

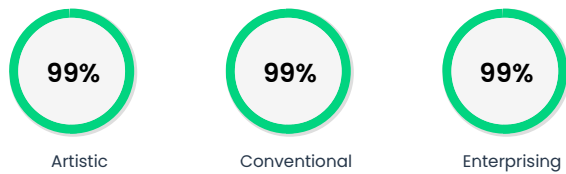
NAME: Joe Sample  
 CANDIDATE ID: #001320  
 EMAIL: joesample@abc.com  
 JOB APPLYING FOR: Stock Clerk  
 INVITED BY: Alex Admin (administrator@companyabc.com)  
 ORGANIZATION: Company ABC  
 TESTING TIME: 4 min. 20 seconds  
 TEST VERSION: V1 (C)



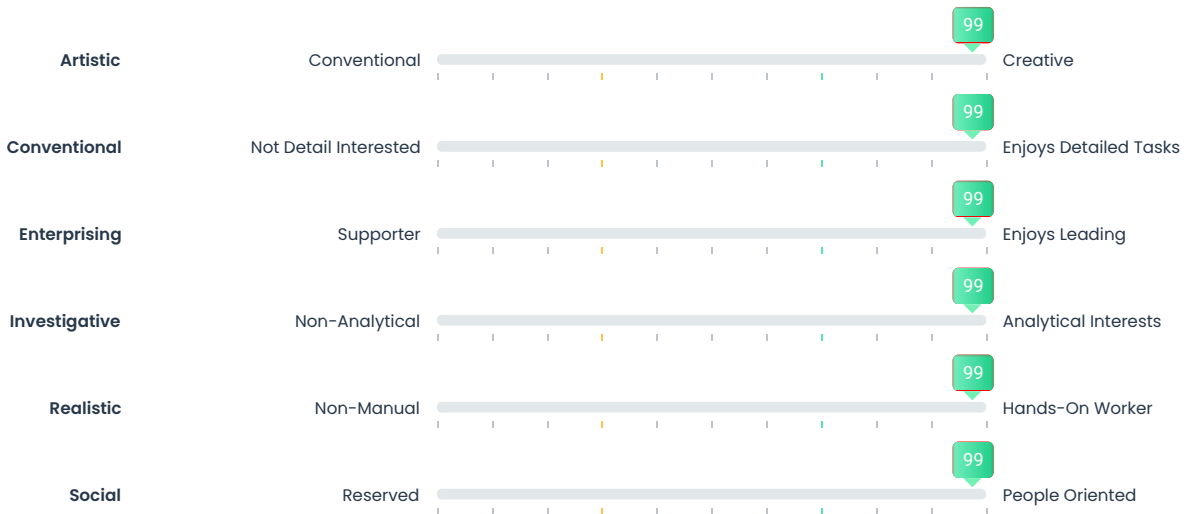
STARTED: 02/11/21 07:24 PM  
 COMPLETED: 02/11/21 07:29 PM

**TOTAL SCORE SUMMARY**

The circles depict the candidate's 3 strongest occupational interests. Review the individual environment interest scores in this report to better understand strengths and potential shortcomings.



**SCORE DETAILS**



## SCALE SCORE INTERPRETATIONS

The information that follows offers detailed interpretations for each scale included in this profile. The Strength of Responses graphic below shows the candidate's response pattern for a particular scale. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with the behavioral dimensions assessed in this profile.

### ARTISTIC



The degree to which the individual enjoys or has an interest in working with and through various media to express themselves. Typical artistic occupations include actor, musician, copywriter, architect, photographer.

Joe Sample scored in the 99th percentile on Artistic (High), meaning Joe scored higher than 99 percent of other candidates who have completed this assessment.

<b>Strength of Responses</b>	<b>Expected Behaviors</b>
 <ul style="list-style-type: none"><li>Strong: 100%</li><li>Above Average: 0%</li><li>Average: 0%</li><li>Below Average: 0%</li><li>Weak: 0%</li></ul>	<ul style="list-style-type: none"><li>- Enjoys working in creative environments where creativity is rewarded.</li><li>- Jobs requiring designing, inventing or coming up with new ways of doing things are likely to bring satisfaction.</li><li>- Excels in environments where open-minded and inventive thinking are valued more than structured, conservative problem solving.</li></ul>

Average Time to Complete Each Question **4.0 seconds**

### CONVENTIONAL



The degree to which the individual enjoys or has an interest in working with numbers, comparing and/or proofing information, and working with office equipment. They enjoy a structured environment with specific tasks to be accomplished. It requires attention to detail and speed and accuracy when performing perceptual tasks. Examples of positions within this environment are secretaries, file clerks and bookkeepers.

Joe Sample scored in the 99th percentile on Conventional (High), meaning Joe scored higher than 99 percent of other candidates who have completed this assessment.

<b>Strength of Responses</b>	<b>Expected Behaviors</b>
 <ul style="list-style-type: none"><li>Strong: 100%</li><li>Above Average: 0%</li><li>Average: 0%</li><li>Below Average: 0%</li><li>Weak: 0%</li></ul>	<ul style="list-style-type: none"><li>- Enjoys performing clerical tasks, working with numbers, comparing/proofing information.</li><li>- Is likely to be detail oriented.</li><li>- Jobs encompassing clerical duties are likely to bring satisfaction to this candidate.</li></ul>

Average Time to Complete Each Question **4.0 seconds**

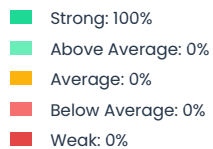
## ENTERPRISING



The degree to which the individual enjoys or has an interest in coordinating the work of others to accomplish specific goals. They generally enjoy controlling and influencing. They enjoy the hierarchical work structures that are usually associated with large organizations. Examples of occupations within this environment are sales and management positions.

Joe Sample scored in the 99th percentile on Enterprising (High), meaning Joe scored higher than 99 percent of other candidates who have completed this assessment.

### Strength of Responses



Average Time to Complete Each Question **4.0 seconds**

### Expected Behaviors

- Enjoys leading others to achieve specific objectives.
- Is able to influence others.
- Tends to take control when interacting with others.
- Enjoys achievement-oriented occupations.

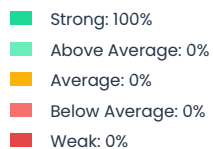
## INVESTIGATIVE



The degree to which the individual enjoys or has an interest in working in most scientific professions (e.g., physicians, biologists, laboratory technicians, researchers). They enjoy analytical and problem solving tasks. They tend to have a hunger for knowledge. The emphasis is on ideas rather than people. Proficiency in mathematics and statistics usually accompanies this interest.

Joe Sample scored in the 99th percentile on Investigative (High), meaning Joe scored higher than 99 percent of other candidates who have completed this assessment.

### Strength of Responses



Average Time to Complete Each Question **4.0 seconds**

### Expected Behaviors

- Enjoys performing tasks that involve analytical and problem solving skills.
- Is able to take an objective approach to problem solving.
- Tends to think logically utilizing probabilities.
- Enjoys mentally challenging work.

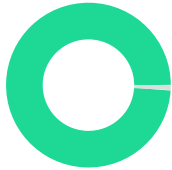
## REALISTIC



The degree to which the individual enjoys or has an interest in working in jobs that require manual or physical activities. They tend to enjoy working with tools, equipment or machines and working with things rather than people. These individuals may have a preference for working outdoors.

Joe Sample scored in the 99th percentile on Realistic (High), meaning Joe scored higher than 99 percent of other candidates who have completed this assessment.

### Strength of Responses



- Strong: 100%
- Above Average: 0%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question **4.0 seconds**

### Expected Behaviors

- Prefers working with tools and equipment rather than working in more social settings.
- Jobs requiring mechanical and technical skills are likely to bring satisfaction to this candidate.

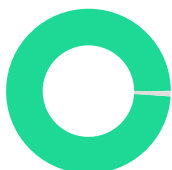
## SOCIAL



The degree to which the individual enjoys or has an interest in working with people as opposed to things. They enjoy helping, teaching or providing service to others. They are all about warmth and nurturance. Schools, hospitals and charity organizations are examples of work environments this individual is likely to enjoy.

Joe Sample scored in the 99th percentile on Social (High), meaning Joe scored higher than 99 percent of other candidates who have completed this assessment.

### Strength of Responses



- Strong: 100%
- Above Average: 0%
- Average: 0%
- Below Average: 0%
- Weak: 0%

Average Time to Complete Each Question **4.0 seconds**

### Expected Behaviors

- Prefers working with people as opposed to working with things.
- Jobs requiring helping, teaching or providing service to others are likely to bring satisfaction.
- Excels in warm and nurturing environments.

## MANAGEMENT STRATEGIES

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses.

### ARTISTIC



- This candidate should be given opportunities to engage in tasks that involve creativity or inventive problem solving.
- Given their preference for working within creative environments, do not expect them to be overly excited in settings where there is little opportunity to express their creativity. Take this into consideration when assigning job responsibilities.
- If their level of skill in working on creative tasks matches their enthusiasm in this area, they may be good candidates for training others on the more creative job functions.

### CONVENTIONAL



- This candidate should be given opportunities to engage in tasks that involve clerical, detail-oriented duties such as working with numbers and comparing/proofing information.
- Given their preference for working on detail-oriented tasks, do not expect them to be overly comfortable when interacting with more complex, less detailed tasks, therefore keep this in mind when assigning job responsibilities.
- If their clerical abilities match their enthusiasm in this area, they may be good candidates for training others on basic clerical duties.

### ENTERPRISING



- This candidate should be given opportunities to engage in tasks that involve leading, managing or influencing others.
- Given their preference for controlling or influencing people, do not expect them to be overly excited in settings that require a more passive job role.
- If their level of skill in management or sales matches their enthusiasm in these areas, they may be good candidates for training or mentoring others on managerial or sales-related behaviors.

## INVESTIGATIVE



- This candidate should be given opportunities to engage in tasks that involve analytical problem solving.
- Given their preference for mentally challenging, intellectual tasks, do not expect them to be overly excited in settings that require little mental stimulation.

- If their level of skill in mentally challenging job functions matches their enthusiasm in these areas, they may be good candidates for training or mentoring others on these mentally stimulating responsibilities.

## REALISTIC



- This candidate should be given opportunities to engage in tasks that involve manual or technical skills.
- Given their preference for working with tools and equipment over working with people, do not expect them to be overly comfortable when interacting in a more social setting. Therefore keep this in mind when assigning job responsibilities.

- If their level of skill with mechanical and technical tasks matches their enthusiasm in this area, they may be good candidates for training others on basic mechanical concepts.

## SOCIAL



- This candidate should be given opportunities to engage in tasks that involve helping or teaching others.
- Given their preference for working with people as opposed to things, do not expect them to be overly excited in settings with little social interactions. Take this into consideration when assigning job responsibilities.

- If their level of skill in customer service or mentoring tasks matches their enthusiasm in this area, they may be good candidates for training others on service or helping behaviors.

## OCCUPATIONAL MATCH

The Career Success Predictor offers a general indication of an individual's job interests and the occupational environments they might be most satisfied working in. A high environment score indicates that the individual is likely to "match" that occupational environment with respect to their interests. A low environment score suggests the individual may not be a good match for jobs within that environment. Please refer to the Total Score Summary section of this report to see the three highest environment scores.

Listed below are examples of occupations that match the interests of Joe Sample. This list was generated using the nation's primary source of occupational information; the Occupational Information Network (O\*NET). O\*NET was developed under the sponsorship of the US Department of Labor/Employment and Training Administration. The occupations listed should serve as a guide to help the candidate in career exploration or the HR Professional with candidate job placement. This list is not exhaustive, and the candidate could potentially succeed in occupations not shown below.

To find out more information about a specific occupation, please go to <https://www.onetonline.org/find/quick?s=> and type in an occupation's title in the Occupation Keyword Search field. Then, click on the desired occupation link.

### PRIMARY INTEREST OCCUPATIONS

- Actors
- Art Directors
- Editors
- Interior Designers
- Music Composers and Arrangers
- Musicians, Instrumental
- Singers
- Video Game Designers

### SECONDARY INTEREST OCCUPATIONS

- Advertising Sales Agents
- Advertising and Promotions Managers
- Fundraisers
- Program Directors
- Proofreaders and Copy Markers