



TALENT TRAITS

Selection

Sarah Sample

» Selection Report - Sarah Sample

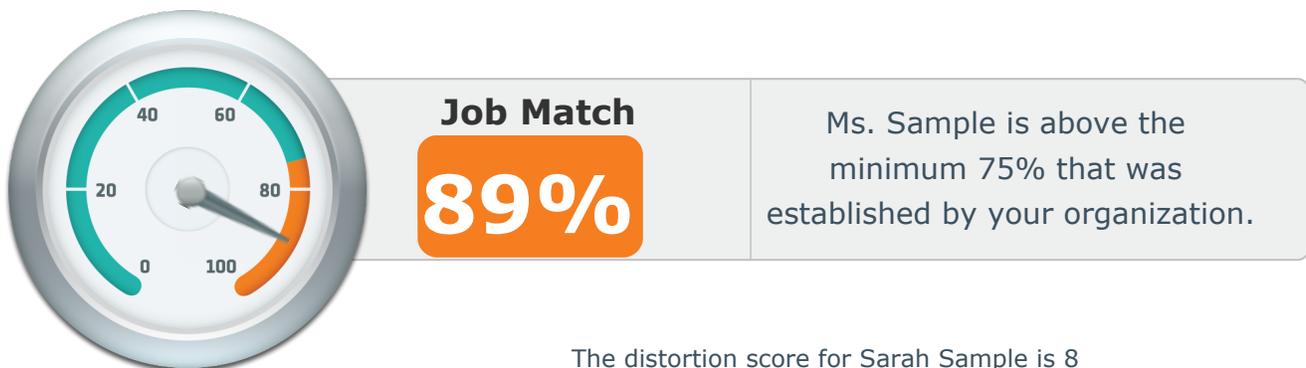
This report provides information which reflects the responses provided by Ms. Sample when completing the assessment. This information will be valuable when considering Sarah for the position by demonstrating how well she fits the job. This is accomplished by comparing her results to a Success Pattern, which defines the requirements of the position by identifying the characteristics that will yield success in the position.

The Job Match provided below is a percentage of her alignment with the Success Pattern. The rest of the report will guide you through the process with information about Sarah as a person and her behaviors in relationship to the position.

Job Match to Generic Sample

Following is the display of the Job Match percentage to the Success Pattern of Generic Sample. The match is calculated by comparing the scores of Ms. Sample to the Success Pattern created for this position.

A minimum job match percentage, as displayed by the green area of the gauge below, was selected by your organization to ensure Ms. Sample is a highly compatible candidate for this job.



The distortion score for Sarah Sample is 8

The Distortion score shows how candid the individual was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candor.

Assessment information should only be a part of the information used in the placement process. For more details, please refer to the Talassure User's Guide.

Please see the last page of the report for possible Areas of Concern.



Talent Summary

Ms. Sample scored in the average region on the Reasoning scale. Her capacity to learn and apply new information is sufficient for most jobs, but she may require assistance on occasion when dealing with complex problems on the job.

Ms. Sample is interested primarily in the Technical, Sales/Business, and Financial themes. She is interested in intellectual pursuits, such as science and research, and she probably searches for well-researched ways to improve her sales and persuasion techniques. Furthermore, she understands and appreciates the need for effectively managing information flow and following best practices.

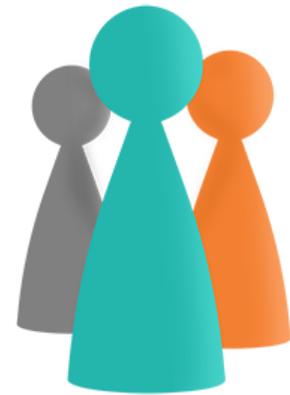
Ms. Sample generally complies with policies, and she readily accepts supervision, but she may deviate from established protocols if she thinks they are getting in her way. She generally defers to the collective judgment of the group in order to avoid conflict. She understands that teamwork is, at times, necessary for producing optimal results.

Ms. Sample has a very high energy level, and she prefers to perform at a fast pace. She may feel uncomfortable with changes in policies and guidelines until they prove to be warranted. She will act with authority and firm resolve.

Ms. Sample appreciates the opportunity for independent work in an organization. Additionally, her Resilience score indicates she does not usually get discouraged easily. Sarah is usually not afraid to take risks and make quick decisions even if information is lacking. She also considers a gut reaction to be a reliable source of information when making decisions.

Talent Details

For an in depth picture of Ms. Sample the following page provides detailed information regarding her results. Scores are illustrated on the scale from 1 to 9. High scores do not imply a better score. What is most important is how the scores compare to the Success Pattern. The Success Pattern consists of Thinking and Personality scales. The Interest scales are provided to give insight on what motivates Sarah.



Success Pattern - Generic Sample

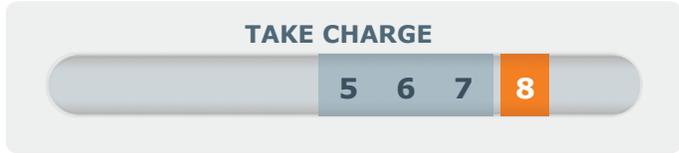
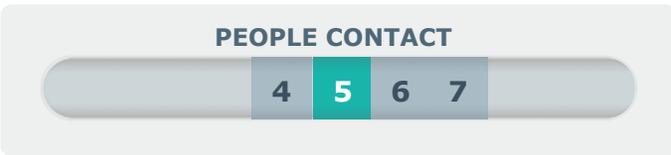
The Success Pattern is the darker shaded area on the scale. The scores for Ms. Sample are shown in white.

Job Match **89%**

Thinking



Personality



Interest

There is a total of six Occupational Interests. They are Creative, Financial, Mechanical, People Service, Sales / Business, Technical. The top three Interests are displayed for Sarah.

Top Interests



TECHNICAL - 7

SALES / BUSINESS - 6

FINANCIAL - 5

Professional Traits

Without regard to job matching, these traits will provide critical insight into the professional success of Ms. Sample. These behaviors will help you understand her approach to the workplace.



DECISIVENESS

7

INDEPENDENCE

7

RESILIENCE

4

OBJECTIVE JUDGEMENT

3

Interview Questions

Interview questions are provided when Ms. Sample scores outside the Success Pattern for Generic Sample. These questions are designed to assist you in the interview process. Management Insights are given to provide you with insight into what is required to manage Ms. Sample.



TAKE CHARGE

5 6 7 8

Tendency to strive for control of people and situations and to lead more than follow.

Having scored above the Success Pattern on the Take Charge scale for this position, Ms. Sample may have difficulty adapting to the lower level of control she will be expected to maintain on the job.

INTERVIEW QUESTIONS

- Tell me about a situation in which you had to remain silent about a problem even though you believed you had the best solution.
- Has there ever been a time when speaking up about your ideas has gotten you into trouble? What happened as a result, and how did you react?
- Tell me about a situation when you had to defend a decision you made even though it made you unpopular in the moment.

MANAGEMENT INSIGHTS

- Ms. Sample is very comfortable being assertive, and she may seem too pushy at times.
- Sarah may be reluctant to follow the direction of others, as she prefers to act as a leader.
- Sarah has a strong need to be the leader in most situations and may be very forceful in doing so.

COMPETITIVENESS

3

5

6

7

Tendency to work toward goals and to try to exceed others' performance.

Ms. Sample has a Competitiveness score that is below the Success Pattern for this position. She may be less driven to succeed than is optimal for the job.

INTERVIEW QUESTIONS

- Tell me about a time you withheld your opinion in order to maintain a congenial environment.
- Tell me about a time when someone tried to take advantage of you and you stood up for yourself.
- Tell me about a time you disagreed with a group. What did you do as a result?

MANAGEMENT INSIGHTS

- In the interest of preserving a harmonious atmosphere, Ms. Sample may readily go along with the opinions of others.
- Ms. Sample consistently tries to avoid conflict and maintain a cooperative environment.
- Ms. Sample prefers not to act against the group, and she may frequently defer to others when decisions are being made.

SENSE OF URGENCY

5 6 7 8

Tendency to display stamina, endurance, and maintain a fast pace.

On the Sense of Urgency scale Ms. Sample scored above the Success Pattern for this job. She may find it frustrating to work at the comparatively slower pace set by other successful individuals in the work group.

INTERVIEW QUESTIONS

- Is there generally an upper limit on the number of tasks you can handle at one time? Please elaborate.
- How would you handle a work environment in which you were expected to patiently wait for others to complete tasks before you proceed further?
- Describe your approach for handling two or more projects at the same time.

MANAGEMENT INSIGHTS

- Sarah may push colleagues to work at a faster pace, which could be a source of conflict.
- Sarah may become frustrated if her colleagues don't share her high sense of urgency.
- Sarah may have a tendency to take on too many projects at once.

Professional Trait Considerations

It is important to understand the types of behaviors Ms. Sample will bring to the workplace based on her scores for these traits. You should discuss these behaviors if you feel they might prove problematic in this position.

DECISIVENESS

7

Tendency to make timely decisions and be willing to accept the risk.

Given that Sarah scored high on the Decisiveness scale, meaning she may sometimes make rash decisions due to her need to act quickly and take a certain amount of risk.

INDEPENDENCE

7

Tendency to be self-reliant, self-directed and make own decisions.

Given that Sarah scored high on the Independence scale, understand she may tend to be reluctant to accept close supervision or input from others.

RESILIENCE

4

Tendency to overcome setbacks and to persevere through difficult situations.

Ms. Sample scored in the average range on the Resilience scale. This means she is capable of persevering through difficult situations and tasks, but if asked to do so too often she may become discouraged.

OBJECTIVE JUDGEMENT

3

Tendency to base decisions and actions on hard facts and information versus intuition.

Sarah scored low on the Objectivity scale. This indicates she is likely to base most actions and decisions on instinct and intuition rather than hard facts and information.

Areas of Concern

Ms. Sample responded to some questions which indicated some concern regarding her sense of right and wrong. Following are statements that were provided by Ms. Sample that should be considered when making a hiring decision.

It is recommended that you ask her about the statements to be sure that you understand her perspective on these items.



Ms. Sample indicated that she believes:

- It is okay to get around rules, as long as you don't actually break them.