

NAME: ★ Joe Sample  
 CANDIDATE ID: #000857  
 EMAIL: joe@mailinator.com  
 JOB APPLYING FOR: Nurse Aide  
 INVITED BY: Daphne Del Rosario (daphne@directworksmmedia.com)  
 ORGANIZATION: ThinkDWM  
 TESTING TIME: 10 min. 57 seconds  
 TEST VERSION: (v1)



ELITE PROFILING SYSTEM

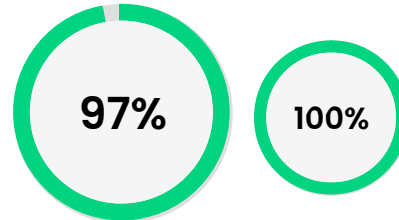
CARE

STARTED:  
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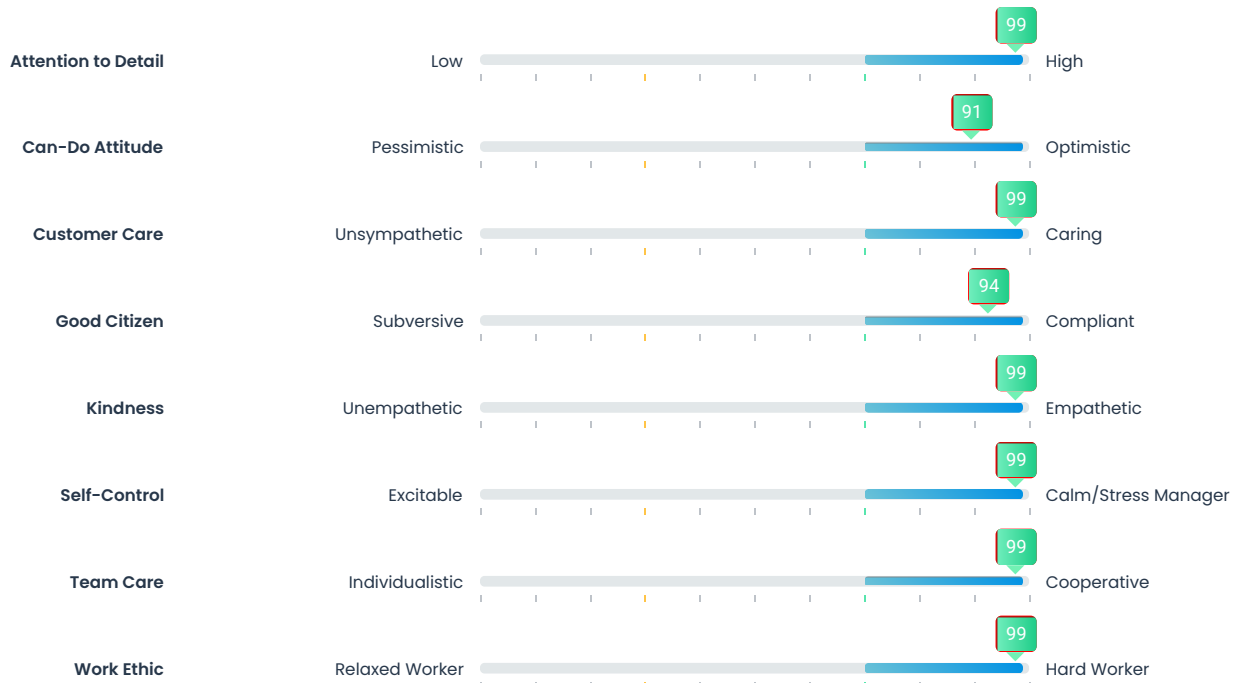
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10/21/21 08:50 AM

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 behavioral scales generate a Strength of Responses graphic. This graphic 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. The Cognitive scales generate a Skill Level graphic. This graphic shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.

### ATTENTION TO DETAIL



The degree to which the individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information. This ability is important for most clerical jobs. It is also appropriate for jobs that require proofing tasks.

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

#### Skill Level



Average Time to Complete Each Question **5.7 seconds**

Attempted: 20/20 = 100%

Correct 20/20: 100%  
Incorrect 0/20: 0%

Correct/Total Possible: 20/20 = 100%

Population Avg. Correct/Total Possible:  
18/20 = 90%

#### Expected Job Behavior

- Is detail-oriented.
- Has the ability to quickly and accurately verify and proof written information.
- Is able to quickly inspect information visually.

### 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.

Joe Sample scored in the 91st percentile on Can-Do Attitude (High), meaning Joe scored higher than 91 percent of other candidates who have completed this assessment.

#### Strength of Responses



Average Time to Complete Each Question **6.5 seconds**

Strong: 90%  
Above Average: 0%  
Average: 0%  
Below Average: 0%  
Weak: 10%

#### Expected Behaviors

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

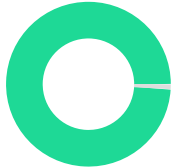
## CUSTOMER CARE



The degree to which the individual is friendly, service oriented and builds customer relationships. They are likely to go out of their way to assist customers.

Joe Sample scored in the 99th percentile on Customer Care (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%

### Expected Behaviors

- Is understanding and friendly.
- Values relationships and will go out of the way to help others.
- Is attentive to the needs of others.
- Will put the needs of others before self.

Average Time to Complete Each Question **12.0 seconds**

## GOOD CITIZEN



The degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management.

Joe Sample scored in the 94th percentile on Good Citizen (High), meaning Joe scored higher than 94 percent of other candidates who have completed this assessment.

### Strength of Responses



- Strong: 90%
- Above Average: 0%
- Average: 0%
- Below Average: 0%
- Weak: 10%

### Expected Behaviors

- Follows rules and procedures.
- Follows management directives.
- Understands the importance of policies and procedures.
- Does not cause conflicts with management.

Average Time to Complete Each Question **6.8 seconds**

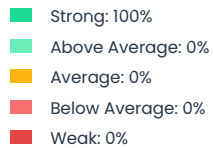
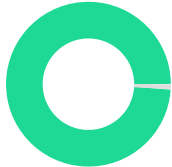
## KINDNESS



The degree to which the individual is caring, empathetic and generous towards others.

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

### Strength of Responses



### Expected Behaviors

- Is a friendly, generous and kind.
- Enjoys helping others.
- Puts the needs of others before self.
- Is sociable and charitable.

Average Time to Complete Each Question **5.1 seconds**

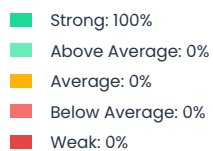
## SELF-CONTROL



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

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

### Strength of Responses



### 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.

Average Time to Complete Each Question **5.6 seconds**

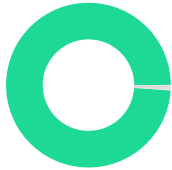
## TEAM CARE



The degree to which the individual is likely to be flexible and compromising in all aspects of his or her work relationships, including working cooperatively with coworkers and customers.

Joe Sample scored in the 99th percentile on Team Care (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%

### 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.

Average Time to Complete Each Question **4.2 seconds**

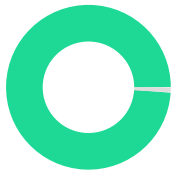
## WORK ETHIC



The degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

Joe Sample scored in the 99th percentile on Work Ethic (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%

### 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 **5.3 seconds**

## MANAGEMENT STRATEGIES

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

### ATTENTION TO DETAIL



- This candidate should be given opportunities to engage in tasks that involve verifying and checking information.
- Expect that they will be very detail oriented and will expect the same from those around them.

- They may be able to train others on how to be more focused and detail oriented on visual tasks.

### 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.

### CUSTOMER CARE



- This individual values interacting with customers and coworkers and has a caring disposition. Place this individual in situations where compassion is important.
- Although compassion is a highly valued attribute within the work environment, this individual should be encouraged to not "take work home" and be able to rationally detach emotionally.

- Remind this individual that balance is important in the workplace. It is important to care for others, but it is also important to care for self.
- This candidate is thoughtful and sensitive. Harsh environments or coworkers may serve to demotivate the candidate. Be mindful of how this candidate is treated.

## GOOD CITIZEN



- This individual is reliable and can be counted on to carry out supervisor directives. Provide the employee with clear goals and expectations.
- Verbally acknowledge this individual when expectations are exceeded by going above and beyond to comply with policies or procedures.

- When possible, place this individual in a situation where strict adherence to policies and procedures are necessary.
- May be a good mentor to others with respect to following management directives.

## KINDNESS



- 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.

## 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.

## TEAM CARE



- 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.

## WORK ETHIC



- 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.

## INTERVIEW GUIDE

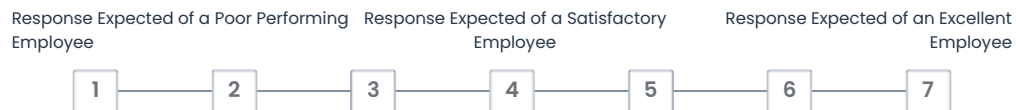
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

### ATTENTION TO DETAIL

#### 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:

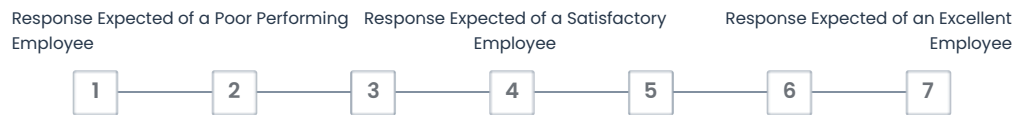


### CAN-DO ATTITUDE

#### QUESTION

When was the last time you were instructed by your supervisor to work more quickly than what you were comfortable doing? How did this impact your work performance?

#### RESPONSE NOTE:

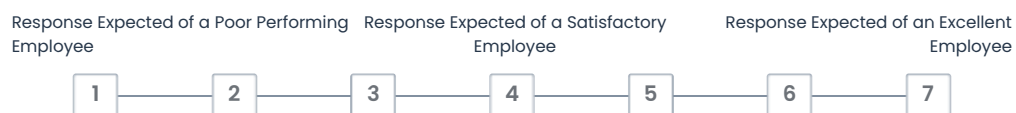


### CUSTOMER CARE

#### 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:

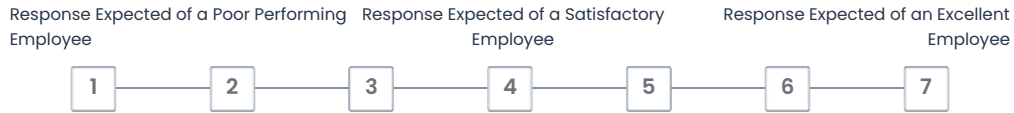


**GOOD CITIZEN**

**QUESTION**

Describe a time when you witnessed someone taking something that did not belong to them. Did you report this? If not, why?

**RESPONSE NOTE:**

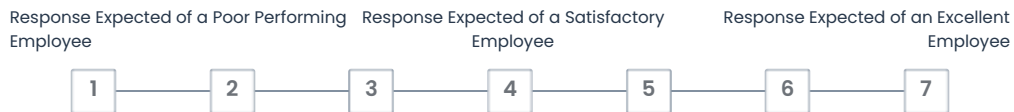


**KINDNESS**

**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:**

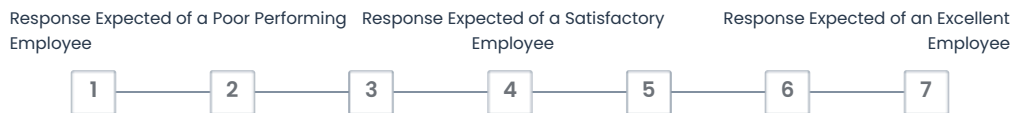


**SELF-CONTROL**

**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:**

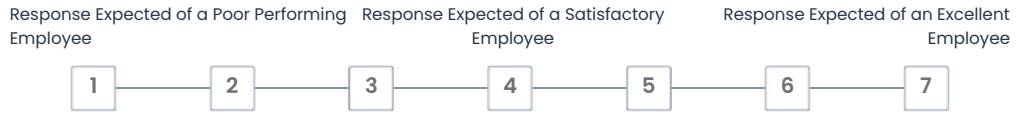


**TEAM CARE**

**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:**

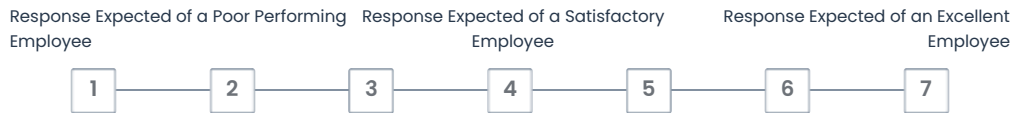


**WORK ETHIC**

**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.)