

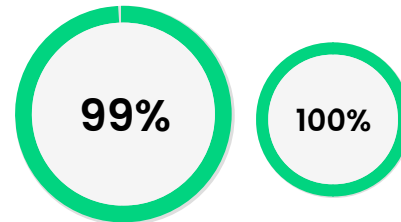
NAME: ★ John Joe
 CANDIDATE ID: #001393
 EMAIL: joe@mailinator.com
 JOB APPLYING FOR: SE
 INVITED BY: Reyan Dela Cruz (reyan@mailinator.com)
 ORGANIZATION: Pepsi
 TESTING TIME: 5 min. 12 seconds
 TEST VERSION: (v1)

Adaptability

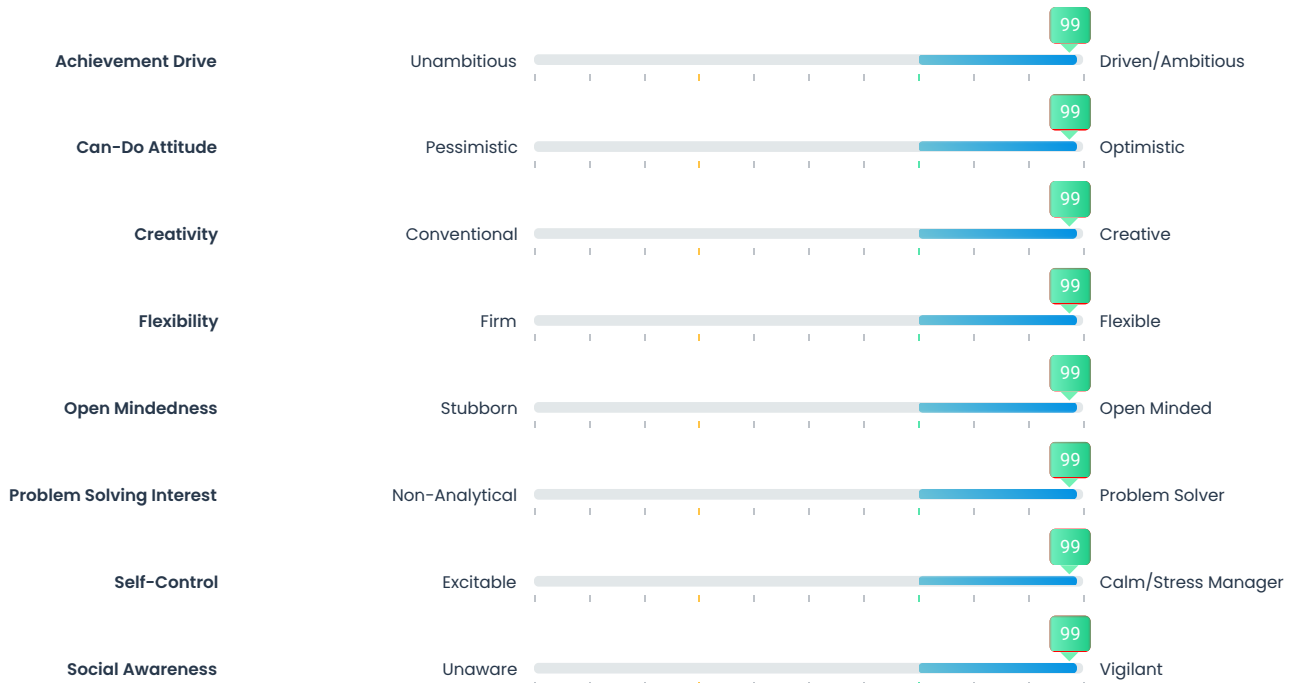
STARTED: 02/17/21 03:38 PM
 COMPLETED: 02/17/21 03:44 PM

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.

ACHIEVEMENT DRIVE



The degree to which the individual is likely to be competitive and driven to be the best. This characteristic is important for jobs where the attainment of established goals and benchmarks are important (e.g., sales jobs). It is also important for jobs where there may be competition within departments or between coworkers and positions where the individual is expected to grow and advance to higher levels within the organization.

John Joe scored in the 99th percentile on Achievement Drive (High), meaning John 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 **6.0 seconds**

Expected Behaviors

- Is competitive.
- Is driven to be the best at whatever they do.
- Is constantly trying to surpass set goals.
- Is likely to create competitive situations with coworkers.

CAN-DO ATTITUDE



The degree to which the individual consistently approaches work duties and projects with a positive attitude. Is always optimistic. Seldom worries and always exhibits a positive demeanor.

John Joe scored in the 99th percentile on Can-Do Attitude (High), meaning John 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 **6.0 seconds**

Expected Behaviors

- Tends to make the most of any situation.
- Always has a positive outlook.
- Demonstrates initiative.
- Is energetic and confident.

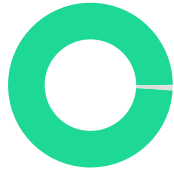
CREATIVITY



The degree to which the individual is inventive and creative in their thoughts and ideas. This characteristic is important for jobs requiring innovative thinking (e.g., creative positions, marketing, product development and some management jobs).

John Joe scored in the 99th percentile on Creativity (High), meaning John 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 **6.0 seconds**

Expected Behaviors

- Is innovative and creative in their thinking.
- Regularly offers new ideas for improving ways of doing things or developing innovative new products.
- Their open-minded nature allows them to look at situations differently than most.
- Is excellent in brainstorming tasks.

FLEXIBILITY



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.

John Joe scored in the 99th percentile on Flexibility (High), meaning John 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 **6.0 seconds**

Expected Behaviors

- Is willing and able to adapt to change easier than most.
- Is open-minded and cooperative.
- Goes with the flow.
- Changes priorities as needed with little resistance.

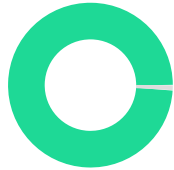
OPEN MINDEDNESS



The degree to which the individual is willing to learn from others and from their own mistakes. Is not stubborn. Listens to the needs and advice of others. Is open to new ideas and concepts.

John Joe scored in the 99th percentile on Open Mindedness (High), meaning John 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%

Expected Behaviors

- Open to learning new ways of doing things.
- Listens to the perspectives of others.
- Accepts change.
- Is open to new ideas and concepts.

Average Time to Complete Each Question **6.0 seconds**

PROBLEM SOLVING INTEREST



The degree to which the individual enjoys working on mentally challenging tasks, enjoys problem solving and utilizes creative thinking when engaged in problem solving activities. Some examples of jobs where this ability would be appropriate would be jobs in product development, marketing or research-oriented jobs. Also, jobs that require coming up with enhancements to current processes and procedures.

John Joe scored in the 99th percentile on Problem Solving Interest (High), meaning John 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%

Expected Behaviors

- Enjoys working on mentally challenging tasks.
- Uses creative thinking when engaged in problem-solving activities.
- Enjoys trying to solve complex problems.
- Enjoys thinking outside the norm.

Average Time to Complete Each Question **6.0 seconds**

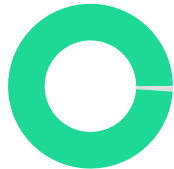
SELF-CONTROL



The degree to which the individual remains calm and in control during stressful, high pressure situations.

John Joe scored in the 99th percentile on Self-Control (High), meaning John 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 **6.0 seconds**

Expected Behaviors

- Handles stressful situations well.
- During times of conflict, remains calm and thinks clearly.
- Effectively handles change within the workplace.
- Does not let work pressures affect them.
- Disciplined.

SOCIAL AWARENESS



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

John Joe scored in the 99th percentile on Social Awareness (High), meaning John 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 **6.0 seconds**

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.

MANAGEMENT STRATEGIES

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

ACHIEVEMENT DRIVE



- To maintain the candidate's drive and motivation, reward their winning attitude.
- Work with the individual to develop challenging goals and reward goal accomplishment.

- While this characteristic is important for business success, care must be taken to make sure the individual's high level of competitiveness does not affect team performance or relationships.
- This individual's competitive energy needs to be focused on being the best they can be within the overall business plans and strategies.

CAN-DO ATTITUDE



- Offer encouragement after they have been successful in a difficult situation.
- Offer praise and reinforce positive behaviors.

- Monitor the individual to ensure their positive outlook does not cloud rational decision making.
- Let this individual's positive attitude shine and serve as a motivator for the team or department.

CREATIVITY



- Reinforce creative thought and develop an environment where open-minded thinking is supported.
- Engage the individual in brainstorming sessions. Their creative mindset will offer new insights into decision-making and other activities requiring new thinking.

- This individual usually works best with little structure and bureaucracy. If possible, their work environment should be free of too many rules and policies that can get in the way of creativity.
- This individual may have a tendency to develop creative solutions at the expense of practicality. So make sure there are checks and balances in place to ensure both creative, yet feasible outcomes.

FLEXIBILITY



- This individual works well in a fast paced, changing environment.
- Recognize when they change priorities for the benefit of the team or department or another individual.

- Their 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 their flexible demeanor does not result in taking on additional tasks that may get in the way of accomplishing individual goals or objectives.

OPEN MINDEDNESS



- Continually reinforce open-minded thinking.
- Offer an environment where the individual has the freedom to express new ideas and concepts.

- Involve the individual in work activities that require learning new concepts and ideas.
- Challenge the individual to think "outside the box."

PROBLEM SOLVING INTEREST



- This individual should be included in problem solving situations.
- They would enjoy working in departments where research and problem solving are valued.

- Engage the individual in tasks or discussions that involve complex or abstract thinking.
- Try not to place them in positions where thinking and problem solving responsibilities are minimized.

SELF-CONTROL



- This individual can be counted on to perform well in stressful situations. It may be appropriate to have them share coping skills and strategies with others.
- This individual can be placed in situations that may become stressful and they can be counted on to remain calm. Value this employee's perspective and suggestions about managing conflict and stress.
- This employee has the ability to manage the work-related stress. Pay attention to workload levels, to avoid having them take on too much.
- This employee's calm demeanor in times of stress may be beneficial when engaged in rational decision making tasks.

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

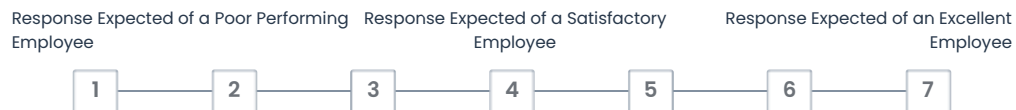
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

ACHIEVEMENT DRIVE

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:

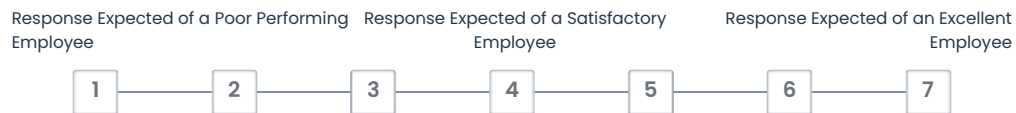


CAN-DO ATTITUDE

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:

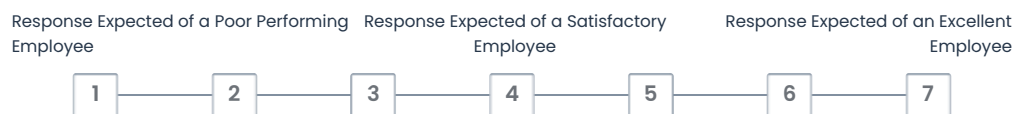


CREATIVITY

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:

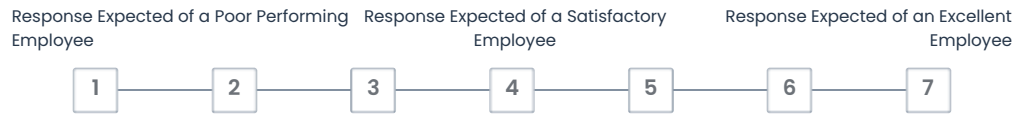


FLEXIBILITY

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:

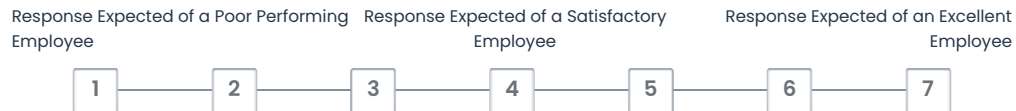


OPEN MINDEDNESS

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:

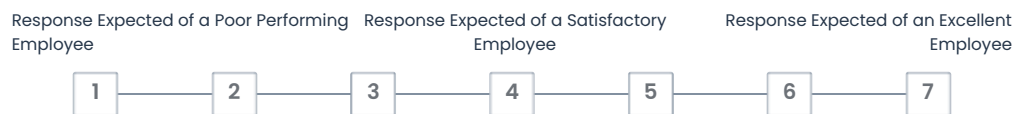


PROBLEM SOLVING INTEREST

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:

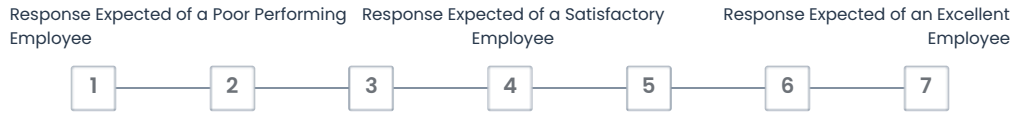


SELF-CONTROL

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:

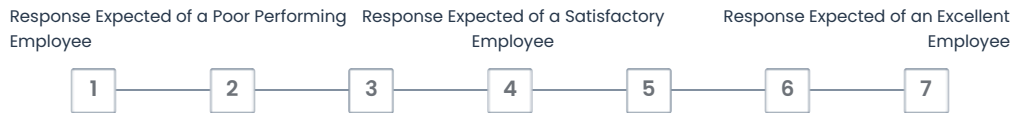


SOCIAL AWARENESS

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:



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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