

EMPLOYEE PERSONALITY PROFILE (EPP)

The EPP is a multidimensional personality assessment that measures twelve personality traits. Scores for each trait are expressed as percentile rankings, and reflect how a person scored on that trait, relative to other test-takers. As with most personality tests, there are no "high" or "low" scores on the EPP; rather, people with certain traits will tend to be a better fit for certain jobs.

The EPP contains a series of job-specific benchmarks that assess how good a fit a person's personality is for a given position. These benchmarks calculate a person's job fit by comparing their EPP scores to composite profiles created and validated by the publisher based on large samples of people in those positions and on case studies conducted by the publisher.

CANDIDATE INFORMATION

Name: **Lisa Sample**

Position: Operations Manager

Test Date: Jan 19, 2013

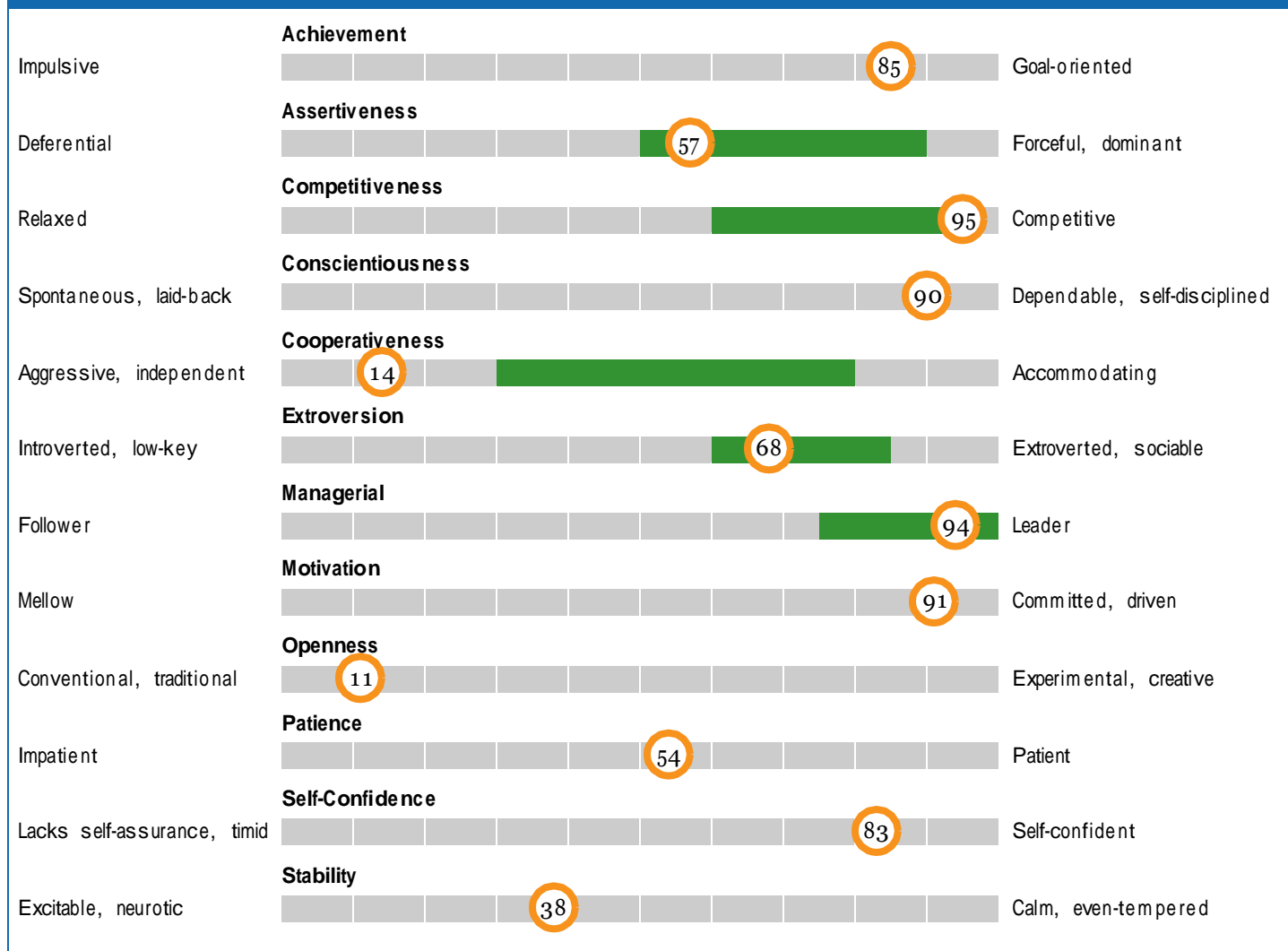
Test Event ID: CRI-3666-UXHY

RESULTS SUMMARY

MANAGER MATCH

89%

SCORE DETAILS



SCORE EXPLANATION

<p>ACHIEVEMENT 85th percentile</p>	<p>The Achievement (ACH) scale score reflects an individual's ability to follow through and complete tasks and to achieve specific goals. It is also related to the amount of interest that a person has in intellectual or conceptual work. The ACH score in the 85th percentile for this person indicates he or she consistently achieves and follows through. This person is likely to perform at an above average level at work or in a career, and has an above average level of attention or energy available for intellectual reasoning or conceptual work. This person's achievement in academic areas is likely to be low or moderate but he or she may achieve at a higher level in subjects of particular interest to him or her. At work or in a career, performance may be at an average level, but he or she will follow through in work or career areas of high interest.</p>
<p>ASSERTIVENESS 57th percentile</p>	<p>The Assertiveness (AST) scale score provides a gauge of an individual's directness in expressing himself or herself and in dealing with others. This person's AST score in the 57th percentile indicates an individual who is moderately assertive. He or she may be assertive in some situations and not in others.</p>
<p>COMPETITIVENESS 95th percentile</p>	<p>The Competitiveness (CMP) score reflects the need to win, to perform better than others, or to surpass standards of achievement or performance. This individual's CMP score in the 95th percentile suggests that he or she values competition.</p>
<p>CONSCIENTIOUSNESS 90th percentile</p>	<p>The Conscientiousness (CON) scale is an indicator of a person's tendencies with respect to being deliberate, self-disciplined, organized and dependable. This person's score in the 90th percentile suggests he or she is reliable, hard-working, careful, and organized. Individuals with scores in this range tend to be goal-oriented, dependable and persistent in work settings.</p>
<p>COOPERATIVENESS 14th percentile</p>	<p>The Cooperativeness (COP) score indicates a person's level of comfort in working closely with others and in taking the lead from others. A low COP score does not necessarily indicate uncooperativeness, but may indicate independence or aggressiveness in dealing with others. This COP score in the 14th percentile suggests that this person is likely to be strongly committed to his or her own views, and may take an independent, aggressive role in a work situation. This individual may sometimes be seen as overly aggressive in taking the lead in some work situations.</p>
<p>EXTROVERSION 68th percentile</p>	<p>The Extroversion (EXT) scale score indicates the degree to which a person sees himself or herself as socially outgoing. For this individual, the EXT score in the 68th percentile indicates a person who is moderately extroverted. This person may be seen to be as extroverted and outgoing as the average person in business or social situations.</p>
<p>MANAGERIAL 94th percentile</p>	<p>The Managerial (MGT) score represents the degree to which a person's work strengths combine with his or her achievement, motivation, interpersonal strengths, and inner resources in a pattern similar to that of individuals in managerial and supervisory roles. This individual's MGT score in the 94th percentile suggests that his or her general characteristics are similar to those for individuals in management or supervisory roles. This person is likely to be comfortable delegating authority and to be able to consistently inspire and motivate others. He or she is likely to be seen as having good overall management potential.</p>
<p>MOTIVATION 91st percentile</p>	<p>The Motivation (MOT) scale score is intended to represent a person's inner drive, commitment to achieve, and the strength of inner emotions, needs, and values. This MOT score in the 91st percentile indicates a person whose motivation or inner drive is relatively high for certain personally important goals and not for others.</p>
<p>OPENNESS 11th percentile</p>	<p>The Openness scale measures the extent to which an individual is imaginative and creative, as opposed to down to earth and conventional. The Openness score of 11th percentile suggests this individual is usually concerned with practical issues rather than abstract concepts, and is detail-oriented. They tend to be viewed by others as conventional and traditional, will generally prefer familiarity over novelty or experimentation, and may be resistant to change.</p>
<p>PATIENCE 54th percentile</p>	<p>The Patience (PAT) scale indicates a person's ability to effectively cope with frustration encountered in completing tasks or in conflict-laden situations. This individual's PAT score in the 54th percentile suggests that he or she may be described as moderately patient. This person is likely to display an effective balance of patience and impatience in pursuing opportunities.</p>
<p>SELF-CONFIDENCE 83rd percentile</p>	<p>The Self-Confidence (SCN) score is an indicator of the level of confidence and self-assurance an individual brings to his or her work. The SCN score in the 83rd percentile suggests this person is, in general, self-confident and self-assured.</p>

POSITION BENCHMARKS

The EPP contains a series of job-specific benchmarks that assess how good a fit a person's personality is for a given position. These benchmarks calculate a person's job fit by comparing their EPP scores to composite profiles created and validated by the publisher based on large samples of people in those positions and on case studies conducted by the publisher.

MANAGER 89%	The most important score for managers is the Managerial trait, where high scorers tend to be a better fit for such roles. Higher scores in Competitiveness and Assertiveness are also characteristic of the Manager benchmark. On the other hand, low to medium scores in Cooperativeness are appropriate for people in managerial roles, because being too accommodating and empathetic can be a hindrance to effective and objective decision-making. As a group, managers also tend to have above average scores in Extraversion.
ACCOUNTING/ FINANCE 84%	On average, accountants tend to be considerably more introverted than the rest of the population, reflecting the fact that their jobs do not often involve a high degree of social stimulation. They also tend to have lower than average scores in Openness, reflecting their preference for the traditional and conventional over the experimental or creative. The benchmark for accountants is also characterized by lower than average Assertiveness scores and high scores in Conscientiousness.
ADMINISTRATIVE ASSISTANT 59%	The Administrative Assistant benchmark includes high scores in Cooperativeness and Conscientiousness, both of which have been linked to high performance in these positions. High scorers in Cooperativeness tend to be accommodating and easy to manage, and high scorers in Conscientiousness tend to be organized, careful and reliable. Administrative Assistants also tend to have lower than Average scores in Assertiveness.
ANALYST 70%	One of the most prominent traits in the Analyst benchmark profile is Openness, in which analysts as a group score almost one standard deviation higher than the rest of the population. This reflects their affinity for problem solving and their intellectual curiosity. They also tend to score highly in Achievement and in Conscientiousness, and on average have slightly higher than average scores in Assertiveness.
BANK TELLER 49%	The Bank Teller benchmark is characterized by high scores in Cooperativeness and Patience, which is typical for a customer service-oriented position. As a group, Bank Tellers also tend to have much lower than average scores in Assertiveness and Openness.
COLLECTIONS 86%	The Collections benchmark is very similar to the Sales benchmark, as Competitiveness, Assertiveness and Extraversion are all correlated with success in the both sales and collections. High scores in Conscientiousness and Stability are also assets for collections agents.
CUSTOMER SERVICE 50%	The Customer Service benchmark features high scores in Cooperativeness and Patience, both of which are important for ensuring positive customer experiences. High scorers in Conscientiousness tend to be reliable and careful, and those in Customer Service positions also tend to have lower than average Openness scores.
FRONT DESK/ RECEPTION 58%	The receptionist benchmark is similar to the Customer Service profile. High scores in Conscientiousness, Cooperativeness, and Patience are important in this position, and receptionists also tend to have lower to mid-range scores in Assertiveness.
MEDICAL ASSISTANT 52%	The Medical Assistant benchmark is similar to the Customer Service profile. High scores in Conscientiousness and Cooperativeness are an asset, and are an asset in patient-facing positions. High scores in Conscientiousness are an asset for Medical Assistants, as deliberate, careful, and detail-oriented people will be more likely to prosper in these positions. Below average scores in Openness are also typical.
PRODUCTION/ MANUFACTURING 63%	In manufacturing positions, Conscientiousness and Cooperativeness have been shown to positively correlate with performance. High scorers in Conscientiousness tend to be careful and dependable, and high scorers in Cooperativeness can be easier to manage. Production personnel typically have lower than average Openness scores as well.
PROGRAMMER/ DEVELOPER 67%	Programmers and software engineers tend to be significantly more introverted than the general population, reflecting the fact that their day-to-day jobs often do not involve extensive social interactions. As a group, programmers also have much higher than average scores in Openness, a function of their high degree of intellectual curiosity and their willingness to experiment. Programmers also typically are not high scorers in Assertiveness or Conscientiousness, and have lower than average scores in Stability.
SALES 85%	The sales benchmark features high scores in Competitiveness, Achievement and Extraversion. Each of these has been shown to correlate with success in sales roles. Salespeople tend to be more assertive than average, and commonly have lower than average Cooperativeness scores, as being too accommodating can be a liability in effective sales closing.

VALIDITY AND RESPONSE STYLE

The Validity and Response Style scales represent the individual's level of attention to the meaning of EPP statements (Inconsistent Responding) and tendency toward positive (Self-Enhancing) or negative (Self-Critical) self-presentation.

The Inconsistent Responding (INC) score of 0 indicates that this person paid appropriate attention to the meaning of EPP statements when giving responses, and is not likely to have responded carelessly or in a completely random fashion.

This person obtained a Self-Enhancing score (ENH) in the 99th percentile. This style of self-presentation is much more positive than that of most others. This can be a characteristic of job applicants and others trying to make a good impression in business, social, or other situations. It may also reflect a high level of self-confidence. Others are likely to describe this person's self-regard as highly positive. In addition, the Self-Critical (CRT) score in the 1st percentile suggests that this individual may be less likely than most to make statements that are highly self-critical or reflect weaknesses. The two scores in combination are characteristic of people who tend to sell themselves or to set high standards for themselves. This individual is likely to make a good impression in interviews. These scores and the Self-Confidence score in the 83rd percentile suggest a person who will confidently give the best possible self-presentation and leave others with a favorable impression.

INTERVIEW QUESTIONS FOR MANAGER

Competitiveness

Lisa scored in the range for Competitiveness. Questions to confirm this include:

How do you measure your own success in a job?

In the past, how have you measured your own performance against that of your peers?

Managerial

Lisa scored in the range for Managerial. Questions to confirm this include:

Describe your methods of setting goals and objectives for those who report to you, and how you monitor progress towards those goals.

How do you make sure that you get buy-in from members of your team when implementing a plan that may be unpopular?

Describe what for you are the most important elements of being a successful manager.

Assertiveness

Lisa scored in the range for Assertiveness. Questions to confirm this include:

Give an example of how you have had to be firm and direct with someone you managed because of their failure to meet expectations.

Extroversion

Lisa scored in the range for Extroversion. Questions to confirm this include:

What was the latest project you've been involved with that really energized you?

Talk about an example of when you had to be proactive and outgoing in order for a work project to be successful.

Cooperativeness

Lisa scored below the range for Cooperativeness. Questions to explore this include:

Please discuss an example of how you successfully confronted a (work) problem or situation that others had been unable to confront or resolve.