



## Ima Worker

Date and Time Started: 03/26/2020 8:08 PM  
Date and Time Completed: 03/26/2020 8:14 PM  
Total Administration Time: 6 minutes

Candidate ID: 214776  
Email: iwolfe@super-solutions.com  
Job Title Applying For: Remote Worker

Organization: Success Performance Solutions  
Requested By: Ira Wolfe (elite@super-solutions.com)

To ensure you are obtaining the full benefits available to you from the use of this assessment, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the assessment results.

While this assessment was designed to help assess various aspects of personality and/or skills, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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## What the Remote Worker Profile Measures

The Remote Worker Profile identifies an individual's strength or weakness on eight personality dimensions found to be critical to succeed in a remote worker function. The individual scale scores offer detailed insights with respect to the candidate's personality and potential job fit.

The areas assessed by this Profile are:

Flexibility	Flexibility measures the degree to which the individual is likely to be able to adapt to change and is more open minded than stubborn. This characteristic is important for fast paced jobs where priorities often shift. It is also important for organizations that are in transition or are expecting changes that will affect work duties and responsibilities.
Goal Focus	The degree to which the individual is able to focus on long-term goals regardless of distractions or obstacles that may be encountered.
Good Citizen	Good Citizen measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management.
Open Mindedness	Open Mindedness measures the degree to which the individual is willing to learn from others and from his/her own mistakes. Is not stubborn. Listens to the needs and advice of others. Is open to new ideas and concepts.
Organization	Organization measures the degree to which the individual is organized, structured and thoughtful about his/her work.
Self Confidence	Self Confidence measures the degree to which the individual is likely to be self assured, is not overly affected by what others think of him/her, and is confident in his/her decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales and management.
Social Awareness	Social Awareness measures the degree to which the individual is caring, empathetic and is service oriented.
Work Ethic	Work Ethic measures the degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

## Candidness of the Remote Worker 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 Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the 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

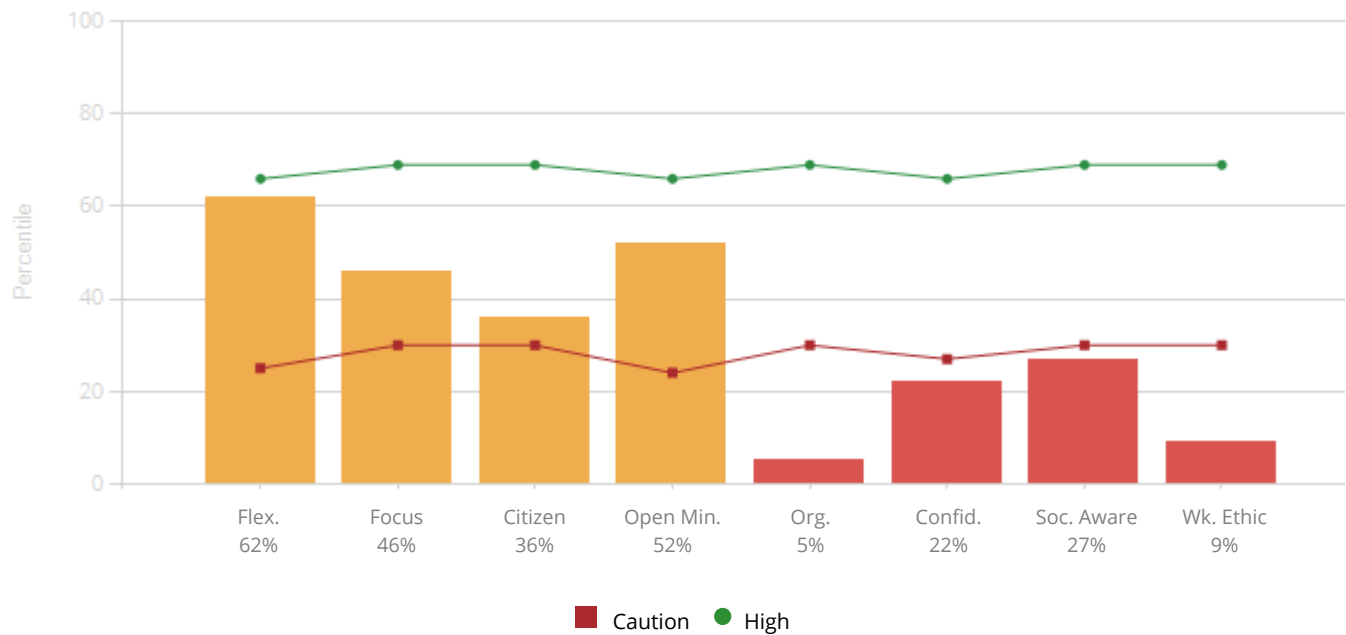
This candidate's total Profile score falls within the Average range. This candidate generally demonstrates average to moderate levels of the behaviors/skills assessed by this Profile. Review the individual scale details to better understand strengths and potential shortcomings. The candidate's total score is consistent with that of most other candidates.

## 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.



## Flexibility

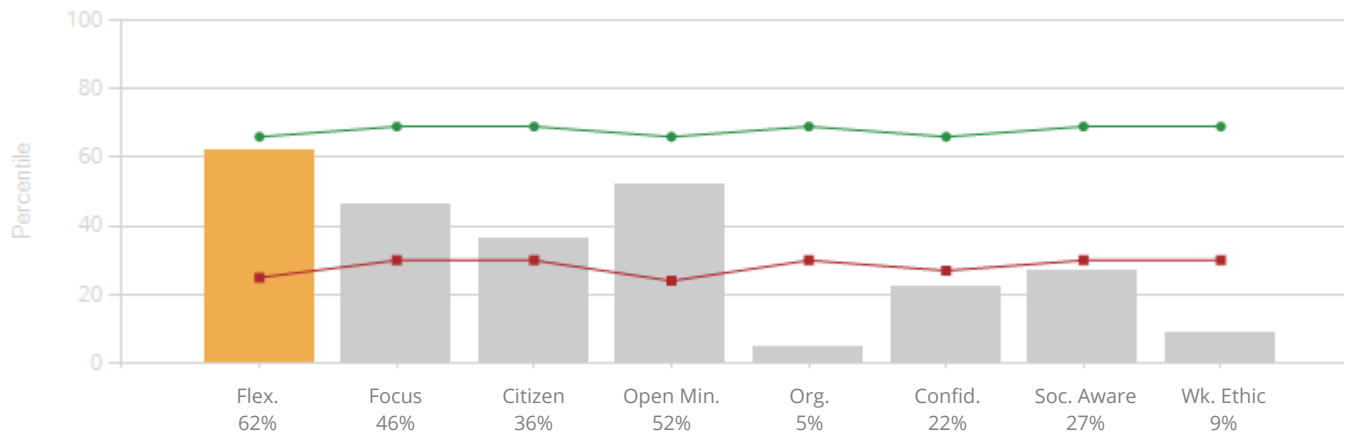


Average

### Score Details

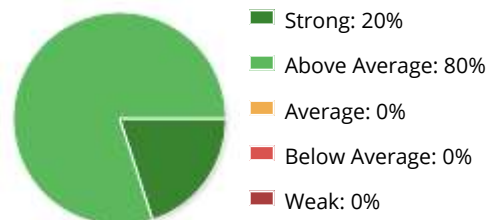
Flexibility measures the degree to which the individual is likely to be able to adapt to change and is more open minded than stubborn. This characteristic is important for fast paced jobs where priorities often shift. It is also important for organizations that are in transition or are expecting changes that will affect work duties and responsibilities.

Ima Worker scored in the 62nd percentile on Flexibility (Average), meaning Ima scored better than 62 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 Flexibility behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Flexibility.



### Expected Job Behaviors

- This individual is generally able to adapt to change.
- Demonstrates a satisfactory level of flexibility.
- This individual's flexibility score is consistent with most other candidates.
- He/she tends to be cooperative when necessary.
- When asked to change priorities, does so but not without questioning.



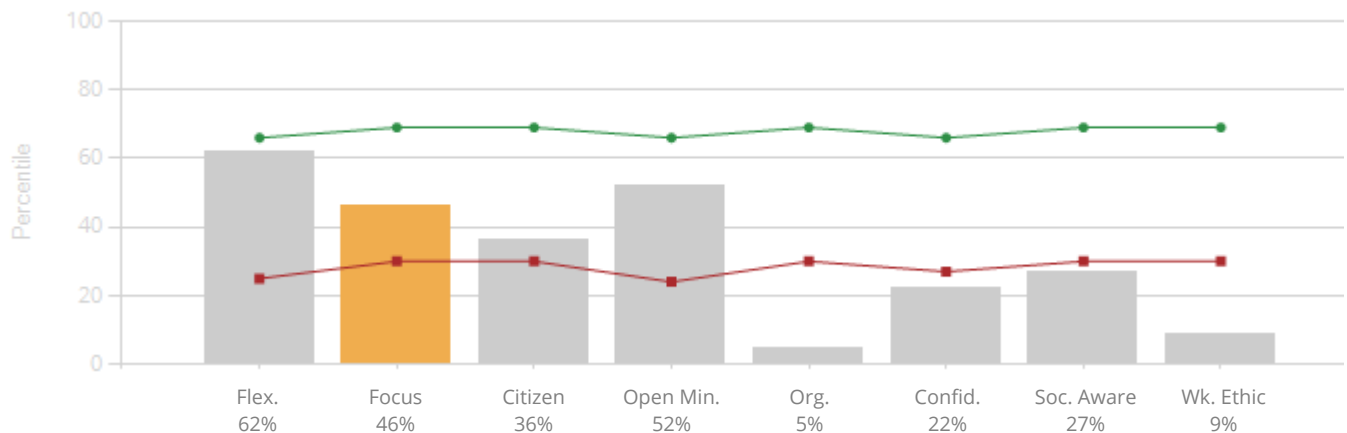
## Goal Focus



### Score Details

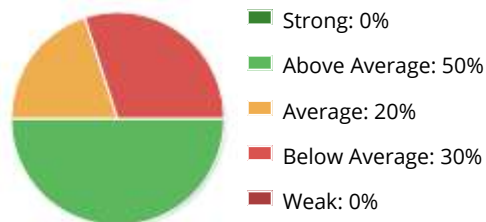
The degree to which the individual is able to focus on long-term goals regardless of distractions or obstacles that may be encountered.

Ima Worker scored in the 46th percentile on Goal Focus (Average), meaning Ima scored lower than 54 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 Goal Focus behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Goal Focus.



### Expected Job Behaviors

- Generally shows satisfactory levels of perseverance when working towards a set goal.
- Their goal focus score is consistent with most other candidates.
- Often stays on course and achieves long-term goals, but at times may get distracted.



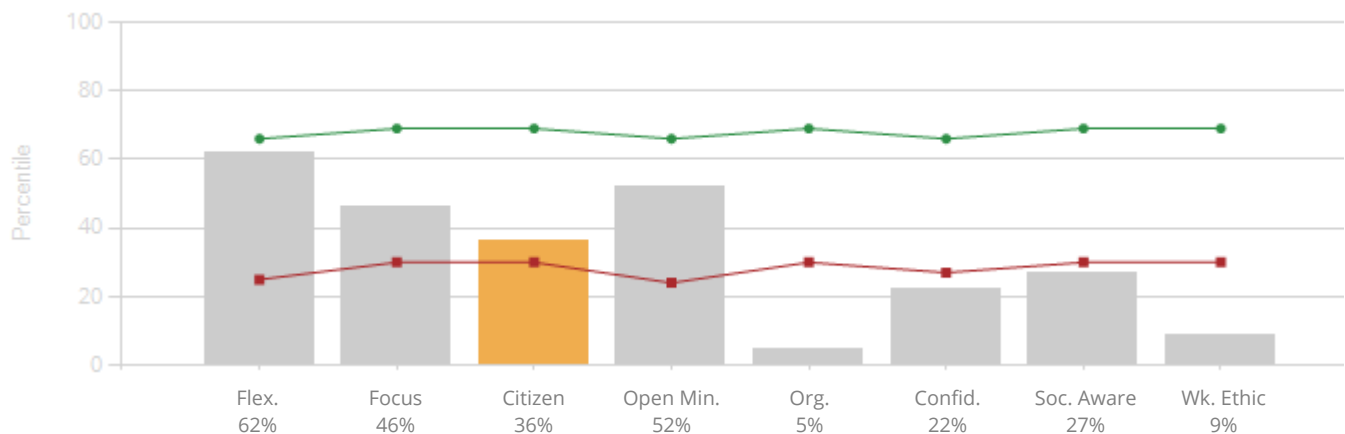
## Good Citizen



### Score Details

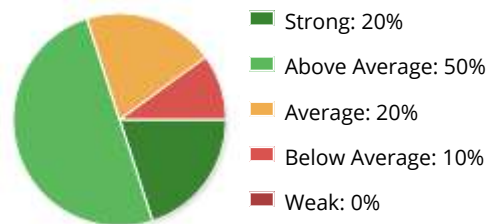
Good Citizen measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management.

Ima Worker scored in the 36th percentile on Good Citizen (Average), meaning Ima scored lower than 64 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 Good Citizen behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Good Citizen.



### Expected Job Behaviors

- Might be inclined to bend rules on occasion.
- Generally understands importance of following policies and procedures.
- Will generally follow directives.
- This score is consistent with most other candidates.



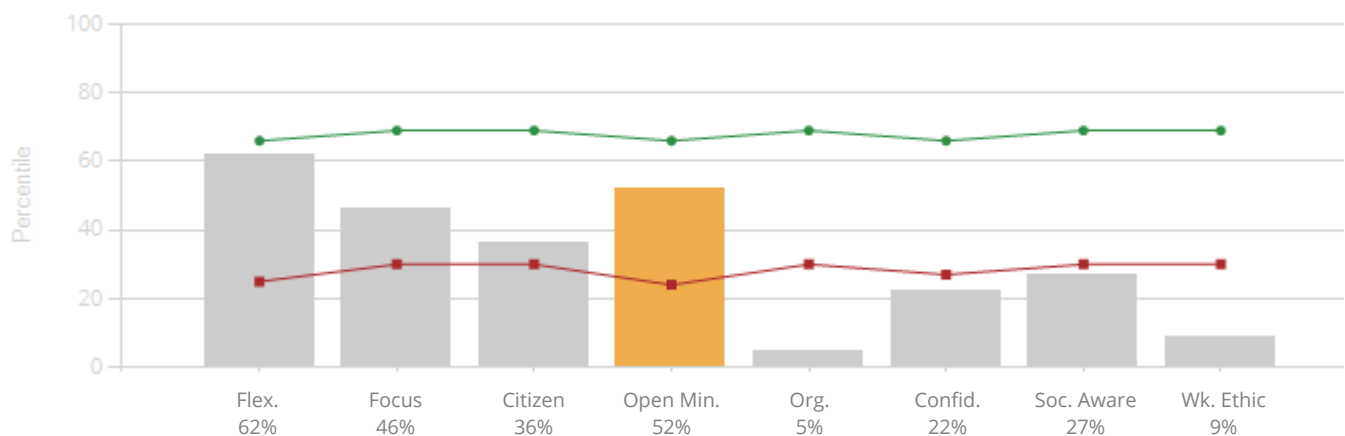
## Open Mindedness



### Score Details

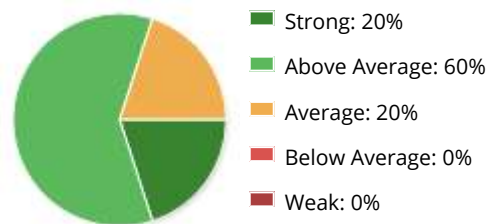
Open Mindedness measures the degree to which the individual is willing to learn from others and from his/her own mistakes. Is not stubborn. Listens to the needs and advice of others. Is open to new ideas and concepts.

Ima Worker scored in the 52nd percentile on Open Mindedness (Average), meaning Ima scored better than 52 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 Open Mindedness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Open Mindedness.



### Expected Job Behaviors

- Is often open to learning new ways of doing things but with some incentive or persistence.
- While on the surface he/she may accept change, sometimes it is somewhat of a challenge for him/her.
- He/she 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.



## Organization

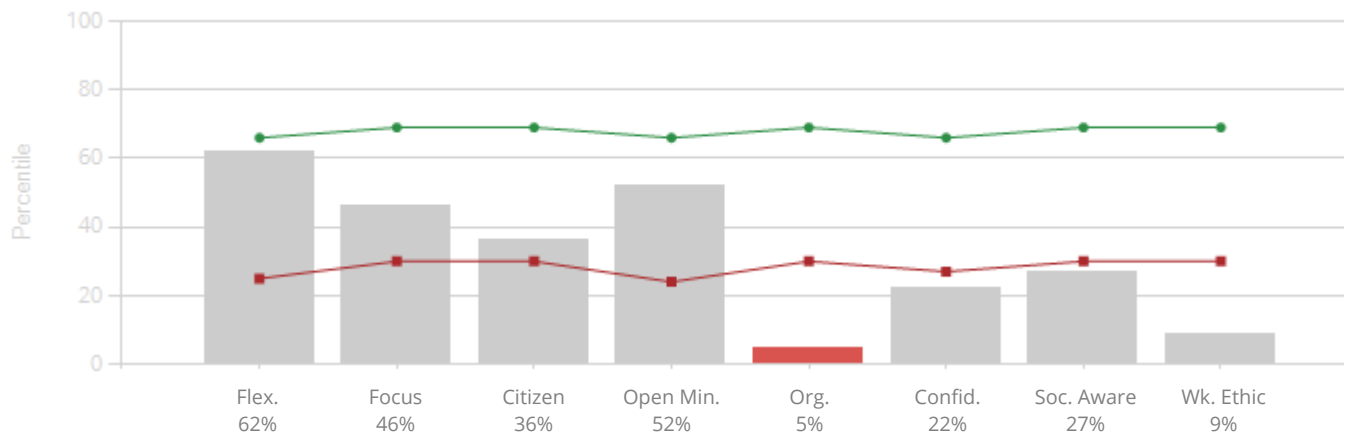


Caution

### Score Details

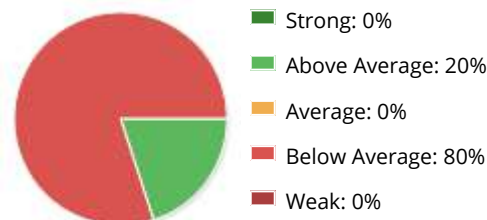
Organization measures the degree to which the individual is organized, structured and thoughtful about his/her work.

Ima Worker scored in the 5th percentile on Organization (Caution), meaning Ima scored lower 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 Organization behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Organization.



### Expected Job Behaviors

- May have trouble being organized and structured.
- Tends to be less conscientious than most.
- May choose to not establish priorities or contingency plans.
- May focus less on organization than those who score higher.





## Self Confidence

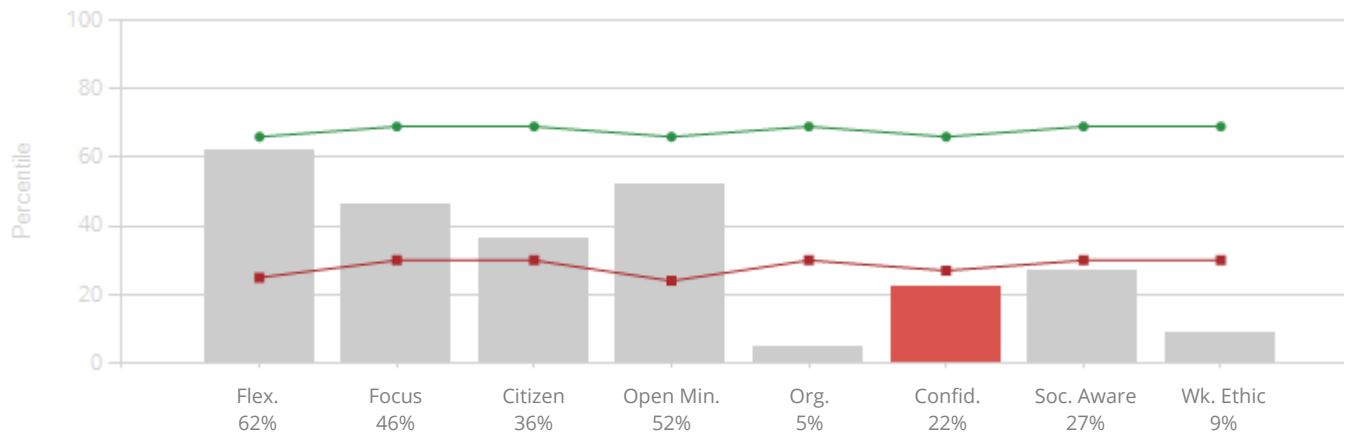


Caution

### Score Details

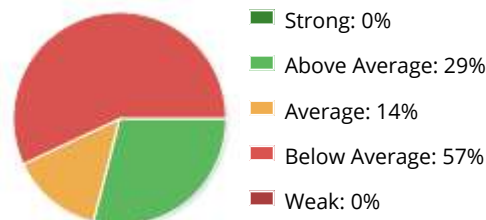
Self Confidence measures the degree to which the individual is likely to be self assured, is not overly affected by what others think of him/her, and is confident in his/her decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales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

Ima Worker scored in the 22nd percentile on Self Confidence (Caution), meaning Ima scored lower than 78 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 Self Confidence behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Self Confidence.



### Expected Job Behaviors

- Has trouble being self-assured.
- May not demonstrate self-confidence in their decisions.
- Is generally overly affected by what others think of him/her.
- Bouncing back from negative situations is difficult for him/her due to their lack of belief in self.



## Social Awareness

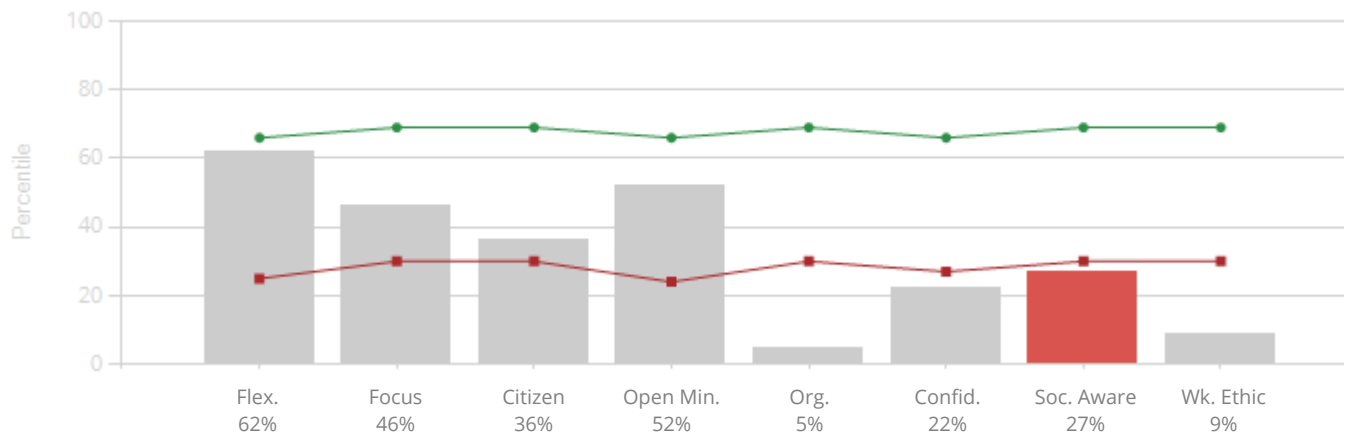


Caution

### Score Details

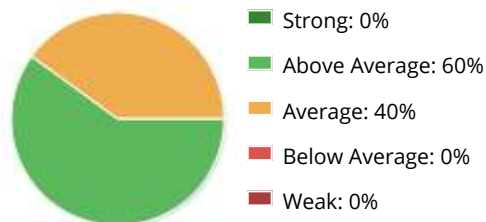
Social Awareness measures the degree to which the individual is caring, empathetic and is service oriented.

Ima Worker scored in the 27th percentile on Social Awareness (Caution), meaning Ima scored lower than 73 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 Social Awareness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Social Awareness.



### Expected Job Behaviors

- Tends to demonstrate little interest in sociable behaviors.
- Finds it difficult to be empathetic.
- Is more focused on tasks than on helping others.
- Does not demonstrate generous attitudes.



## Work Ethic

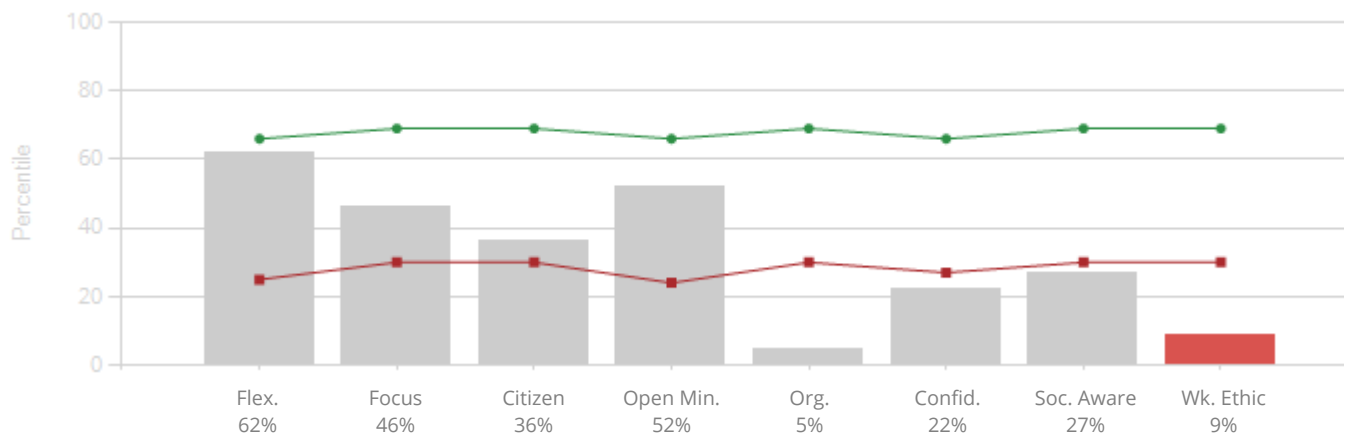


Caution

### Score Details

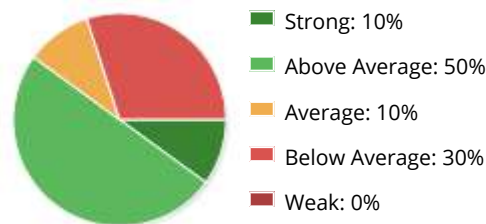
Work Ethic measures the degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

Ima Worker scored in the 9th percentile on Work Ethic (Caution), meaning Ima scored lower than 91 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 Work Ethic behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Work Ethic.



### Expected Job Behaviors

- This individual may experience difficulty showing up to work on time consistently, and may lack attention to detail when performing assigned tasks.
- This employee tends not to be quality focused.
- This employee may struggle to meet work deadlines.
- This is an area of concern with this individual and additional interviewing and reference checks are strongly encouraged.

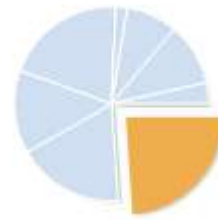


## Management Strategies

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.

### Flexibility

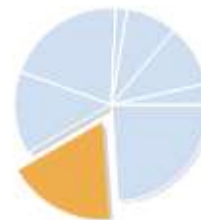
- Praise and recognize this candidate when he/she demonstrates the ability to adapt to change or to an unexpected situation.
- Explain expectations with respect to their ability to be flexible.
- Monitor their ability to compromise or adapt to others.
- Inflexibility could lead to interpersonal issues with coworkers.



- Flexibility 62%
- Goal Focus 46%
- Good Citizen 36%
- Open Mindedness 52%
- Organization 5%
- Self Confidence 22%
- Social Awareness 27%
- Work Ethic 9%

### Goal Focus

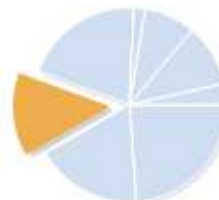
- These candidates may be prone to getting off course now and then when working on long-term goals, so avoid distractions that may get them off track.
- Involve the individual in setting his/her own goals and identify potential obstacles that may impede goal attainment.
- Candidates who score in this range may benefit from periodic supervision to ensure they are on track to completing their objectives.
- Avoid introducing any new projects that could distract them from their goals.
- Reward the individual when milestones are met to reinforce their focus.



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- Goal Focus 46%
- Good Citizen 36%
- Open Mindedness 52%
- Organization 5%
- Self Confidence 22%
- Social Awareness 27%
- Work Ethic 9%

### Good Citizen

- Review rules with the candidate that are critical to success in this position to ensure understanding.
- Work closely with this individual when participating in activities where strict adherence to policies and procedures are necessary.
- If a counterproductive behavior occurs, take the individual aside in a private area and discuss the behavior, what led to it, and how to avoid the situation in the future.
- Provide positive feedback to encourage continued compliance.



- Flexibility 62%
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## Open Mindedness

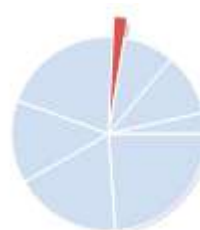
- Consistently reinforce open minded thinking when he/she exhibits it.
- Offer an environment where all ideas are accepted to reinforce the freedom to express open minded thinking.
- This individual may be "on the fence" on many ideas. Take a gradual approach with respect changing his/her way of thinking.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



- Flexibility 62%
- Goal Focus 46%
- Good Citizen 36%
- Open Mindedness 52%
- Organization 5%
- Self Confidence 22%
- Social Awareness 27%
- Work Ethic 9%

## Organization

- Given the lack of emphasis on organization and structure by this candidate, working closely with this individual to establish optimal organization skills is critical.
- Consistent supervision to ensure they exhibit organization skills is also recommended.



- Flexibility 62%
- Goal Focus 46%
- Good Citizen 36%
- Open Mindedness 52%
- Organization 5%
- Self Confidence 22%
- Social Awareness 27%
- Work Ethic 9%

## Self Confidence

- Having confidence and feeling one is in control of situations is critical for all aspects of work and life in general. This candidate needs to be positively reinforced consistently.
- Criticism should be avoided. Instead, reinforce positive behaviors through praise and acknowledgment.
- Training should focus on repetition of specific tasks that require decision-making. This will build confidence.
- The key with these individuals is building their self-esteem and self-confidence so that they feel they are in control during their day-to-day activities.



- Flexibility 62%
- Goal Focus 46%
- Good Citizen 36%
- Open Mindedness 52%
- Organization 5%
- Self Confidence 22%
- Social Awareness 27%
- Work Ethic 9%



## Social Awareness

- This candidate's supervisor will need to monitor behaviors closely as this individual may not fit a service oriented environment and may not be seen as overly caring by others.
- Be alert for non service related attitudes. Provide detailed instructions about



- Flexibility 62%
- Goal Focus 46%
- Good Citizen 36%
- Open Mindedness 52%
- Organization 5%
- Self Confidence 22%
- Social Awareness 27%
- Work Ethic 9%

## Work Ethic

- Monitor this employee's attendance and punctuality closely. Establish clear guidelines on attendance and task completion and consequences for not following through.
- Clearly explain work deadlines and hold him/her accountable.
- Establish a system of consequences for unreliable behaviors. Reinforce these consequences. When the individual demonstrates steady, dependable behaviors, be sure to recognize and encourage these actions.



- Flexibility 62%
- Goal Focus 46%
- Good Citizen 36%
- Open Mindedness 52%
- Organization 5%
- Self Confidence 22%
- Social Awareness 27%
- Work Ethic 9%



## 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.

### Flexibility

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.

### Goal Focus

#### Question:

What typically happens to your focus level when a project you are working on takes longer than expected? Give specific examples from your work experience.

Response Notes:

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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

### Good Citizen

#### Question:

Describe the last time you experienced a problem with a supervisor. Why was this working relationship difficult?

Response Notes:

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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



## Open Mindedness

### Question:

Describe the steps you generally take before making an important decision. Give examples from your work experience.

Response Notes:

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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

## Organization

### Question:

What behaviors have you engaged in at work that have been described as being unorganized?

Response Notes:

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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

## Self Confidence

### Question:

Do you sometimes worry that you will not be able to perform your work as expected? Please explain your answer.

Response Notes:

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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

## Social Awareness

### Question:

Tell me about a time you insulted someone. Was it justified?

Response Notes:

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Response Expected of a  
Poor Performing Employee

Response Expected of a  
Satisfactory Employee

Response Expected of an  
Excellent Employee





## Work Ethic

**Question:**

Tell me about a time at work when you could not keep a promise you made. What was the outcome?

**Response Notes:**

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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.)

