell me about past experiences where you had to assist others. What did you enjoy least about those situations? What did you enjoy most?

#### 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

### CONSCIENTIOUSNESS

### QUESTION

What motivates you to perform well?

#### 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



### QUESTION

Tell about past work experiences when you have not been as competitive as others felt you should have been.

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### QUESTION

How would you compare your work performance to others you have worked with?

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### QUESTION

Describe for me occasions when you have not been as dependable or reliable as you should have been.

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### EXTRAVERSION

### QUESTION

How difficult has it been for you to take charge of discussions and interactions with others at work? How have you dealt with this?

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### QUESTION

What past situations may have caused your coworkers to perceive you as being quiet and reserved?

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### QUESTION

From your work experience, in what situations have you found it difficult to be sociable?

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### QUESTION

When have you been less assertive than you should have been? Please explain your response based on your work experiences.

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### QUESTION

Why do you find it difficult to speak your mind at times? What work-related experiences have you had that caused you to behave this way?

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### QUESTION

Tell me about work experiences when you have preferred to be alone rather than spending time with others.

#### 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

### QUESTION

From your past work experience, give examples of when you have acted in a more reserved manner than you should have.

#### 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

### QUESTION

Give examples of when you have acted shyder than you should have in work situations.

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### NON-NEGATIVITY

### QUESTION

When you feel stressed over work-related matters, how do you cope? What do you do?

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### QUESTION

Tell me about past situations at work when you felt most nervous. What was the outcome?

#### 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

### QUESTION

Tell me about past work experiences when others have accused you of being too negative. Do you feel that sometimes you tend to look at the negative side of things? Why do you feel this way?

#### 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

### QUESTION

Tell me about work situations when you have expected the worst to occur. What was the actual outcome?

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer



### QUESTION

What work situations have made you feel embarrassed or self-conscious?

#### RESPONSE NOTE:

Response Expected of a Poor  
Performer

Response Expected of a Satisfactory  
Performer

Response Expected of an Excellent  
Performer





### QUESTION

Before you make an important decision, do you seek the advice of others or do you take matters into your own hands? Please give work-related 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

6

7

### QUESTION

Tell me about how confident you feel when having to make an important decision. Tell me about a recent decision you had to make and how you felt at the time.

#### 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

### QUESTION

What past work decisions have you made that caused you the most stress or anxiety?

#### 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

### OPENNESS

### QUESTION

What types of hobbies do you actively engage in?

#### 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

### QUESTION

What effect has art had on you?

#### RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



### QUESTION

Give work-related examples that would support the fact that you are more conservative than creative.

#### RESPONSE NOTE:

Response Expected of a Poor Performer

Response Expected of a Satisfactory Performer

Response Expected of an Excellent Performer



### QUESTION

Describe how you have handled new situations or responsibilities at work. Did you view them as more of a challenge or as something to handle with reservation?

#### 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

### QUESTION

From your work experience, in what situations have you found it difficult to be creative? Give 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

6

7

SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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