

test center

by People Systems

Market Analyst Assessment Report

Candidate: XXXXXXXXXXXX
Username: XXXXXXXXXXXX
Date: XXXXXXXXXXXX

Sample Report

The following pages represent a report based on the results of a psychological assessment. The profile presented below summarizes key results in each area compared against general population norms (indicated by the descriptors Low, Below Average, Average, Above Average, and High) and with norms for high performers in the type of job for which the candidate is applying (indicated by the shaded areas). The candidate's score is indicated by the diamond symbol : ◆

	Low	Below Average	Average	Above Average	High
Agreeableness		◆			
Competitiveness					◆
Conscientiousness				◆	
Dependability			◆		
Detail Mindedness				◆	
Emotional Stability / Resilience				◆	
Integrity				◆	
Intrinsic Motivation					◆
Introversion					◆
Openness					◆
Optimism		◆			
Self-Directed Learning					◆
Work Drive					◆
Overall Cognitive Aptitude					◆

Cognitive Aptitude Assessment

Compared to general adult norms using standardized tests which were validated for a wide range of positions, we estimate Cassandra's overall level of general intellectual aptitude to be in the **Top 10 percentile** range. Her individual aptitude levels are:

Abstract Reasoning	Top 10%ile
Numeric Reasoning	70-79%ile
Verbal Reasoning	80-89%ile

Cassandra has a high level of general cognitive aptitude. She can learn new information quickly, solve complex problems efficiently, and be able to handle a heavy information-processing load on this job.

Explanation of Cognitive Aptitude Scores:

The aptitude scores in this section reflect percentile rankings -- not percent correct on the test. With percentiles, the average is the 50%ile. Half of the people score below this score and half score above it. As another example, if a person scores 80-89%ile on a specific test in this report, it means that they scored as well as or better than 80-89% of the norm group, but not as high as 11-20% of the norm group.

The **Overall Cognitive Aptitude** is an average of the separate aptitude sections given to this candidate.

The lower the Overall Cognitive Aptitude score, we predict that the candidate will have difficulty learning new information and making decisions. For example, if they are well experienced in their occupation, they may be able to continue to perform well practiced tasks adequately, but have difficulty learning new things. As such, they will need additional training time and more support from supervisors. People who produce lower Overall Cognitive Aptitude scores generally prefer tasks that call for specific responses rather than ones requiring insightful solutions. They are also slower in processing information and are often easily overwhelmed by complex problems, especially ones they have not dealt with before.

The higher the Overall Cognitive Aptitude score, the more we predict that the candidate will learn quickly, pick up a lot of new information on their own without needing to be trained, handle a large information load easily, make decisions in an efficient manner, and show a great deal of insight about how to solve new and complex problems.

Personality Assessment

Strengths:

- Cassandra likes to know that she is doing better than others in this type of job. She is very competitive about relative results and performance. Cassandra is highly motivated by feedback that compares her performance with that of other employees.
- She is conscientious and dependable in the way she works. Cassandra will typically follow through on her commitments and do what she says she will do. In addition, Cassandra is usually orderly and detail-minded in the way she performs job tasks and duties.
- Cassandra is usually reliable on her job. She fulfills most work commitments and expectations, though Cassandra also makes up her own mind about how she will do so.
- Cassandra will be described by her peers as careful, attentive to details, and thorough in her work habits. Achieving high quality, error-proof results are important to her.
- She is a fairly resilient person who has good control over her emotions. Cassandra can weather most forms of job hassles, stress, and pressure. She usually keeps her composure when dealing with work crises and emergencies.
- Cassandra scores above-average in terms of being honest and rule-following. She will internalize and promote company norms, values, and policies on her job.
- Cassandra wants a job that provides a variety of positive experiences at work. For her, doing interesting and personally meaningful work is a highly desirable factor in a job. She is highly motivated by such factors as challenge and task variety.
- She is introverted and able to focus very intently on her work for extended periods of time. Cassandra has well developed concentration skills and does not need much social interaction to be comfortable and productive on the job.
- She is very open to new learning on the job. Cassandra should be quite comfortable with planned change programs and innovation initiatives in the workplace. She will make a continuing effort to acquire new job-related skills and abilities.
- Watchful and alert, Cassandra does not always take things at face value in sales situations, but tries to verify them and look for corroborating evidence. Cassandra is inclined to anticipate problems and negative outcomes most of the time.
- She has a strong commitment to self-directed learning. Cassandra takes personal responsibility for continuously improving her work-related knowledge, skills, and abilities.
- Cassandra has a high work drive and will put a lot of effort to meet job demands. Long hours and an irregular schedule will not be a problem for her, even on a continuing basis.

Developmental Concerns:

- She can sometimes be unpleasant and hard to get along with in group settings. Cassandra should try to be more amiable and agreeable in her interactions with coworkers and customers.
- Cassandra may sometimes focus so heavily on competing as an individual performer that she neglects other important functions, such as communications, morale, and mentoring new employees.
- Cassandra may occasionally be too lax in the way she fulfills her work commitments and her timeliness in doing so. She could be more consistently dependable on the job.
- As an introverted person, Cassandra probably will not communicate very often with her manager or peers, so you may need to question her about how things are going or if she has any concerns. People may view her as rather impersonal and aloof from day to day activities in the workplace.
- Cassandra can, on occasion, be too ready to look for what is wrong in sales situations. She could be more optimistic and inclined to expect positive outcomes from her selling efforts .

INTERVIEW QUESTIONS

After reviewing the assessment results for this candidate, you may want to conduct a structured interview to further explore and clarify some specific concerns. The interview questions listed below reflect areas of concern raised by the assessment results. You should keep asking questions until you have gained confidence in your assessment of the candidate. You can use some or all of these questions when interviewing the candidate. You will probably want to customize these questions to best fit your style and what you already know about the candidate as well as the job for which s/he is being considered. Most of these are behavioral description items which ask the candidate to describe specific behavior on the job. Some additional probes which you might want to use with individual questions are:

- * When did this take place?
- * What factors led up to it?
- * What were the outcomes?
- * What did others in the organization say about this?
- * How often has this type of situation arisen?

AGREEABLENESS

- Tell me about a project that required everybody to get along smoothly and harmoniously. What did you do to help promote harmony and cohesion?
- Sometimes it is good to question or challenge the ideas or decisions of the people you work with, even if it leads to disagreement or an argument. Tell me about a time when you have done so.
- Describe a situation where you took a stand on something that was not necessarily popular with other people, but where you felt it was the correct thing to do?
- Tell me about a situation where you went along with the group (or with individual coworkers) just to keep the peace, preserve harmony, or show support, even though you did not agree with them.
- Conflict seems to be inevitable in most work settings as business competition increases and more demands are made on all employees. Tell me about a conflict or disagreement you had with another employee? [Probes: What was the nature of the problem? What did you do to help resolve it? How often has this occurred?]

INTRINSIC MOTIVATION

- Tell me which factors define success for you in a job.
- Describe how your feelings of job satisfaction are affected by how much challenge and variety you have at work.
- Tell me what you would do if your job became repetitive and routine.
- Describe the kind of work that really motivates you.

OPTIMISM

- Sometimes it helps to prepare for the worst and try to anticipate potential problems at work. Describe a time when your concerns about possible future problems were justified.
- What would you say to a coworker whom you felt was being naïve or gullible about some new job they were considering? If asked, what advice would you give?
- How do you personally guard against unrealistically high expectations at work or being blindsided by unanticipated problems?

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