



Sam Sample

Date: 02/15/2017

Time: 6:14 PM

Candidate ID: 57572

Email: success@super-solutions.com

Job Title: Demo

Organization: SPS

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 Elite Safety Profile Measures

The Elite Safety Profile is a general indicator of the individual's ability to behave responsibly, be safety conscious and follow rules and procedures. This profile is ideal for jobs where safety is a top priority.

The areas assessed by this Profile are:

Reliability	Reliability measures the degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of his/her work.
Responsibility	Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.
Rules Compliance	Rules Compliance measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).
Safety	Safety measures the degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment (e.g., tools, forklifts, machinery), including jobs in warehouse, production, assembly and light industrial settings.

Candidness of the Elite Safety 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 result of this validity check with interpretation is presented on the following page.

Interpreting the Elite Safety Profile

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



Caution

Total Score Interpretation

This candidate's total Elite Safety Profile score falls within the Caution range. This candidate generally demonstrates below average levels of the behavioral characteristics and skills needed to succeed in an industrial/manufacturing environment. If the candidate is to excel in this setting, he/she needs to place much more focus on his/her ability to demonstrate the characteristics and skills assessed by this profile. Weaknesses need to be enhanced if the candidate is to reach his/her full potential. Review the individual scale results 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.



Reliability

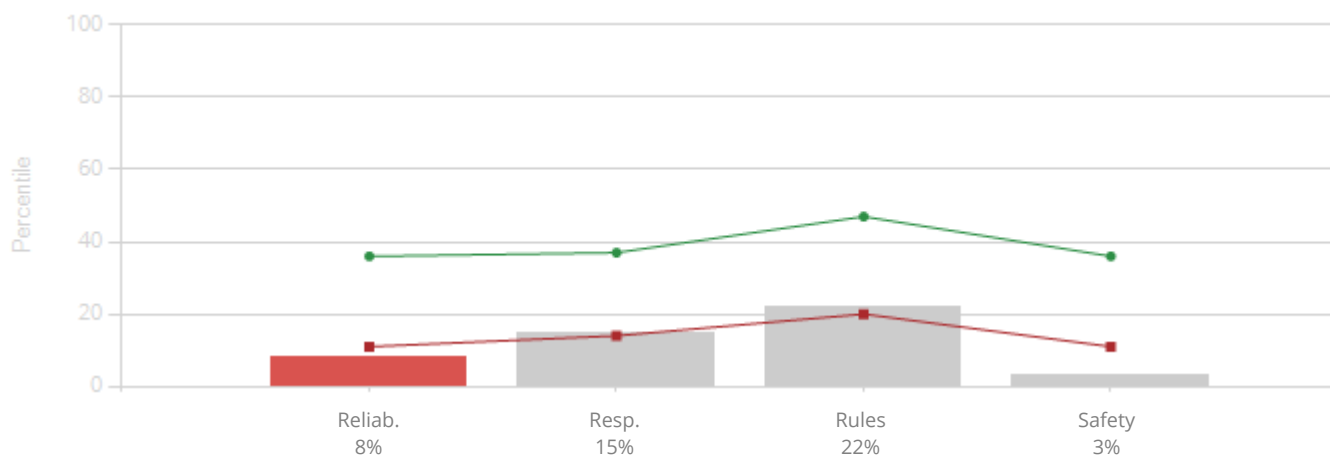


Caution

Score Details

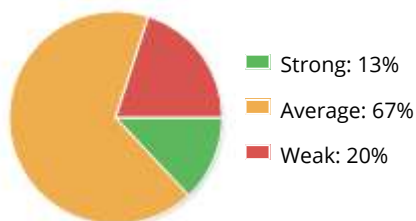
Reliability measures the degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of his/her work.

Sam Sample scored in the 8th percentile on Reliability (Caution), meaning Sam scored lower than 92 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 Reliability behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Reliability.



Expected Job Behaviors

- Needs follow-up to ensure tasks are completed.
- Tends to be somewhat disorganized.
- The quality of his/her work is not a priority.
- Is not goal-oriented.



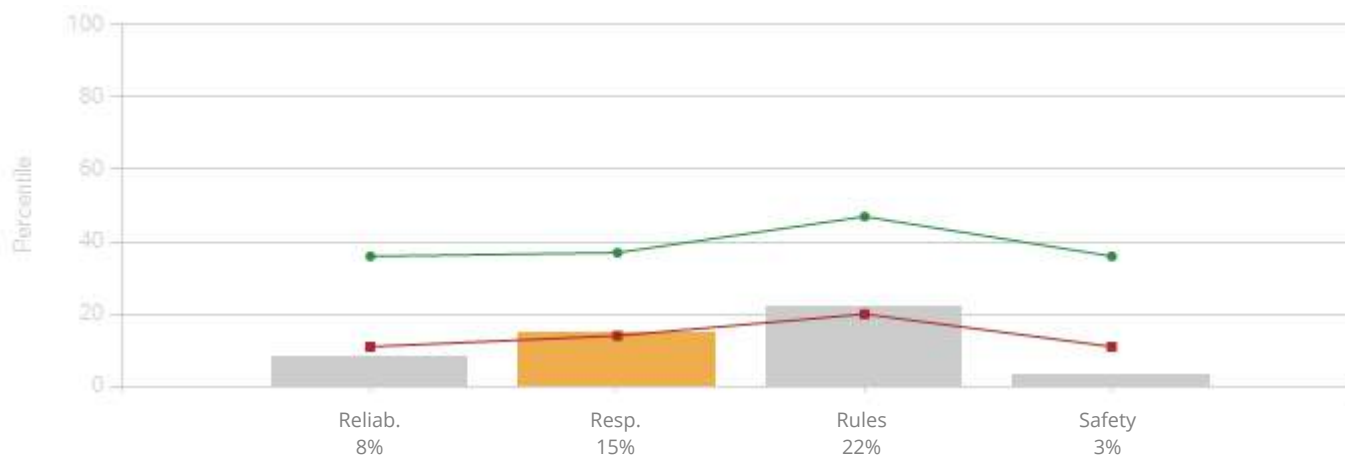
Responsibility



Score Details

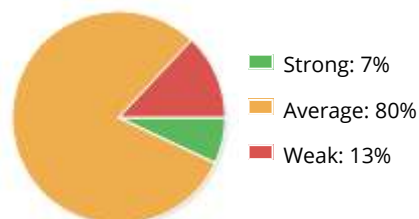
Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.

Sam Sample scored in the 15th percentile on Responsibility (Average), meaning Sam scored lower than 85 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 Responsibility behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Responsibility.



Expected Job Behaviors

- This individual is generally dependable.
- Usually takes responsibility for his/her actions, although at times, may blame outside factors for poor performance.
- This individual's responsibility score is consistent with most other candidates.
- Exhibits satisfactory levels of performance.
- Can generally be counted on to get the job done.



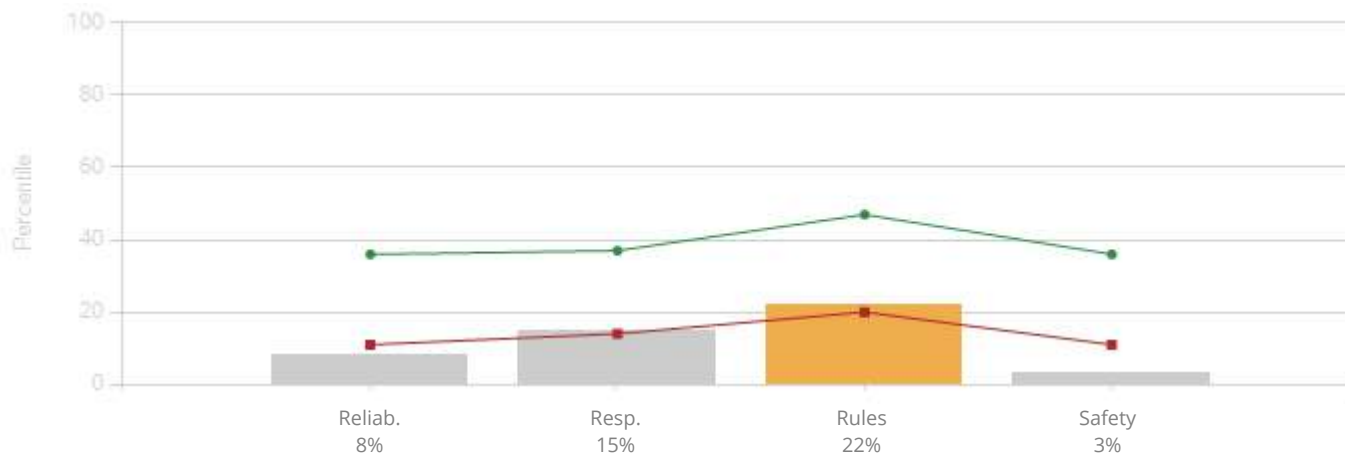
Rules Compliance



Score Details

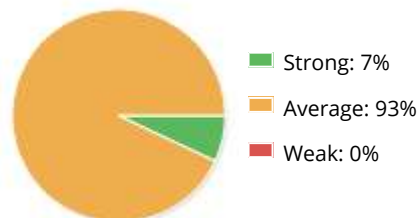
Rules Compliance measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).

Sam Sample scored in the 22nd percentile on Rules Compliance (Average), meaning Sam 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 Rules Compliance behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Rules Compliance.

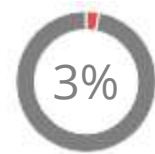


Expected Job Behaviors

- This individual may bend the rules here and there.
- May be tempted at times to not follow directives if they strongly disagree with them.
- May follow the more obvious rules and policies in place but may be tempted to take short cuts when possible.
- This individual's rules compliance score is consistent with most other candidates.



Safety

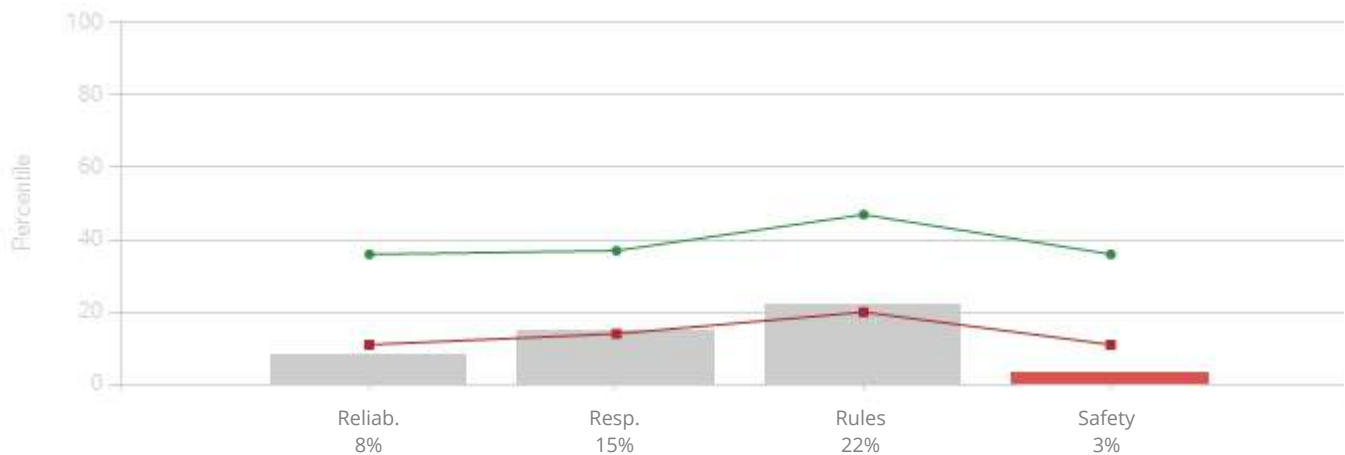


Caution

Score Details

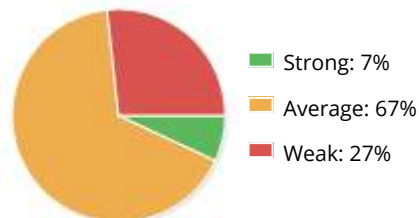
Safety measures the degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment (e.g., tools, forklifts, machinery), including jobs in warehouse, production, assembly and light industrial settings.

Sam Sample scored in the 3rd percentile on Safety (Caution), meaning Sam scored lower 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 Safety behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Safety.



Expected Job Behaviors

- This individual is not very safety conscious.
- Is not very conscientious or thoughtful about the manner in which his/her work is conducted.
- Does not make an effort to ensure his/her work is always done in a safe manner.
- At times, tends to take unnecessary risks that could lead to accidents.



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.

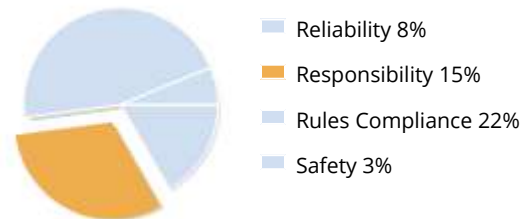
Reliability

- Given the lack of emphasis on planning and goal setting by this candidate, working closely with the individual to establish goals and priorities is a must.
- Consistent supervision to ensure behaviors leading to set goals are accomplished is also recommended.
- Consequences for lack of consistency, punctuality and unreliable behaviors should be in place to stress their importance. Rewards and recognition based on what motivates the individual should also take place when they do exhibit conscientious and reliable behaviors.
- The effects of this individual's unreliable behaviors on team members or his/her department is also of concern, therefore strict enforcement of team/department rules and procedures needs to take place to reduce negative impacts.



Responsibility

- Candidates who score in this range may need some supervision at times to ensure responsible/dependable behavior.
- If he/she exhibits less than responsible behaviors, point it out to him/her and stress their importance.
- The importance of taking responsibility for one's actions and decisions is critical for both life and work success and therefore these qualities need to be stressed and tied into their daily routines.
- When he/she exhibits responsible, dependable behaviors, reinforce them through praise and appreciation and other rewards that may motivate the individual.



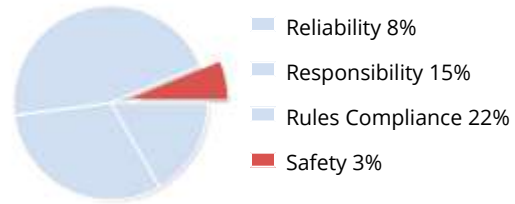
Rules Compliance

- Supervise him/her on occasion to ensure directives are being followed.
- Offer recognition when he/she follows management's directives particularly when you know he/she has other views.
- Have policies in place for those who break the rules and enforce them consistently.



Safety

- When he/she demonstrates safety conscious behavior, offer praise and recognition to reinforce the behavior.
- Make sure rules and regulations that pertain to safety issues are thoroughly explained and understood. This should be mandatory for this individual.
- Have strict disciplinary procedures in place for those who break safety rules.
- Consider this individual for jobs where safety is not a major concern. Avoid jobs requiring operation of equipment, machinery or transportation without safety training and close monitoring.



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.

Reliability

Question:

Tell me about work situations when you missed a deadline. What happened?

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 percentage of your objectives must you complete before you consider yourself successful? Give examples from your past work history.

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:

How much emphasis have you placed on planning for the future? How important is it to set goals to accomplish one's objectives? Please explain your answer.

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:

From your work experience, explain how success or failure has been due to luck or bad luck rather than hard work.

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

Responsibility

Question:

In the past couple of years, how many times did you call in sick to work just to rest and take some time off?

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 a work situation when you behaved in a spontaneous manner rather than planning things out.

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 leads to one's career success? From your experience is it one's own actions and decisions or luck and circumstances? What factors have led you to this point in your career?

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 experiences have you had that might cause you to feel that organizations do not care about the well-being of their employees? How has this affected you? What would companies have to do to change your point of view?

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 many times have you called in sick in the past two years just because you needed a break?

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

Rules Compliance

Question:

Have you ever been terminated from a job? Can you please explain the situation?

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 type of action should be taken with employees who do not follow company rules and procedures? Have you ever been reprimanded for not following company rules? Please describe the situation.

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 situations where your supervisor(s) did not treat you fairly or honestly. What occurred and 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:

To what degree have you bent the rules in order to accomplish your work? Please give specific examples.

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 normal is it for you to call in sick or make up a story in order for you to be able to stay home from work?

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 many times in the past two years would you say you have called in sick just to take a break from work?

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 a time when you didn't follow company rules and the outcome was positive?

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

Safety

Question:

From your experience, is it normal to have a workplace accident now and then? Describe accident situations you have been involved 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:

Which types of jobs is it impossible to avoid accidents and why?

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 accidents have you had at work? Please describe each in detail.

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 do your coworkers do that make you feel they are more careful than 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

Question:

Describe work situations when you have engaged in risky behaviors rather than playing it safe.

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 do you find exciting about dangerous situations at work?

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 a dangerous or risky work situation you have been involved in where you were the one to "lead the charge."

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.)

