



Joe Sample

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What The OCEAN Profile Measures

The Big Five or Five Factor model of personality is considered to be the most widely accepted theory of personality in use today. Decades of research focusing on personality measurement has uncovered five (5) broad dimensions of personality. These five dimensions are: Openness, Conscientiousness, Extraversion, Agreeableness and Neuroticism (Negativity); hence the "OCEAN" acronym. Someone's personality is made up of a combination of each of these dimensions. For example, someone could have a high degree of work ethic (high Conscientiousness), may be shy (low Extraversion), is very kind (high Agreeableness), has a positive demeanor (low Negativity), and is very creative (high Openness). Research suggests that personality tends to be stable over time and is associated with a wide range of life outcomes, including academic achievement, personal stability, physical health and job success.

The OCEAN Profile was developed to quickly help organizations identify an individual's five (5) key personality dimensions. The Profile scores can then be compared to specific job attributes requiring the dimensions assessed to ensure you are obtaining the best person/job fit. The five areas assessed by the OCEAN Profile are:

Agreeableness	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.
Conscientiousness	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.
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.
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.
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.

Candidness of The OCEAN Profile Results

This Profile includes a candidness check to determine the degree to which the individual may have exaggerated his/her responses in order to present themselves more favorably. The results of this validity check with interpretation is presented on the following page.

Interpreting the Profile Results

The following page also presents the OCEAN Profile Summary Chart. This chart includes the Total OCEAN Profile Score and scores for all five (5) OCEAN Profile Scales. The scores are presented in terms of percentiles with expected performance levels. The percentile indicates how the candidate scored relative to all other individuals who have taken the OCEAN Profile. For example, if a candidate's score on Openness shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed the Openness scale.

The pages that follow the Summary Chart provide detailed interpretations for each of the five OCEAN Profile scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.

Total Score Summary



Total Score Interpretation

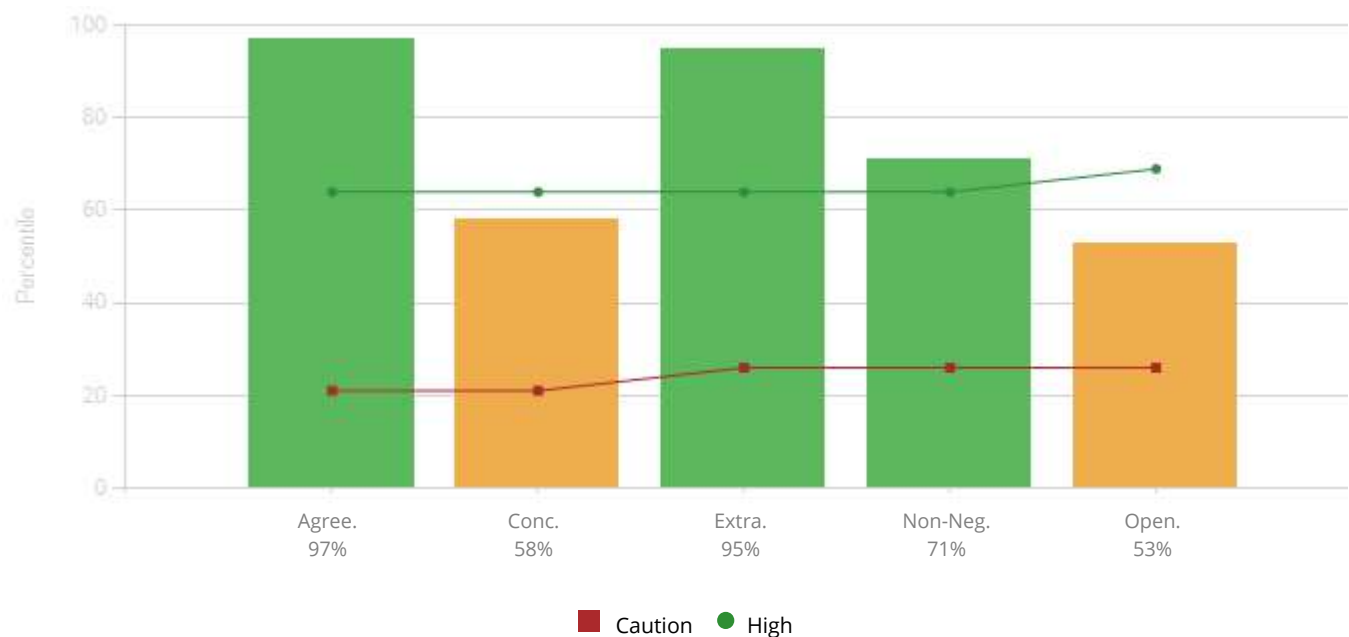
This candidate's total Profile score falls within the High range. This candidate generally demonstrates above average to high levels of the behaviors/skills assessed by this Profile. Review the individual scale details to better understand strengths and potential shortcomings.

Score Validity

Candidness: High: The candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors.



Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.

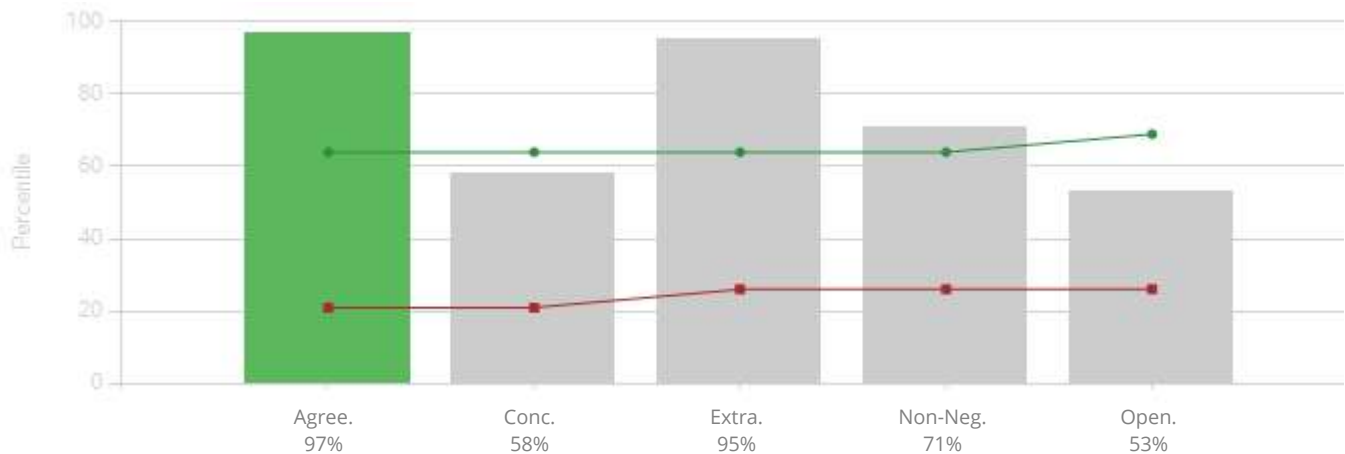
Agreeableness



Score Details

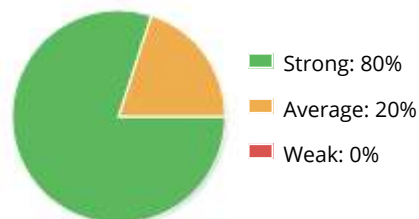
The degree to which the individual is eager to help others, is sympathetic, and believes that others will do the same. Low scores indicate a willingness to fight for one's own interests, skepticism and a critical nature.

Joe Sample scored in the 97th percentile on Agreeableness (High), meaning Joe scored better than 97 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Agreeableness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Agreeableness.



Expected Job Behaviors

- Is very sympathetic.
- Is trusting of others.
- Enjoys helping others.
- Puts self-interests aside for those of others.

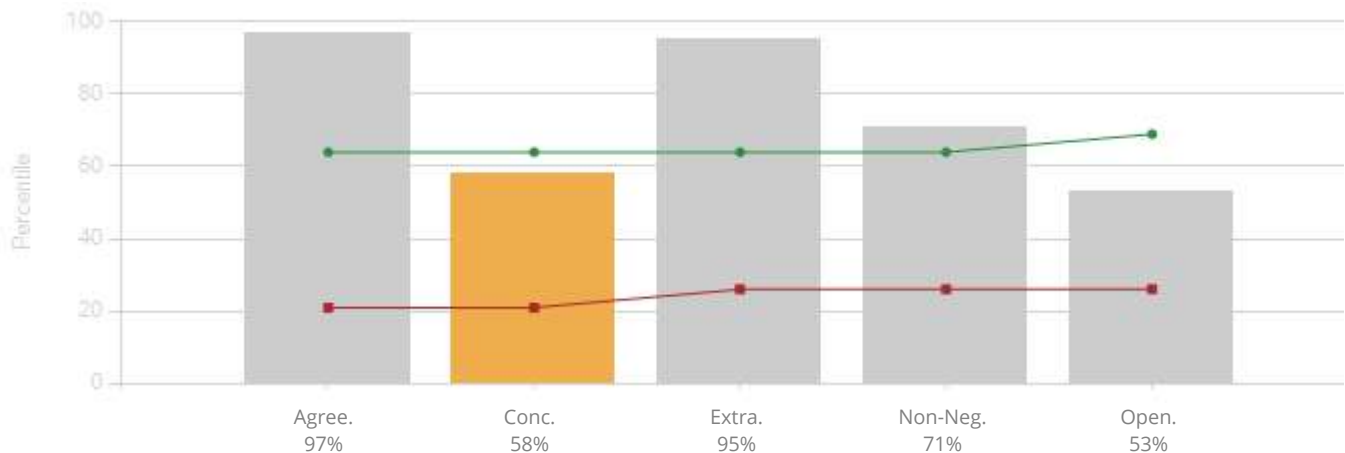
Conscientiousness



Score Details

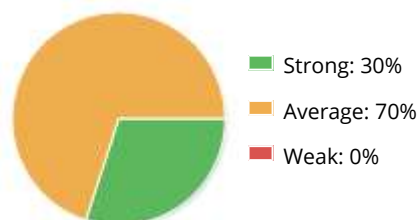
The degree to which the individual is strong willed, acts with purpose and determination. Is precise, punctual and reliable. Very high scores may be associated with being a workaholic, and overly neat. Low scores are associated with being less organized, less exacting in their work and more relaxed in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

Joe Sample scored in the 58th percentile on Conscientiousness (Average), meaning Joe scored better than 58 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Conscientiousness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Conscientiousness.



Expected Job Behaviors

- At times demonstrates strong will.
- Is often punctual and reliable.
- Exerts average degree of effort.
- Is somewhat organized.

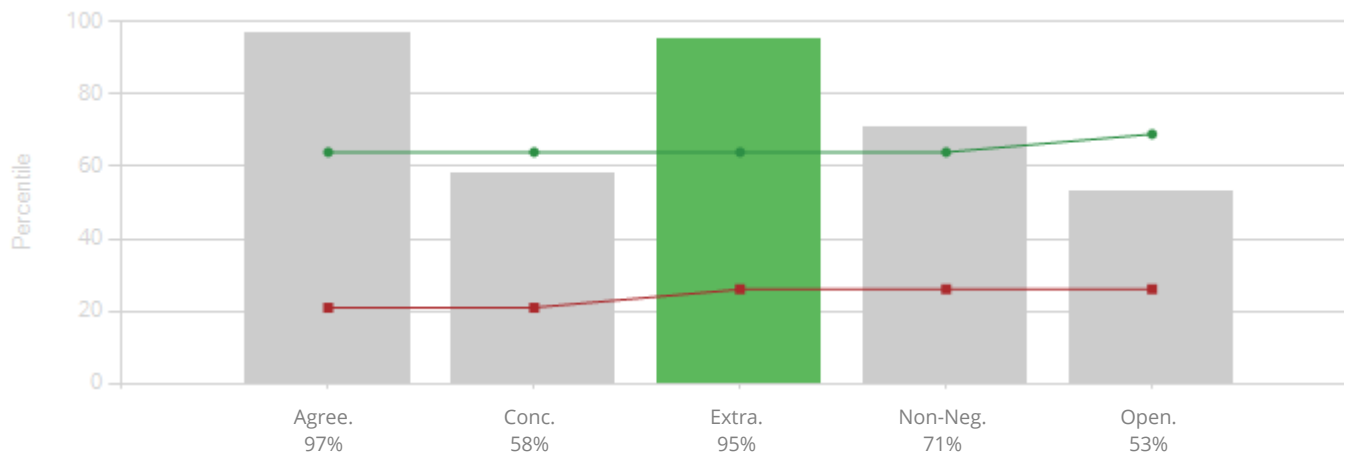
Extraversion



Score Details

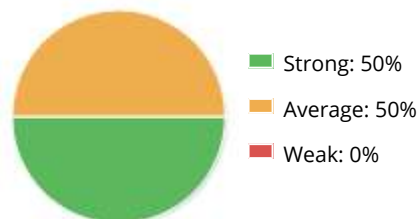
The degree to which the individual is sociable, likes people, and enjoys large gatherings. Tends to be assertive, talkative, active and cheerful. Low scores indicate someone who is reserved, independent, even-paced.

Joe Sample scored in the 95th percentile on Extraversion (High), meaning Joe scored better than 95 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Extraversion behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Extraversion.



Expected Job Behaviors

- Is sociable.
- Tends to be assertive and talkative.
- Enjoys being around people.
- Generally active and cheerful.

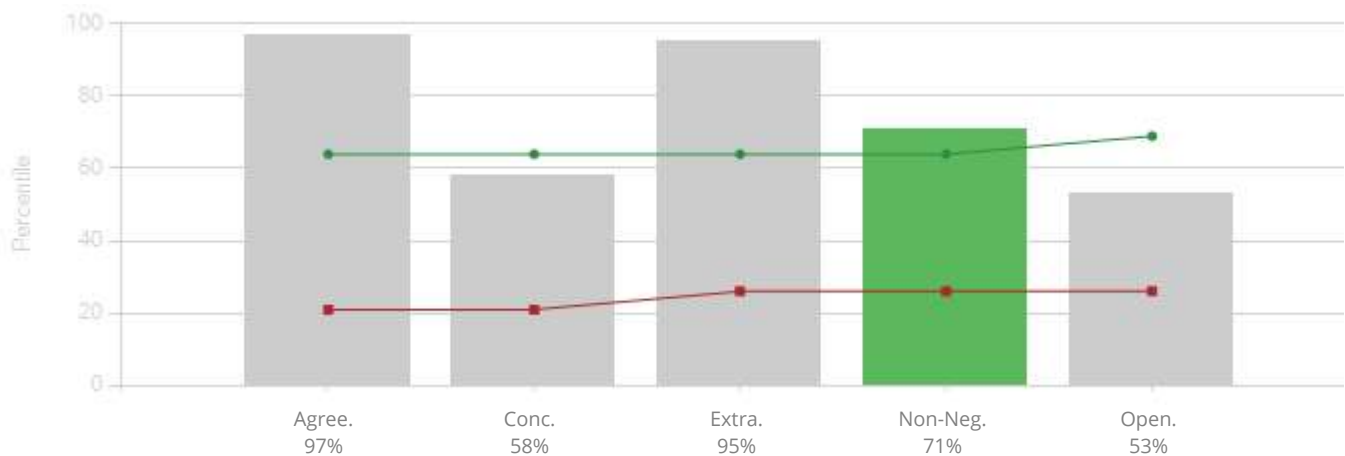
Non-Negativity



Score Details

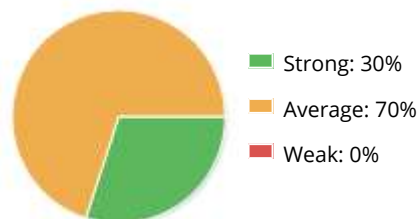
The degree to which the individual is emotionally stable, calm, can manage stress and has a positive outlook. Low scores indicate less ability to control impulses, worrying behaviors and a pessimistic outlook.

Joe Sample scored in the 71st percentile on Non-Negativity (High), meaning Joe scored better than 71 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Non-Negativity behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Non-Negativity.



Expected Job Behaviors

- Manages stressful situations.
- Is calm.
- Is steady and stable.
- Has a positive outlook.

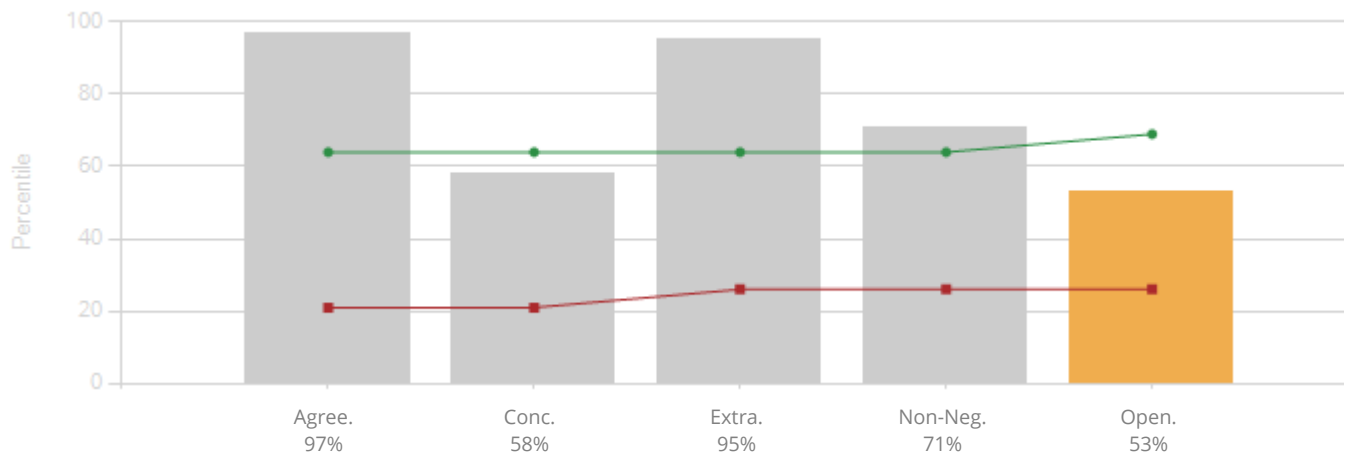
Openness



Score Details

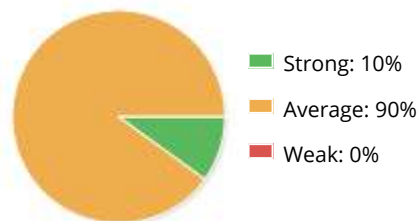
The degree to which the individual is curious, willing to try new things, is a creative thinker. Low scores indicate conventional behavior, a conservative outlook and a preference for the familiar.

Joe Sample scored in the 53rd percentile on Openness (Average), meaning Joe scored better than 53 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Openness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Openness.



Expected Job Behaviors

- Is sometimes open to learning new ways of doing things but may require some persistence.
- While on the surface may accept change, sometimes it is somewhat of a challenge.
- Will listen to the perspectives of others but may find it difficult at times to give up long held beliefs.
- Getting him/her to accept new ideas and concepts is doable, but may take some work.

Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

Agreeableness

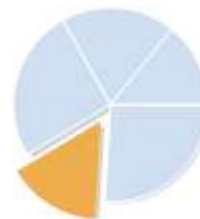
- This candidate is ideal for working environments where empathy and caring behaviors are important.
- This individual tends to be caring and sensitive. His/her feelings tend to be hurt easier than most. Harsh criticism should be avoided.
- His/her willingness to help sometimes results in him/her taking 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.



- Agreeableness 97%
- Conscientiousness 58%
- Extraversion 95%
- Non-Negativity 71%
- Openness 53%

Conscientiousness

- This candidate's level of conscientiousness is average.
- Candidates who score in this range may need some supervision and an occasional push to be more organized, and thoughtful about their work.
- They should be guided when developing work plans and setting goals. The importance of consistency, punctuality and reliability to be successful need to be stressed and tied into their daily routines.
- When they exhibit reliable, conscientious behaviors, reinforce them through praise and appreciation and other rewards that may motivate the candidate.



- Agreeableness 97%
- Conscientiousness 58%
- Extraversion 95%
- Non-Negativity 71%
- Openness 53%

Extraversion

- This individual is ideal for jobs requiring social interactions and building relationships. He/she enjoys interacting with others. Ensure his/her job involves coworker or customer contact and the opportunity to grow those relationships.
- Expect him/her to be talkative and sociable. Support these behaviors if they do not negatively affect his/her performance.
- If their outgoing/talkative nature does affect productivity in a negative manner, point it out and discuss expectations going forward.



- Agreeableness 97%
- Conscientiousness 58%
- Extraversion 95%
- Non-Negativity 71%
- Openness 53%

Non-Negativity

- Given this candidate's ability to handle stressful situations, he/she may have a tendency to take on more work than they should. Monitor their workload and offer assistance when appropriate.
- Use their calm demeanor in pressure situations to help those that become overwhelmed. Have them train others in how to best deal with stressful work situations.
- Use these individuals as problem solvers during high stress situations. Their calm demeanor is ideal for carefully reviewing all options and making rational decisions.
- Use their positive nature to motivate others.



- Agreeableness 97%
- Conscientiousness 58%
- Extraversion 95%
- Non-Negativity 71%
- Openness 53%

Openness

- Consistently reinforce open minded thinking when he/she exhibits it.
- Offer an environment where all ideas are accepted to reinforce the freedom to express open minded thinking.
- This individual may be "on the fence" on many ideas. Take a gradual approach with respect changing his/her way of thinking.
- Too much emphasis on change too quickly may cause more stubborn thinking.
- Use their conservative thinking to bring balance to decision-making tasks.



- Agreeableness 97%
- Conscientiousness 58%
- Extraversion 95%
- Non-Negativity 71%
- Openness 53%

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:

Do you prefer to create harmony or a little conflict when in group situations? Please explain your rationale and when you have done this in the past?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Conscientiousness

Question:

Tell me about times that you have not planned ahead that you wished you had.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

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

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

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

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

Give work related examples of when you might be more impulsive than predictable?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Extraversion

Question:

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

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Non-Negativity

Question:

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

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

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 Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

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

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

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

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Openness

Question:

Tell me about all the different activities you have been involved in. What other activities would you like to pursue?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

What types of hobbies do you actively engage in?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

What effect has art had on you?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Sum of Ratings

Number of Questions Rated

Average Rating

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