

Candidate: Jill Testing110819
Assessment Date: 11/11/2019

SECTION 1: OVERALL FIT



1 = Weak Fit

2-3 = Moderate Fit

4-5 = Excellent Fit

OVERALL PERFORMANCE

Likely to be competent in all areas of the job and handle responsibilities with proficiency.

Note: Overall Performance is NOT an average of the Competency Fit results below.



CAREER STABILITY

Demonstrates a stable prior work history and desire to work in this environment; previous experience suggests this individual is unlikely to be a tenure risk.

Note: Weaker results on Career Stability are associated with more turnover risk.



SECTION 2: COMPETENCY FIT



L = Less Effective

M = Moderately Effective

H = Highly Effective

Note: The competency fit results should only be used to inform the interview and onboarding process.

DRIVES FOR RESULTS

Takes ownership of actions. Consistently applies effort. Driven to exceed targets and goals. Persists and maintains focus when faced with challenges.



LEADS OTHERS

Initiates action, gives direction, and coordinates resources to ensure progress toward goals. Creates and communicates organizational vision and strategy. Alternatively, communicates and drives the execution of the vision. Motivates and inspires others. Provides feedback and identifies developmental opportunities for others.



MANAGES PRIORITIES

Plans ahead in a systematic and organized way. Effectively prioritizes tasks to focus on the most important ones first. Creates plans to balance short and long-term goals.



ADAPTS TO CHANGE

Works well in novel or ambiguous situations. Accepts and adapts to change. Manages pressure effectively and copes well with setbacks. Seeks out learning opportunities. Handles situations and problems with innovation and creativity. Supports and drives organizational change.



COMMUNICATES EFFECTIVELY

Speaks and writes clearly. Persuades and influences others through speech and text. Adapts style of communication for the audience.



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SECTION 3: WORK HISTORY PROBES

During the Virtual Job Tryout, the candidate answered a number of questions about their relevant past experiences and preferred work approach. The report below includes candidate responses that are either informational or deemed “red flags”; these should be explored further before moving the candidate forward in the hiring process. Red flags represent areas that merit further discussion and are not intended to be knockout factors.

If there are multiple questions in any one category, you need not ask all of the questions. Ask as many questions as needed to adequately explore the red flag.

The purpose of an interview is to obtain job-related information about a candidate. It is unlawful for interviewers to ask questions which can be interpreted as discriminatory against a person's age, race, color, religious creed, sex, national origin, citizenship, ancestry, marital status, sexual preference, veteran status, non job-related disability/handicap or medical condition, or any other legally protected classification.

Candidate Indicated...		Follow-Up
RELEVANT SKILLS & EXPERIENCE	Experience in jobs similar to the one for which they are applying: 2-5 years.	When you indicated having 2-5 years of experience in jobs similar to this one, which jobs were you thinking of? What do you think is similar about these jobs to the current job you're applying for? What do you think will be different? Where might you need additional experience and/or training?
RELEVANT SKILLS & EXPERIENCE	Indicated supervisor would rate their verbal communication skills compared to others as: among the best.	Why would your supervisor at work rate your verbal communication skills compared to others as among the best? What specific feedback have you received? How do you ensure others understand what you are trying to convey?
RELEVANT SKILLS & EXPERIENCE	Indicated supervisor would rate their listening skills compared to others as: among the best.	Why would your supervisor at work rate your listening skills compared to others as among the best? What specific feedback have you received? What do you do to ensure people know you're listening?
RELEVANT SKILLS & EXPERIENCE	Indicated supervisor would rate their leadership skills compared to others as: above average.	How often have you served in a leadership role at work/school? Tell me about a time you led a team at work to accomplish a goal or task. How did you structure and motivate your team? What was the end result? What feedback did you receive?
RELEVANT SKILLS & EXPERIENCE	People consider me a natural leader: somewhat agree.	How would you describe a good leader? What strengths do you bring to a leadership role?
RELEVANT SKILLS & EXPERIENCE	One of my strengths is my ability to motivate and inspire others: agree.	Tell me about a time when you motivated one or more people to do something. How did you go about motivating them? Were you successful? What did you learn about motivating others?
PAST PERFORMANCE	Supervisor would rate drive to become a top performer as: fairly high.	Why would your supervisor at work rate your drive to become a top performer as fairly high? What motivates you to excel? In what areas do you tend to outperform your peers?

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Candidate Indicated...		Follow-Up
PAST PERFORMANCE	Indicated supervisor would rate their quality of work compared to others as: among the best.	Why would your supervisor rate the quality of your work compared to others as among the best? Quality is an important standard in this position. What methods have you used to stay focused and ensured quality?
PAST PERFORMANCE	Indicated supervisor would rate their performance compared to others as: among the best.	Why would your supervisor rate your performance compared to others as among the best? What behaviors or accomplishments would they be thinking of? In what areas do you tend to outperform your peers?
PAST PERFORMANCE	Performs tasks outside of their formal responsibilities: sometimes.	Tell me about a time you performed a task outside of your formal responsibilities at work. Why did you take on this additional work? What was the outcome?
STABILITY	Expects to work at this organization: 5-10 years.	What are 2-3 things you're looking for in your next employer? What attracted you to this organization?
STABILITY	Tenure with most recent employer: 5-10 years.	What caused you to leave (or to want to leave) your most recent position? What did you like or dislike about this job? What do you hope will be different in your next job?
STABILITY	Number of jobs in last four years: 1.	Why did you leave the 1 job you held in the last four years? What did you like or dislike about the job? What attracted you to this job? Why do you think this job will be a better fit for you in the long-term?
STABILITY	Longest tenure with one employer: more than 10 years.	You indicated the longest time you ever stayed with one employer is more than 10 years. Which job was this? What made you stay? Why did you ultimately leave (or want to leave)?
STABILITY	Never held a job that lasted less than one month.	