

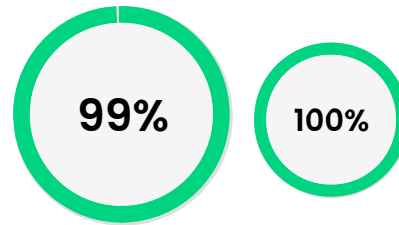
NAME: ★ Joe Sample  
 CANDIDATE ID: #001355  
 EMAIL: joesample@abc.com  
 JOB APPLYING FOR: Customer Service Manager  
 INVITED BY: Alex Admin (administrator@companyabc.com)  
 ORGANIZATION: Company ABC  
 TESTING TIME: 6 min. 45 seconds  
 TEST VERSION: (v1)

# EQ PROFILE

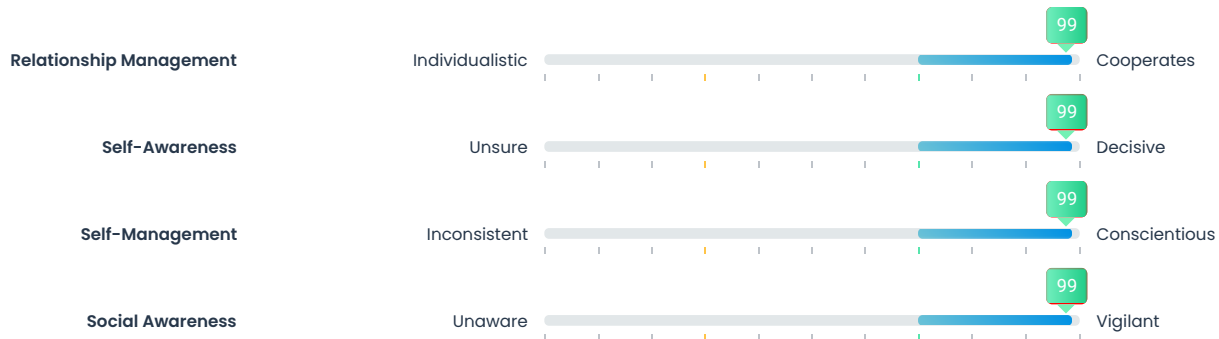
STARTED: 02/12/21 02:18 AM  
 COMPLETED: 02/12/21 02:25 AM

## TOTAL SCORE SUMMARY

The large circle represents the average of the scale scores included in this profile. Scores are presented in terms of percentiles and indicate where the candidate falls relative to everyone else who has completed this profile. The smaller circle is the percent match against your Star Profile. Review individual scale details to understand strengths and potential areas for improvement.



## 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.

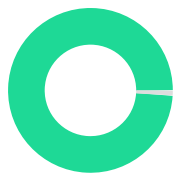
### RELATIONSHIP MANAGEMENT



The degree to which the individual is likely to manage people relationships effectively. The degree to which they are team oriented and collaborative in all aspects of his or her relationships, including working cooperatively with coworkers and customers.

Joe Sample scored in the 99th percentile on Relationship Management (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 **9.0 seconds**

#### Expected Behaviors

- Works well in a team environment.
- Gets along with others.
- Works collaboratively with others.
- Compromises for the good of the team.
- Does what it takes to see team succeed.

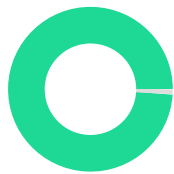
### SELF-AWARENESS



The degree to which the individual is self confident and feels secure of self. The degree to which they use this demeanor to remain calm and cool under pressure.

Joe Sample scored in the 99th percentile on Self-Awareness (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 **9.0 seconds**

#### Expected Behaviors

- Is aware of own capabilities and is self-assured.
- Is not overly affected by what others think of them.
- Is confident and calm in their decisions and actions.
- Tends to bounce back from disappointments because they know that they can overcome difficult situations.

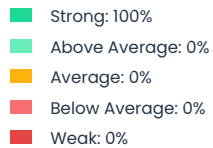
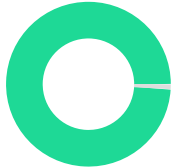
## SELF-MANAGEMENT



The degree to which the individual manages self properly. The degree to which they are likely to be hardworking, reliable, organized and plans ahead.

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

### Strength of Responses



### Expected Behaviors

- Values hard work.
- Responsible worker who is goal oriented.
- Takes pride in doing a job well.
- Is punctual and reliable.

Average Time to Complete Each Question **9.0 seconds**

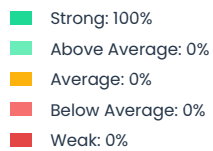
## SOCIAL AWARENESS



The degree to which the individual is caring, empathetic, service oriented and vigilant of other's needs.

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

### Strength of Responses



### Expected Behaviors

- Is friendly, generous and kind.
- Is caring and in tune with others' needs.
- Puts the needs of others before self.
- Demonstrates empathy.
- Is vigilant.

Average Time to Complete Each Question **9.0 seconds**

## MANAGEMENT STRATEGIES

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

### RELATIONSHIP MANAGEMENT



- Management Strategies
- This candidate will work well with teammates and may be able to lead group projects or coordinate team tasks.
- Place this individual in situations that would benefit from strong teamwork.

- This individual may be appropriate for assisting new members in learning job behaviors and how the group operates as a team.
- While teamwork and having a team disposition is important for organizational success, care must be taken to make sure they do not forget the importance of individual contributions. Monitor the individual to ensure they find the right balance between cooperation, compromise, and individuality.

### SELF-AWARENESS



- Maintaining high levels of self-awareness and 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-awareness and confidence sometimes come with a stubborn demeanor that may be exaggerated by negative comments.

- While being self-aware and confident are 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 self-confidence and perceived control is a definite strength, be aware that at times it may also raise some difficulties associated with over confident behaviors.

### SELF-MANAGEMENT



- This individual expects coworkers to be as quality oriented as they are. Given these expectations, they may get frustrated with others who do not work to their standards. Be conscious of this and try to make sure their work ethic is rewarded and not taken for granted.
- Utilize their strong work ethic by letting them coach new employees.

- Place this individual in a position where hard work can be acknowledged and rewarded.

## SOCIAL AWARENESS



- Place this individual in situations where being friendly and generous are valued.
- Monitor behavior to make sure this candidate is not compromising job quality, over attempting to be accommodating for others.

- Their ability to be kind and friendly should be used as an example to other employees.
- Offer them the opportunity to coach or mentor others on being service oriented.

## INTERVIEW GUIDE

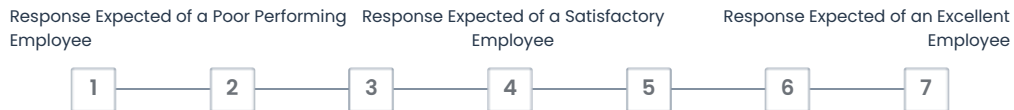
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

### RELATIONSHIP MANAGEMENT

#### QUESTION

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension. You may ask your own question and rate the response on the rating scale provided.

#### RESPONSE NOTE:

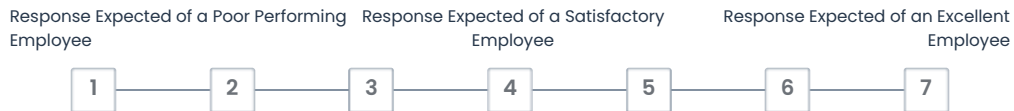


### SELF-AWARENESS

#### QUESTION

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension. You may ask your own question and rate the response on the rating scale provided.

#### RESPONSE NOTE:

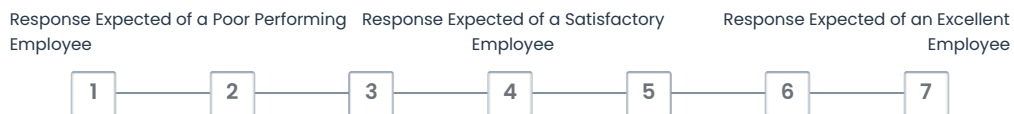


### SELF-MANAGEMENT

#### QUESTION

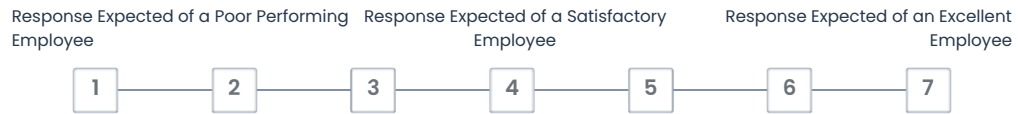
The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension. You may ask your own question and rate the response on the rating scale provided.

#### RESPONSE NOTE:



**QUESTION**

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension. You may ask your own question and rate the response on the rating scale provided.

**RESPONSE NOTE:****SUM OF RATINGS :****NUMBER OF QUESTIONS RATED:****AVERAGE RATING :**

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