

NAME: ★ John Joe
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 JOB APPLYING FOR: SE
 INVITED BY: Reyan Dela Cruz (reyan@mailinator.com)
 ORGANIZATION: Pepsi
 TESTING TIME: 18 min. 5 seconds
 TEST VERSION: (v1)

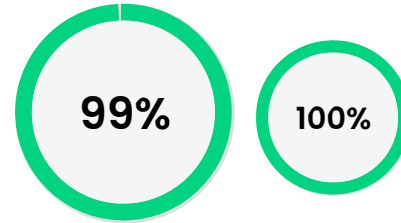


ELITE PROFILING SYSTEM
 PERSONALITY

STARTED: 02/23/21 08:13 PM
 COMPLETED: 02/23/21 08:31 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 **7.0 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.

ASSERTIVENESS



The degree to which the individual is likely to assert themselves, speak their mind and enjoy taking control or the lead in group situations. This characteristic is important for jobs where a strong personality is a plus (e.g., most sales jobs and managerial positions).

John Joe scored in the 99th percentile on Assertiveness (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 **7.0 seconds**

Expected Behaviors

- Will assert self when necessary.
- Will speak their mind.
- Will take control of situations and interactions.
- Will be outgoing with a strong personality.

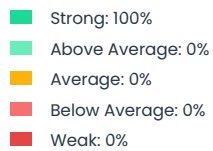
FLEXIBILITY



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



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.

Average Time to Complete Each Question **7.0 seconds**

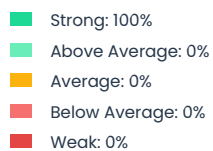
HELPING DISPOSITION



The degree to which an individual is friendly and is likely to go out of his or her way to assist or help customers and/or co-workers. This characteristic is important for most, if not all, jobs.

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

Strength of Responses



Expected Behaviors

- Is friendly.
- Will go out of his or her way to assist or help customers and/or co-workers.
- Is empathetic and cares about the needs of others.
- Will sacrifice self to help others out.

Average Time to Complete Each Question **7.0 seconds**

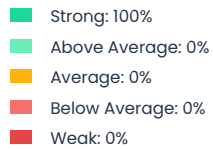
LEADERSHIP



The degree to which the individual has the necessary interest, ability and disposition necessary to perform in a leadership capacity. Leadership is important for jobs that require the management of others and/or the coordination of the work of others to accomplish the organization's goals. Supervisors, managers and team or group leaders need leadership characteristics to be successful.

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

Strength of Responses



Average Time to Complete Each Question **7.0 seconds**

Expected Behaviors

- Has the interest, ability, and disposition necessary to be effective in a leadership role.
- Has the ability to influence others.
- Is able to coordinate the work of others.
- Enjoys being in a leadership role and the responsibilities that come with it.

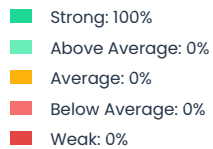
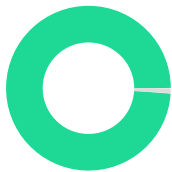
RELIABILITY



The degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of their work.

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

Strength of Responses



Average Time to Complete Each Question **7.0 seconds**

Expected Behaviors

- Is dependable and goal-oriented.
- Is a hard worker and detail-oriented.
- Is concerned about the quality of their work.
- Can be counted on to do the task at hand with little supervision.

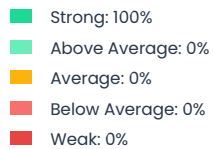
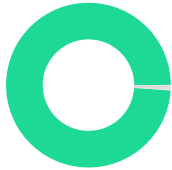
SELF-CONFIDENCE



The degree to which the individual is likely to be self assured, is not overly affected by what others think of them, and is confident in their decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales and management.

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

Strength of Responses



Average Time to Complete Each Question **7.0 seconds**

Expected Behaviors

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

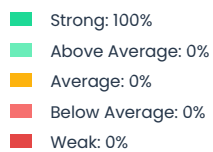
STRESS MANAGEMENT



The degree to which the individual is likely to demonstrate patience and stress tolerance during challenging work-related situations. This characteristic is appropriate for jobs requiring interactions with customers, multitasking and jobs in fast paced organizations.

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

Strength of Responses



Average Time to Complete Each Question **7.0 seconds**

Expected Behaviors

- Demonstrates patience during difficult work situations.
- Will remain calm during times of conflict with customers and co-workers.
- Is able to deal effectively with change at work.
- Remains cool under high-pressure situations and therefore makes appropriate decisions in these circumstances.

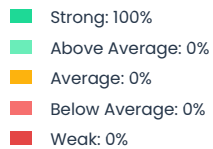
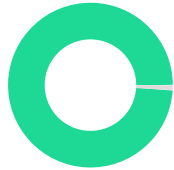
TEAM PLAYER



The degree to which the individual is likely to cooperate in all aspects of their work relationships including working in harmony with others to achieve a common goal. This characteristic is important for jobs requiring interaction and cooperation among coworkers.

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

Strength of Responses



Average Time to Complete Each Question **7.0 seconds**

Expected Behaviors

- Will cooperate in all aspects of his or her work relationships.
- Has the ability to work in harmony with others to achieve a common goal.
- Values interpersonal relationships and will collaborate to help others when necessary.
- Will compromise when appropriate to achieve team goals.

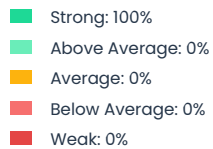
TRUSTWORTHINESS



The degree to which the individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs with special emphasis on cash handling jobs and jobs involving confidential information.

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

Strength of Responses



Average Time to Complete Each Question **7.0 seconds**

Expected Behaviors

- Is likely to be candid and trustworthy.
- Is trusting of others.
- Is not likely to steal from their employer.
- Can be trusted with confidential information.

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.

ASSERTIVENESS



- This individual's level of assertiveness is higher than most. To maintain the candidate's assertiveness drive, reward their assertive disposition when they exhibit it in appropriate settings.
- Work with the candidate to determine what aspects of their job requires assertive behaviors and role-play those situations.

- While this characteristic is important for business success in various jobs, care must be taken to make sure the individual's high level of assertiveness does not cross the line with customers and coworkers.
- This individual's assertive disposition needs to be kept in check and used only when the job calls for it. Overly assertive candidates can distance others if they allow this characteristic to take over appropriate interpersonal communications.

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.

HELPING DISPOSITION



- This candidate is ideal for working environments where empathy and caring behaviors are important.
- This individual tends to be caring and sensitive. Their feelings tend to be hurt easier than most. Harsh criticism should be avoided.

- Their willingness to help sometimes results in them taking on the work of others or being overly generous with customers.
- Work with the individual to find a balance between being overly helpful and being productive.

LEADERSHIP



- Give the individual the opportunity to take a leadership role. Recognize and praise positive performance in this area.
- This individual's ability to influence others is one of their strengths. Engage the individual in work that requires influencing tactics.

- They should be considered for taking the lead in team exercises/projects.
- Sometimes these individuals use their influencing abilities for self-gain rather than for the benefit of the organization. If this occurs, take appropriate corrective action.

RELIABILITY



- This individual values reliability, attention to detail and organization and expects those around them to do the same. Therefore, these should be exhibited and rewarded.
- Praise should be given to show appreciation when working with this individual.

- Try to let them work at own pace when possible. They like to take their time to ensure work quality.
- While this characteristic is important for most aspects of life, including work, care should be taken to make sure the deliberateness of this individual is not an impediment to getting things done.

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.

STRESS MANAGEMENT



- Given this candidate's ability to handle stressful situations, they may have a tendency to take on more work than they should. Monitor their workload and offer assistance when appropriate.
- Use their calm demeanor in pressure situations to help those that become overwhelmed. Have them train others in how to best deal with stressful work situations.

- Use these individuals as problem solvers during high stress situations. Their calm demeanor is ideal for carefully reviewing all options and making rational decisions.

TEAM PLAYER



- These candidates value interpersonal relationships with team members, colleagues and managers. Therefore, these should be taken into consideration when working with the individual.
- To maintain team oriented and cooperative behaviors, involve the individual in setting team goals and reward them for demonstrating team oriented behaviors.

- For individuals who do not participate in team or group activities, develop close relationships with them and involve them in goal setting.
- While cooperativeness is important for both team and individual success, care must be taken to make sure the individual does not undervalue their individual contributions in favor of constant compromise within the team. Both team orientation and individual competitiveness are important for overall success. It is important that the individual be made aware of this and that efforts are made to find the right balance.

TRUSTWORTHINESS



- Continue to build trust by offering an open, supportive, trusting environment.
- Assign tasks that involve confidential information when appropriate.

- Utilize the individual in team building activities, as their trusting nature and ability to be trusted are ideal for team rapport.
- Their trusting nature may cause them not to be vigilant of others' potential manipulative behaviors. If this is an issue, discuss it with them. The emphasis should not be on reducing trust but on increasing awareness of the reasoning behind the behaviors of others.

INTERVIEW GUIDE

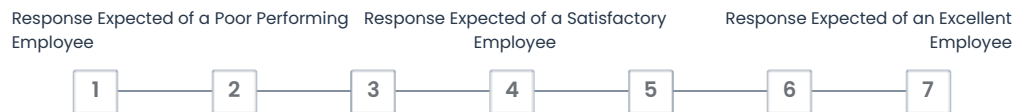
This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies

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:

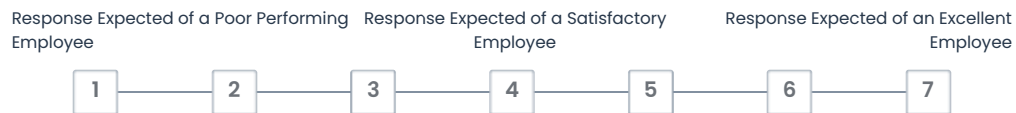


ASSERTIVENESS

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:

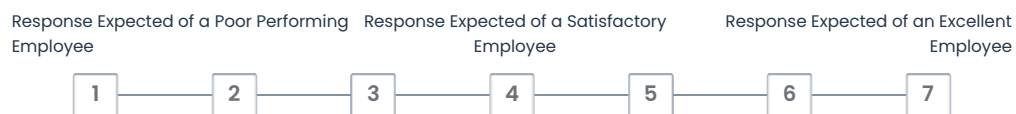


FLEXIBILITY

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:

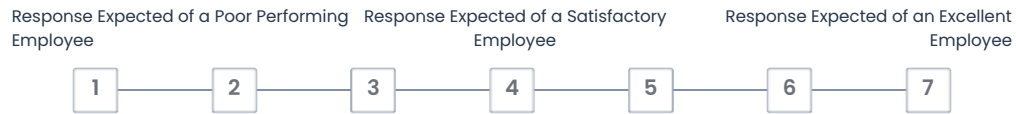


HELPING DISPOSITION

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:

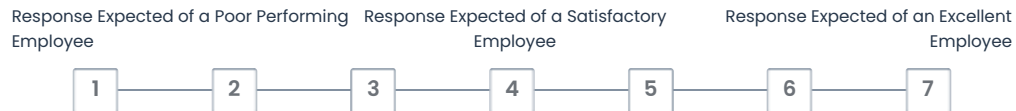


LEADERSHIP

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:

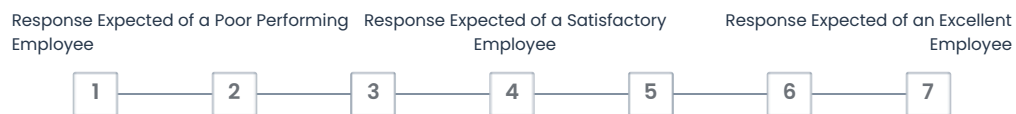


RELIABILITY

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:

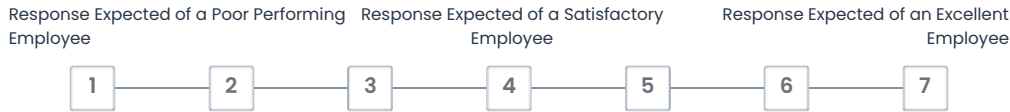


SELF-CONFIDENCE

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:

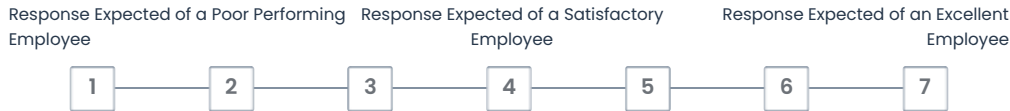


STRESS MANAGEMENT

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:

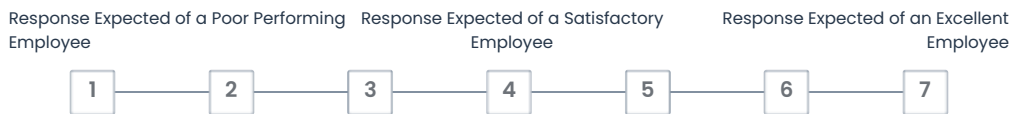


TEAM PLAYER

QUESTION

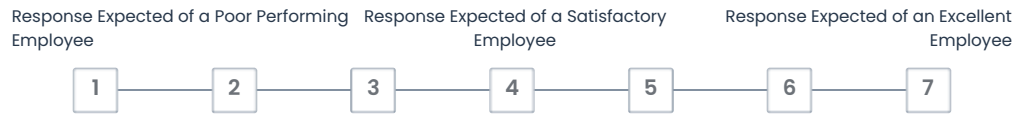
The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension. You may ask your own question and rate the response on the rating scale provided.

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.)