

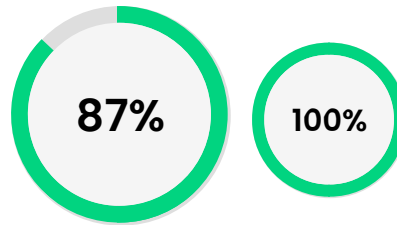
NAME: ★ John Joe
 CANDIDATE ID: #001491
 EMAIL: joe@mailinator.com
 JOB APPLYING FOR: SE
 INVITED BY: Reyan Dela Cruz (reyan1130@mailinator.com)
 ORGANIZATION: Apple
 TESTING TIME: 3 min. 45 seconds
 TEST VERSION: (v1)



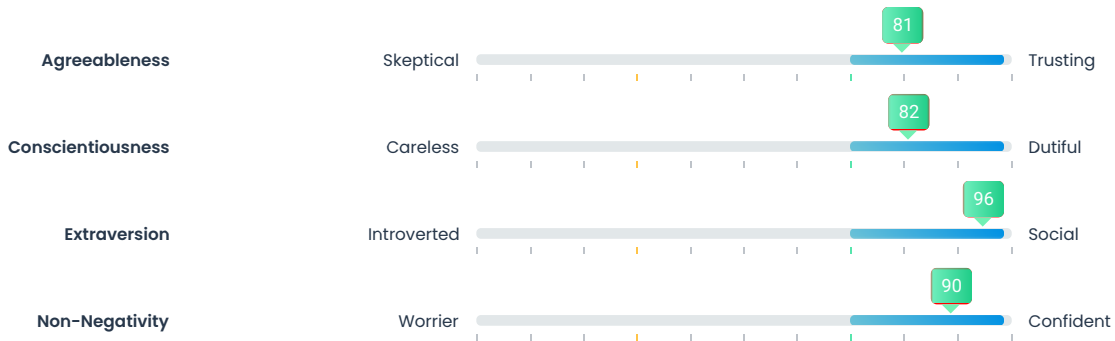
STARTED: 03/13/21 03:19 AM
 COMPLETED: 03/13/21 03:23 AM

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.

AGREEABLENESS



The degree to which the individual is eager to help others, is sympathetic, and believes that others will do the same. Low scores indicate a willingness to fight for one's own interests, skepticism and a critical nature.

John Joe scored in the 81st percentile on Agreeableness (High), meaning John scored higher than 81 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 40%
- Above Average: 50%
- Average: 10%
- Below Average: 0%
- Weak: 0%

Expected Behaviors

- Is very sympathetic.
- Enjoys helping others.
- Is trusting of others.
- Puts self-interests aside for those of others.

Average Time to Complete Each Question **5.0 seconds**

CONSCIENTIOUSNESS



The degree to which the individual is strong willed, acts with purpose and determination. Is precise, punctual and reliable. Very high scores may be associated with being a workaholic, and overly neat. Low scores are associated with being less organized, less exacting in their work and more relaxed in working towards their goals.

John Joe scored in the 82nd percentile on Conscientiousness (High), meaning John scored higher than 82 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 40%
- Above Average: 50%
- Average: 10%
- Below Average: 0%
- Weak: 0%

Expected Behaviors

- Is strong willed.
- Is determined and purposeful.
- Is precise, punctual and reliable.
- Tends to work a lot. Is organized and neat.

Average Time to Complete Each Question **5.0 seconds**

EXTRAVERSION



The degree to which the individual is sociable, likes people, and enjoys large gatherings. Tends to be assertive, talkative, active and cheerful. Low scores indicate someone who is reserved, independent, even-paced.

John Joe scored in the 96th percentile on Extraversion (High), meaning John scored higher than 96 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 60%
- Above Average: 20%
- Average: 10%
- Below Average: 10%
- Weak: 0%

Expected Behaviors

- Is sociable.
- Enjoys being around people.
- Tends to be assertive and talkative.
- Generally active and cheerful.

Average Time to Complete Each Question **5.0 seconds**

NON-NEGATIVITY



The degree to which the individual is emotionally stable, calm, can manage stress and has a positive outlook. Low scores indicate less ability to control impulses, worrying behaviors and a pessimistic outlook.

John Joe scored in the 90th percentile on Non-Negativity (High), meaning John scored higher than 90 percent of other candidates who have completed this assessment.

Strength of Responses



- Strong: 70%
- Above Average: 20%
- Average: 0%
- Below Average: 0%
- Weak: 10%

Expected Behaviors

- Manages stressful situations.
- Is steady and stable.
- Is calm.
- Has a positive outlook.

Average Time to Complete Each Question **5.0 seconds**

MANAGEMENT STRATEGIES

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

AGREEABLENESS



- 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.

CONSCIENTIOUSNESS



- This candidate's level of conscientiousness is higher than most.
- These individuals value reliability, attention to detail and organization and expect those around them to do the same. Therefore, these should be exhibited and rewarded through praise and appreciation when working with these candidates to get their full cooperation and maintain the behavior.
- While this characteristic is important for most aspects of life, including work, care should be taken to make sure the deliberateness of these individuals is not an impediment to getting things done.

EXTRAVERSION



- This individual is ideal for jobs requiring social interactions and building relationships. They enjoy interacting with others. Ensure their job involves coworker or customer contact and the opportunity to grow those relationships.
- Expect them to be talkative and sociable. Support these behaviors if they do not negatively affect their performance.
- If their outgoing/talkative nature does affect productivity in a negative manner, point it out and discuss expectations going forward.

NON-NEGATIVITY



- 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.
- Use their positive nature to motivate 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

AGREEABLENESS

QUESTION

Explain one or more instances when you thought you behaved in a selfish manner. What was the outcome?

RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



CONSCIENTIOUSNESS

QUESTION

Tell about past work experiences when you have not been as competitive as others felt you should have been.

RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

Response Expected of an Excellent Employee



EXTRAVERSION

QUESTION

Give work-related examples of when you have not been able to take charge of a situation that you wished you would have.

RESPONSE NOTE:

Response Expected of a Poor Performing Employee

Response Expected of a Satisfactory Employee

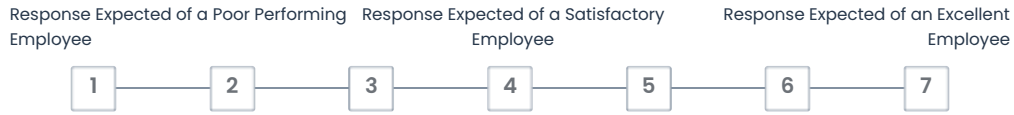
Response Expected of an Excellent Employee



QUESTION

How difficult has it been for you to take charge of discussions and interactions with others at work? How have you dealt with this?

RESPONSE NOTE:

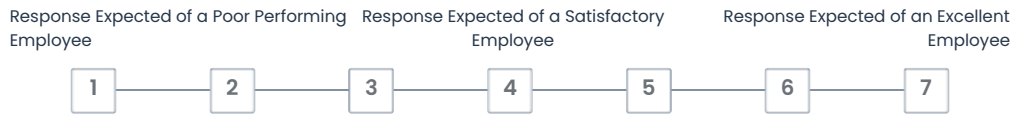


NON-NEGATIVITY

QUESTION

Tell me about work situations when you have expected the worst to occur. What was the actual outcome?

RESPONSE NOTE:



SUM OF RATINGS :

NUMBER OF QUESTIONS RATED:

AVERAGE RATING :

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