

Selection Report

Michael Sample

Peoplogica

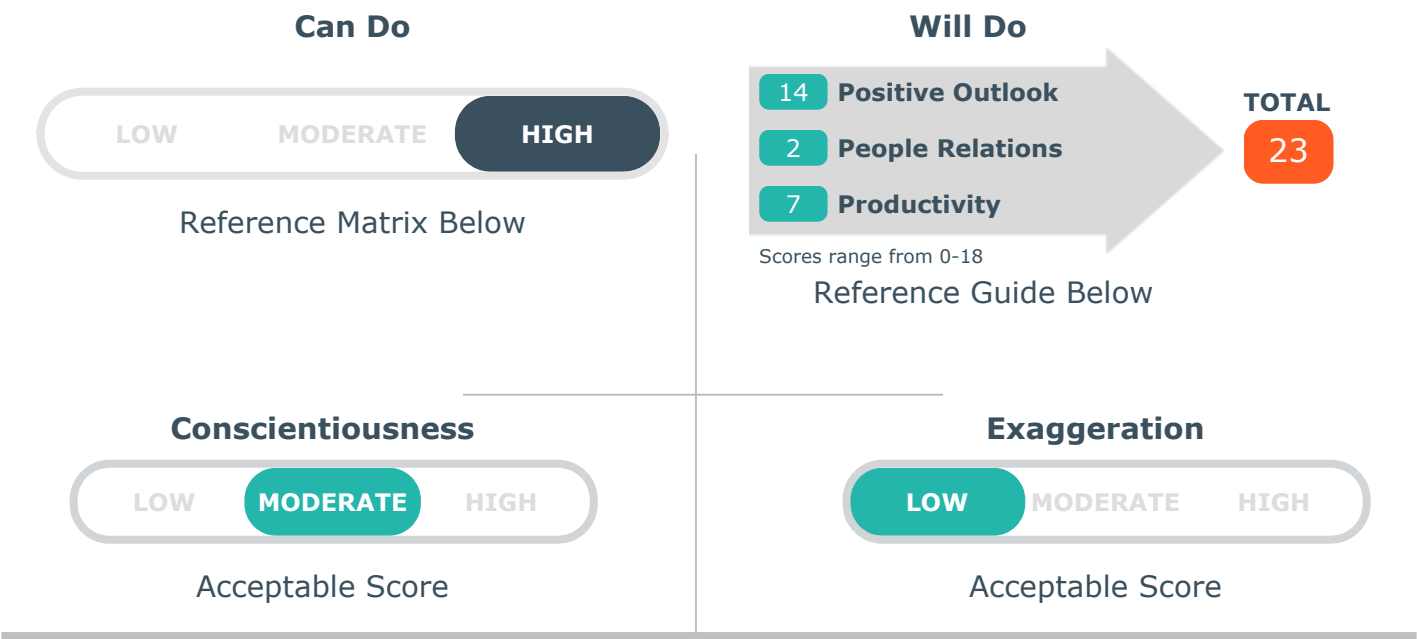
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Selection Report - Michael Sample

This report is comprised of two parts; a summary of his scores and employment information to assist in the interview process.

The level of reasoning ability that Michael has to do this job is indicated by his Can Do score. Match the Can Do score with the level of job difficulty shown in the matrix below. The Will Do score is a representation of his desire to do the job by measuring optimism, people-orientation, and stamina.

Review the Conscientiousness and Exaggeration scores. They are provided to help indicate whether Michael was honest and forthright.



CAN DO MATRIX	LEVEL OF DIFFICULTY	Low	Moderate	High
	TRAINING/JOB TYPE	Basic	Repetitive	Adaptive

WILL DO GUIDE	Low		High
	POSITIVE OUTLOOK	Sceptical or critical of others	Trusting and optimistic
	PEOPLE RELATIONS	Introverted, reserved	Outgoing, people-oriented
	PRODUCTIVITY	Relaxed, patient, focused	Eager, energetic, impatient

Candidate Details

Can Do Scale

Measures the individual's learning, reasoning, and problem-solving ability. This scale is the single most accurate predictor of training success, productively, and potential for promotion for virtually every job.

LOW

MODERATE

HIGH

Compatible with jobs within the High level of difficulty.

Training Potential

- Learn with combination of written materials and hands-on training
- Provide instructions in a methodical fashion with feedback at regular intervals

Supervision Required

- Receive only general guidelines relating to job activities
- Some independent thinking and decision-making

Will Do Scales

The Will Do Scales is a composite of 3 scales designed to answer the following questions: Will they be consistently productive? Will they work smoothly with others? Will they approach work looking for positive outcomes?

Will Do Score

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Positive Outlook

Critical of others

Trusting and Optimistic

LOW

MODERATE

HIGH

People Relations

Avoid small talk

People oriented

LOW

MODERATE

HIGH

Productivity

Patient, single task focus

Self-starter, multitasker

LOW

MODERATE

HIGH

CONSCIENTIOUSNESS

Measures an individual's tendency to comply with company policies pertaining to honesty.

This individual's Conscientiousness Score is within the Moderate range of scores.

EXAGGERATION

Measures an individual's tendency to exaggerate answers in order to create a false positive impression.



This individual's Response Exaggeration Score is within the Low range of scores.

Employment Information

Michael was asked a set of questions regarding his employment history and his attitude regarding workplace theft. He answered the questions as follows:

Question Asked	His Answer
What is your primary reason for wanting to change jobs?	Opportunity for promotion
When would you be available to start work with us?	Longer than two weeks
How much notice, if any, did you provide your employer when you decided to leave your last job, or plan on providing when you leave your current job?	More than two weeks
Have you ever been in a supervisor position?	Yes, more than one time
How would you rate your relationship with your most recent/current supervisor?	Good
If a company requested you to submit to a drug test for illegal drugs based on company policy, would you be willing to do so?	Yes

Assessment information should only be a part of the information used in the placement process. For more details, please refer to the User's Guide.

Interviewing Mr Sample

Some of the questions answered by Michael may raise areas of concern that you may want to cover with him. Review this information prior to the interview. You may decide to address these issues or just keep the information in mind.

Question Asked	His Answer
How often have you had issues with your supervisor at work?	More than one time
How would your supervisor categorise your overall job performance on your current or last job?	Very good, better than my co-workers
How often have you had issues with fellow co-workers at work?	More than one time

Interview Questions

Mr Sample was asked several questions while taking the assessment. This section displays questions he answered unfavourably. Interview questions are provided for each item to help you investigate these areas of concern.

Do you agree or disagree with the following statement:
Most people are honest and can be trusted.

Mr Sample was uncertain.

INTERVIEW QUESTIONS

- What would change your thinking about this?
- Would you say that your opinion about this is somewhat speculative, or has someone done something to you? Explain.
- Why do you believe most people are not honest?

NOTES:

No one should be expected to always tell the truth.

Mr Sample agreed.

INTERVIEW QUESTIONS

- When is it OK to not always tell the truth? Give a specific example.
- Under what circumstances, if any, should you always tell the truth?
- Under what circumstances, if any, should you never tell the truth?

NOTES: