

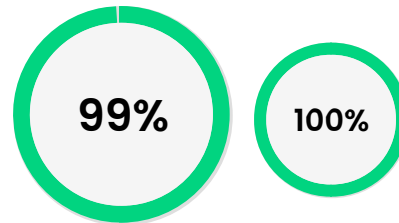
NAME: ★ Joe Sample
 CANDIDATE ID: #001332
 EMAIL: joesample@abc.com
 JOB APPLYING FOR: Manager
 INVITED BY: Alex Admin (administrator@companyabc.com)
 ORGANIZATION: Company ABC
 TESTING TIME: 6 min. 30 seconds
 TEST VERSION: (v1)

Elite GRIT Profile

STARTED: 02/11/21 09:46 PM
 COMPLETED: 02/11/21 09:52 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.

Joe Sample scored in the 99th percentile on Achievement Drive (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 **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.

Joe Sample scored in the 99th percentile on Can-Do Attitude (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 **6.0 seconds**

Expected Behaviors

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

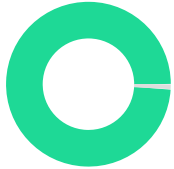
WORK ETHIC



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 **6.0 seconds**

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.

GOAL FOCUS



- These candidates are focused on their goals so avoid distractions that may get them off track.
- They tend to put most of their energy on those things that will lead to goal accomplishment so they may view anything that does not help them achieve their objectives as a waste of time.

- May have a preference for focusing on one project until completion, so while they may be able to multitask, this may not be their strong suit.
- Involve the individual in setting their own goals and identify potential obstacles that may impede goal attainment.

SELF-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.

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

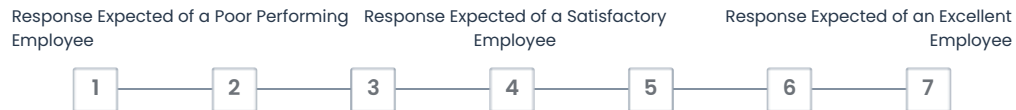
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

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:

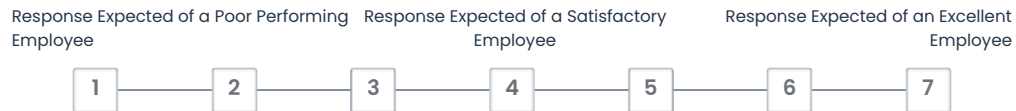


CAN-DO ATTITUDE

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:

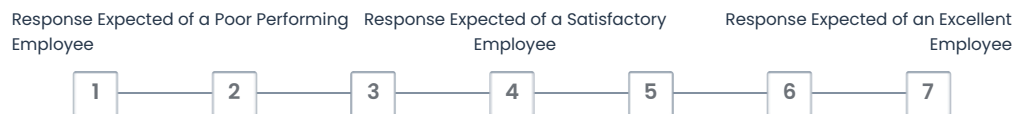


GOAL FOCUS

QUESTION

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RESPONSE NOTE:

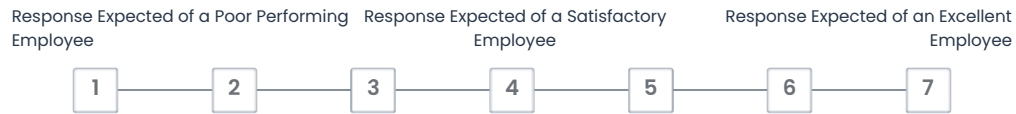


SELF-CONFIDENCE

QUESTION

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RESPONSE NOTE:

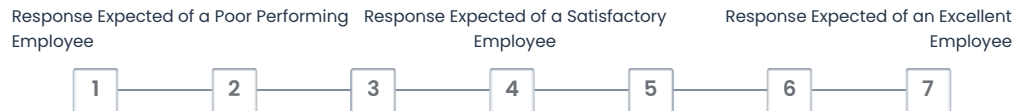


WORK ETHIC

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.)