



Joe Sample

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Organization: Sample Distributor

To ensure you are obtaining the full benefits available to you from the use of the Situational Judgment Test, 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 Situational Judgment Test results.

While the Situational Judgment Test was designed to help assess various aspects of personality, 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 Situational Judgment Test - Teams Measures

Effective teamwork is critical to the success of any business. Organizations are comprised of work groups and departments that are expected to interact and work together to achieve the organization's goals. Whether to avoid duplication of tasks, share a heavy workload or meet the demands of the company, the need to work together as a team is essential for the success of the company.

PsyMetrics' SJT - Teams consists of attitudinal, behavioral and situational questions aimed at assessing the candidate's ability to problem solve and use appropriate judgment in team environments. The test is designed to help identify those individuals who are more likely to be productive in work environments where teamwork is critical for success.

The four areas assessed by this SJT are:

Confidence	Confidence measures the degree to which the candidate, although engaged in team interactions, is likely to be self-assured, is not overly affected by what others think of him or her, and is confident in his or her decisions and actions.
Flexibility	Flexibility measures the degree to which the candidate is likely to be flexible and open to change. The degree to which he/she is more open-minded than stubborn making it possible to compromise when appropriate.
Team Spirit	Team Spirit measures the degree to which the candidate is likely to be a team player and cooperate in all aspects of his or her work relationships, including working in harmony with others to achieve a common goal.
Trust	Trust measures the degree to which the candidate is likely to be trusting of others. The degree to which he/she is likely to build close, trusting relationships with coworkers.

Candidness of the Situational Judgement Test - Teams 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 Situational Judgement Test - Teams

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

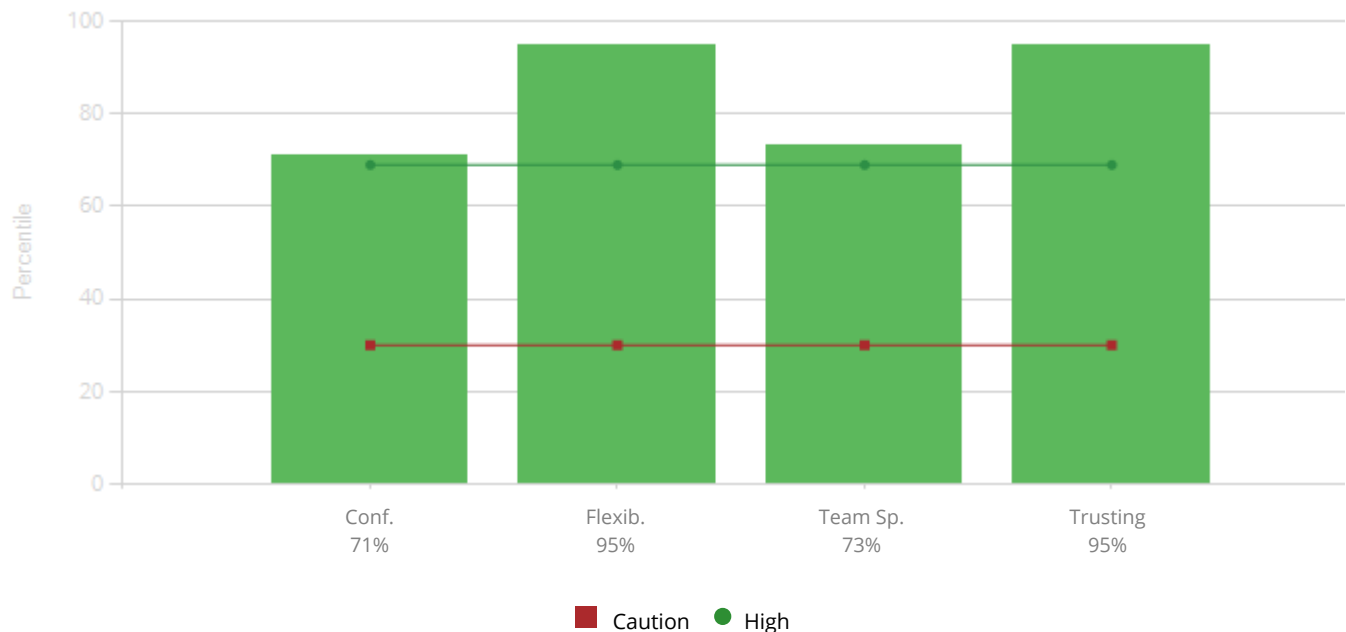
This candidate's Total SJT - Teams Score falls within the High range. This candidate generally demonstrates a strong team orientation. He/she possesses those behavioral characteristics and team related problem solving abilities necessary for performing well within a team environment. Review the individual 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.



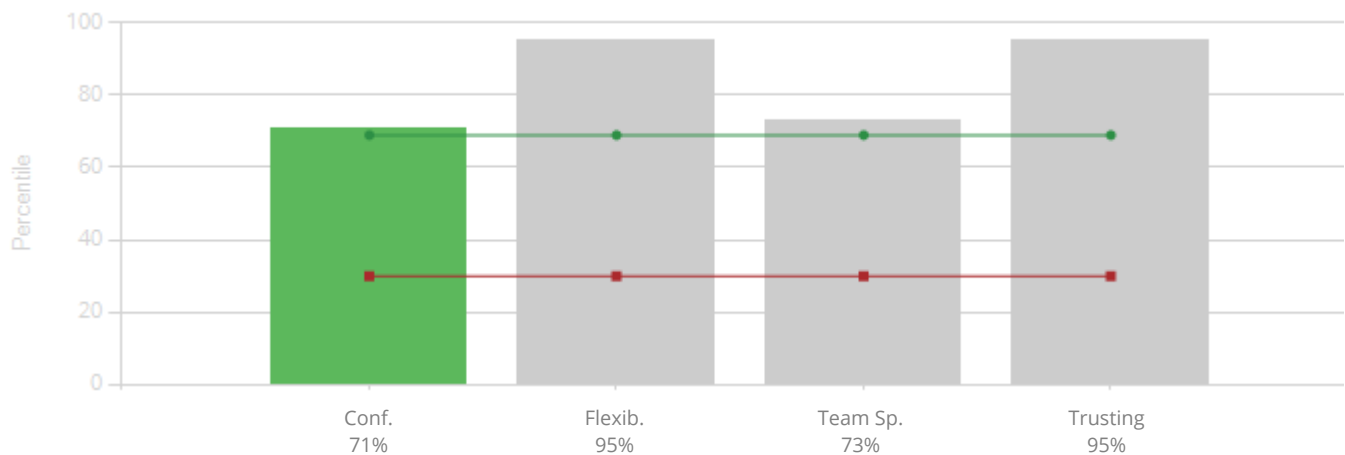
Confidence



Score Details

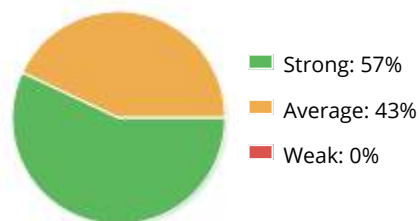
Confidence measures the degree to which the candidate, although engaged in team interactions, is likely to be self-assured, is not overly affected by what others think of him or her, and is confident in his or her decisions and actions.

Joe Sample scored in the 71st percentile on Confidence (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 Confidence behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Confidence.



Expected Job Behaviors

- This candidate's level of confidence is superior to that of most other candidates.
- Is not overly affected by what others think of him/her.
- He/she is self-assured.
- Is confident in his/her decisions and actions.



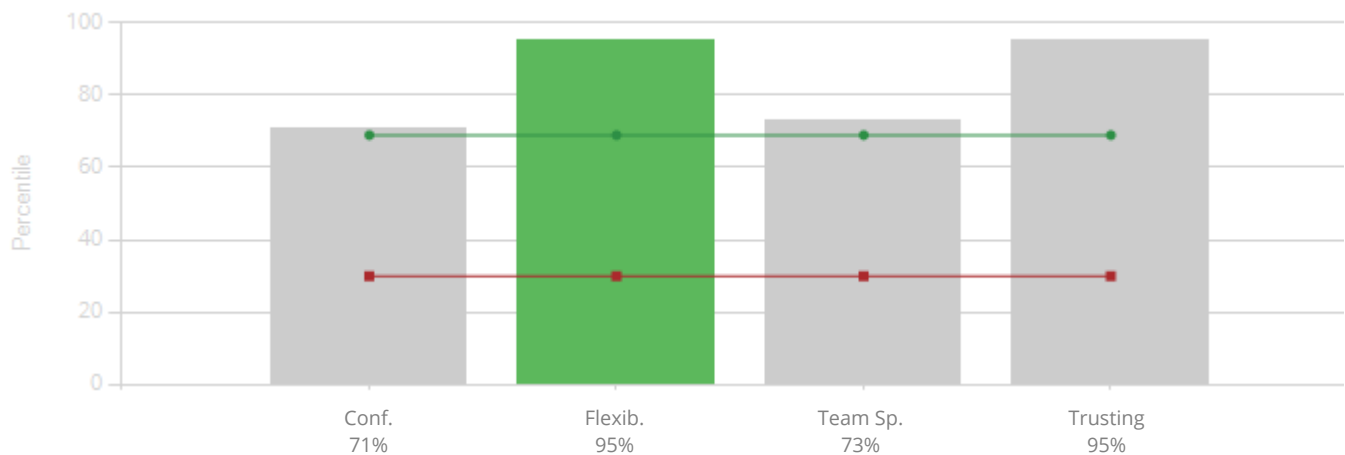
Flexibility



Score Details

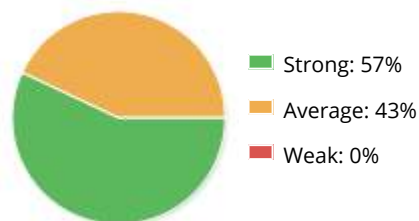
Flexibility measures the degree to which the candidate is likely to be flexible and open to change. The degree to which he/she is more open-minded than stubborn making it possible to compromise when appropriate.

Joe Sample scored in the 95th percentile on Flexibility (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 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 candidate's level of flexibility is superior to that of most other candidates.
- He/she compromises when needed.
- He/she is open-minded and therefore open to change.
- Goes with the flow.



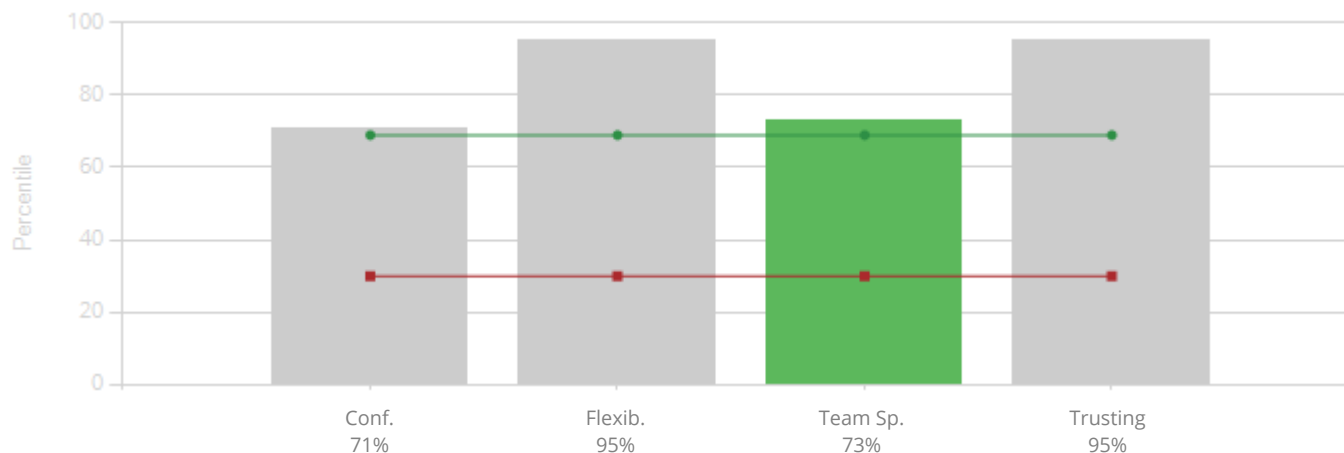
Team Spirit



Score Details

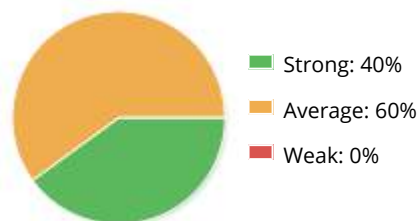
Team Spirit measures the degree to which the candidate is likely to be a team player and cooperate in all aspects of his or her work relationships, including working in harmony with others to achieve a common goal.

Joe Sample scored in the 73rd percentile on Team Spirit (High), meaning Joe scored better 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 Team Spirit behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Team Spirit.



Expected Job Behaviors

- This candidate's level of team spirit is superior to that of most other candidates.
- He/she is a team player and enjoys working in a team environment.
- He/she is cooperative and works in harmony with others to achieve a common goal.
- Compromises when necessary.



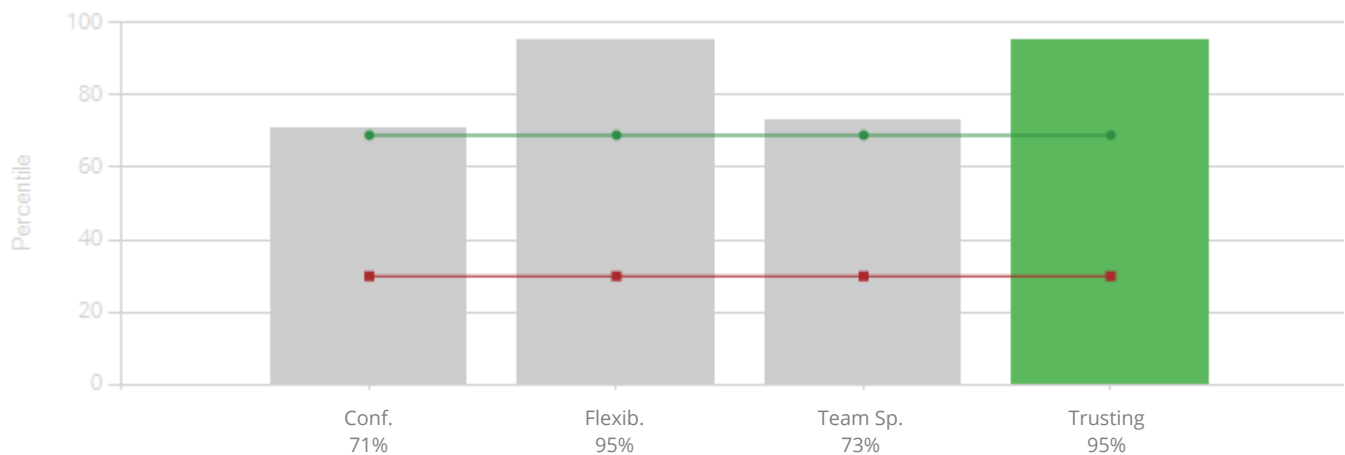
Trust



Score Details

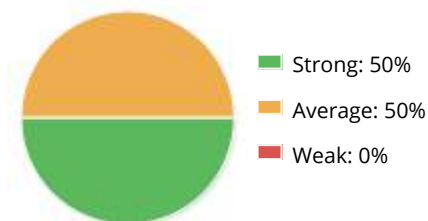
Trust measures the degree to which the candidate is likely to be trusting of others. The degree to which he/she is likely to build close, trusting relationships with coworkers.

Joe Sample scored in the 95th percentile on Trust (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 Trust behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Trust.



Expected Job Behaviors

- This candidate's level of trust is superior to that of most other candidates.
- Is able to build close, trusting relationships.
- He/she is trusting of others.
- Tends to be open with others.

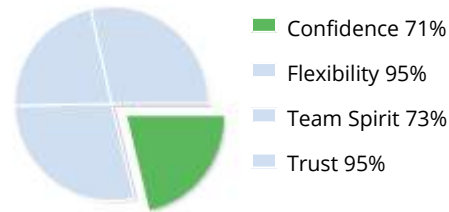


Management Strategies

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.

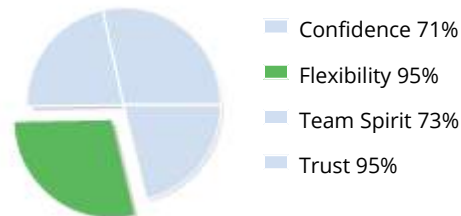
Confidence

- Maintaining high levels of confidence require continuing to build self-esteem levels. Continue to point out and reinforce the candidate's positive decisions, behaviors and performance through praise and appreciation.
- Minimize negative comments and criticisms. Focus on the positives. High levels of self-confidence sometimes come with a stubborn demeanor that may be exaggerated by negative comments.
- While being self-confident is important for business success, care must be taken to make sure the individual's high level of confidence does not diminish the importance of considering the advice of others, including managers.
- While this individual's level of confidence and perceived control is a definite strength, be aware that at times it may also raise some difficulties associated with over confident behaviors.



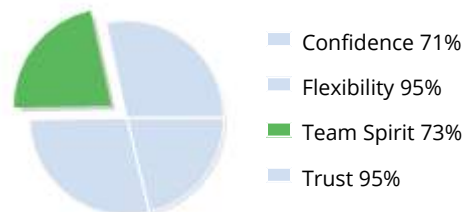
Flexibility

- This individual tends to work well in a fast paced, changing environment.
- Recognize when he/she changes priorities for the benefit of the team or department or another individual.
- His/her level of flexibility may be ideal for team-oriented tasks and environments where dealing effectively with various personality types is critical.
- Monitor to make sure his/her flexible demeanor does not result in taking on additional tasks that may get in the way of accomplishing individual goals or objectives.



Team Spirit

- These candidates value interpersonal relationships with team members, colleagues and managers. Therefore, these should be taken into consideration when working with the individual.
- To maintain team-oriented and cooperative behaviors, involve the individual in setting team goals and reward him/her for demonstrating team-oriented behaviors.
- For individuals who do not participate in team or group activities, develop close relationships with them and involve them in goal setting.
- While cooperativeness is important for both team and individual success, care must be taken to make sure the individual does not undervalue his/her individual contributions in favor of constant compromise within the team. Both team orientation and individual competitiveness are important for overall success. It is important that the

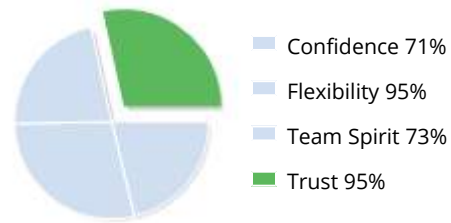


individual be made aware of this and that efforts are made to find the right balance.



Trust

- Continue to build trust by offering an open, supportive, trusting environment.
- Utilize the individual in team building activities, as their trusting nature and ability to be trusted are ideal for team rapport.
- Their trusting nature may cause him/her not to be vigilant of others' potential manipulative behaviors. If this is an issue, discuss it with them. The emphasis should not be on reducing trust but on increasing awareness of the reasoning behind the behaviors of others.



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.

Confidence

Question:

When you have a work-related decision to make, do you usually make it on your own or do you seek the advice of others?

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:

If you see someone you know behaving inappropriately at work, do you express your concerns to them or do you keep to yourself?

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:

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 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



Flexibility

Question:

Tell me about a time when you had to adapt to a changing situation at work. How did it make you feel and what did you do?

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 how you have handled change at work in the past and what were the challenges you faced. 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:

When in group situations whereby you have felt out of place, what have you done? How have you dealt with these situations?

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

Team Spirit

Question:

How have you handled situations in the past when you were asked to perform duties that were the responsibility of another coworker?

How did this make you feel?

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 important do you feel it is to have a sense of belonging in your work environment? Please explain how feeling that you belong or feeling that you do not belong affects your 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:

What has been your experience with respect to working alone vs. working with others? Which do you prefer 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:

When working in a team environment, do you generally make a strong effort to integrate yourself within the team or do you sit back and let the relationships form on their own?

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 experience, what has been the best and worst aspects of working in a group or a team?

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 are your thoughts with respect to lending a hand to a new employee when he/she is having a tough time with an assignment? Do you offer your help or feel it is best if they learn on their own? 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

Trust

Question:

How close are the relationships you build at work? Would you say you have trusting relationships with your coworkers?

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:

Have you been able to trust your previous managers or has your working relationships with them been more at a distance? 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:

Tell me about situations you have experienced when you were not able to trust your coworkers?

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.)

