

Selection Report

Details

Candidate - Mark

Job Title - RetailSales

July 10, 2024

Overview

This report provides information about this candidate's potential for success in the position of RetailSales. It includes information on the candidate's performance on Cognitive Abilities and Work Personality characteristics that have scientifically been found to be important for the performance of tasks related to this job.

01 Candidate Summary

02 Details of Measured Competencies

Cognitive Ability Measures

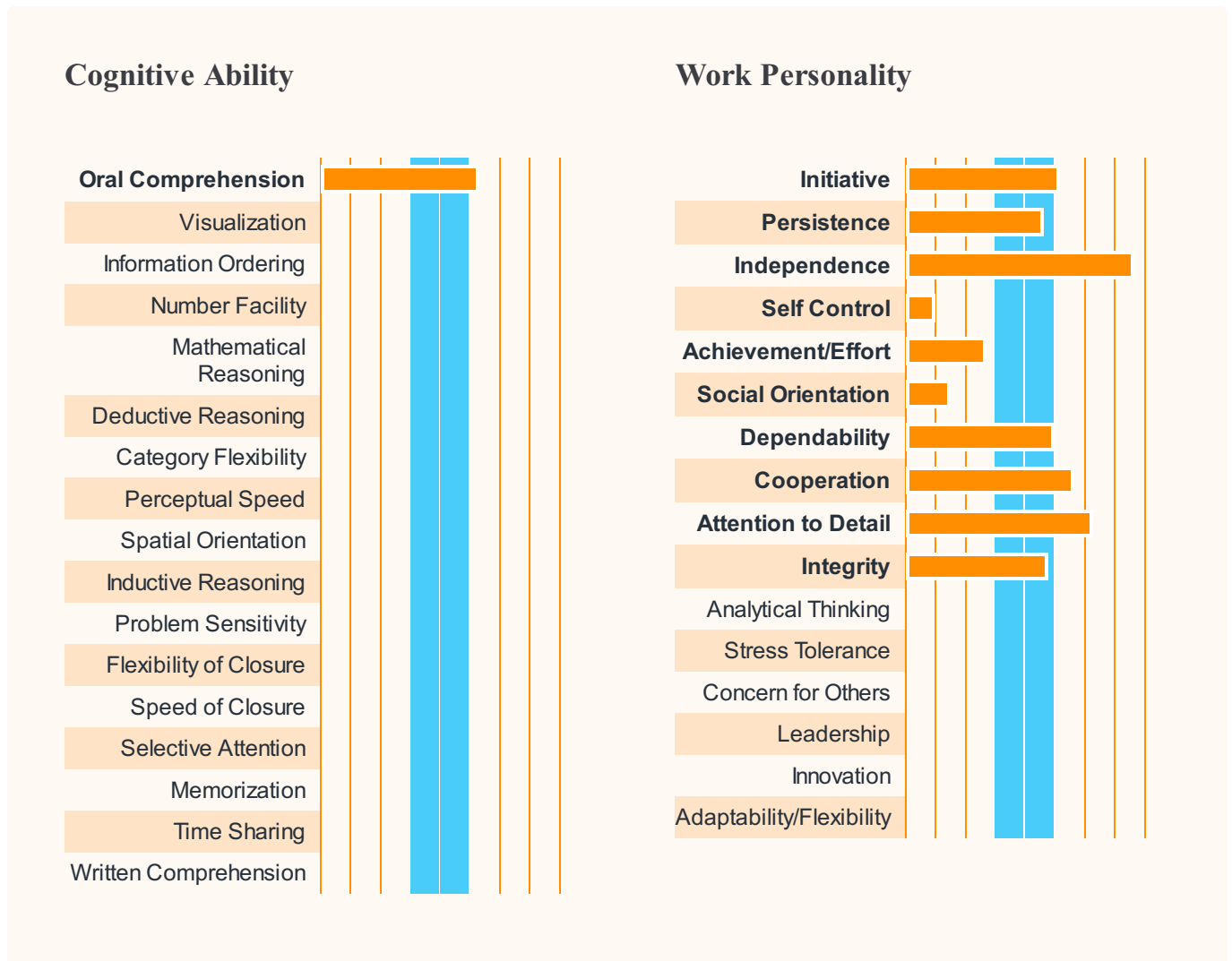
1. Oral Comprehension

Work Personality Measures

1. Social Orientation
2. Self Control
3. Persistence
4. Integrity
5. Initiative
6. Independence
7. Dependability
8. Cooperation
9. Attention to Detail
10. Achievement/Effort

Candidate Summary

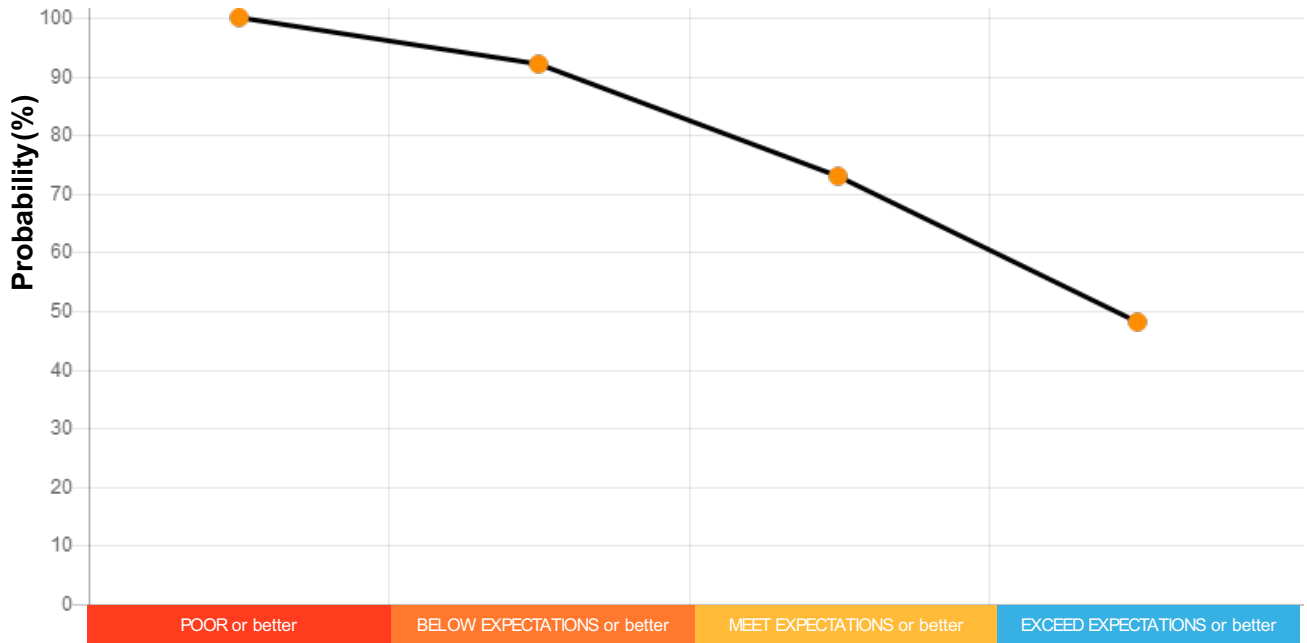
① In the graph below, shown in bold are the Cognitive Abilities and Work Personality Traits important for high performance on this job. The horizontal bars indicate your performance. The vertical blue bars indicate the average range of performance for general population (average +/- one standard deviation).



Note:

The average and standard deviations have been standardized to be the same for all Cognitive Abilities and Work Personality Traits.

Expected Candidate Performance



Note:

The above graph shows the expected job performance for this candidate. Each point indicates the probability that the candidate will perform at this level.



Details of Measured Constructs

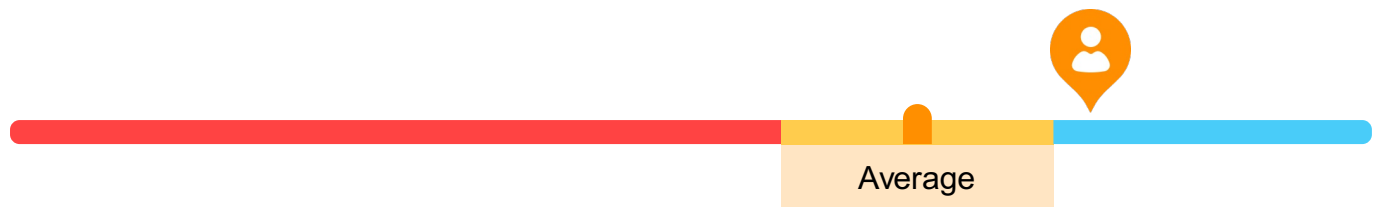
A more careful analysis of the candidate's scores on each of the characteristics required to perform this job well may help provide details about the candidate's strengths and weaknesses relative to the requirements of the job.



Cognitive Ability Measures



Oral Comprehension



This candidate has a strong ability to listen and understand information and ideas presented through spoken words and sentences. They can give their full attention to what other people are saying and will ask pertinent questions to gather needed information. Additionally, they take the time to understand the points being made by others during conversations. This proficiency makes them well-suited for roles that require active listening and effective communication.



Work Personality Measures



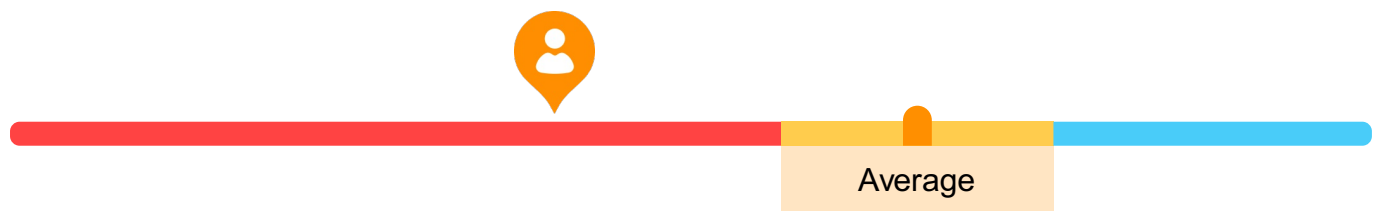
Candidness Factor

Low

This candidate's response patterns suggest a high level of active impression management, indicating that they may not have answered the questions entirely honestly. This could affect the accuracy of the assessment results. It might be beneficial to have a follow-up conversation to gain a clearer understanding of their true responses and to ensure the assessment reflects their genuine capabilities and traits.



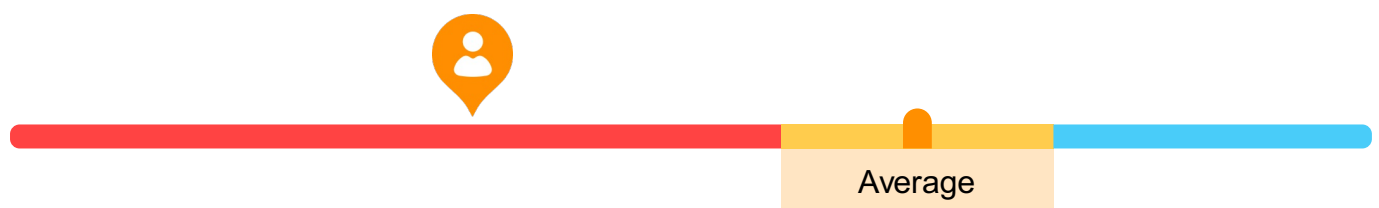
Social Orientation



This candidate may lack social orientation and might prefer to work alone rather than with others. They tend to stay personally disconnected from colleagues on the job.



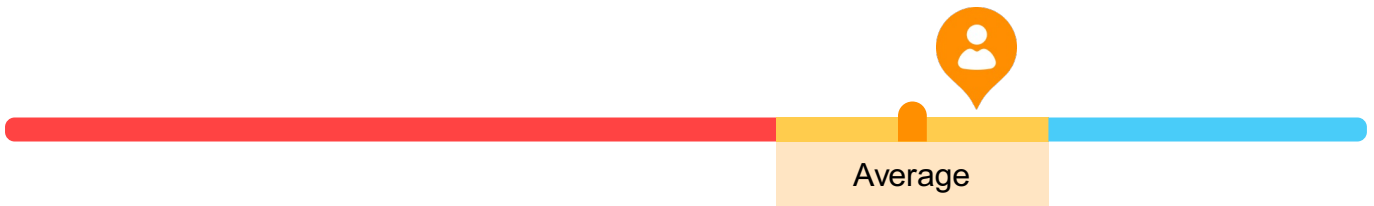
Self Control



This candidate may lack strong self-control and might struggle to maintain composure, keep their emotions in check, control anger, or avoid aggressive behaviors in difficult or high-stress situations.



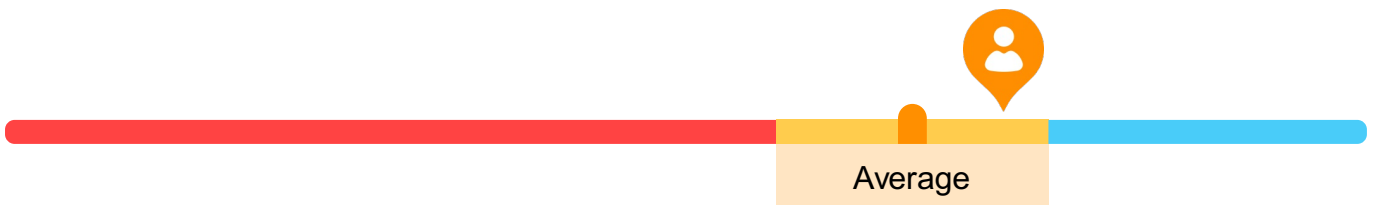
Persistence



This candidate has an average level of persistence. They may be able to push forward when faced with obstacles in some situations but may struggle in others. They are likely to show an average level of tolerance for frustration and can handle medium levels of adversity. Providing encouragement and strategies for increasing their resilience can help them maintain persistence and effectively overcome challenges across various situations.



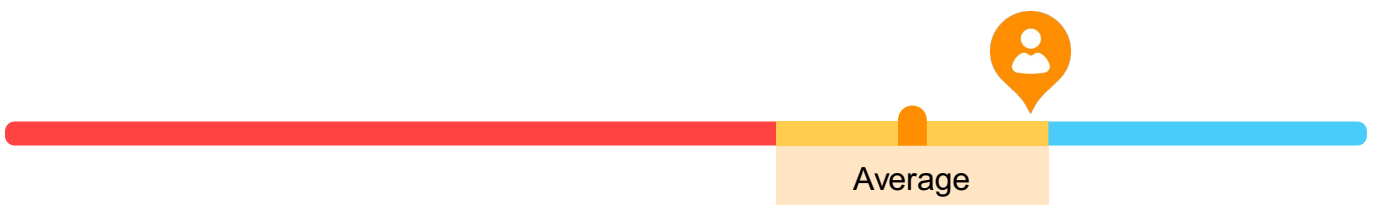
Integrity



This candidate displays an average level of integrity. While this does not necessarily mean they will behave dishonestly, it suggests they may not always uphold the highest standards of honesty and ethics. At times, they may struggle to protect confidential business practices, live up to their commitments, refrain from violating trust, avoid distorting facts for personal gain, or accept responsibility for their mistakes. Providing guidance and reinforcing the importance of ethical behavior can help them develop a stronger sense of integrity.



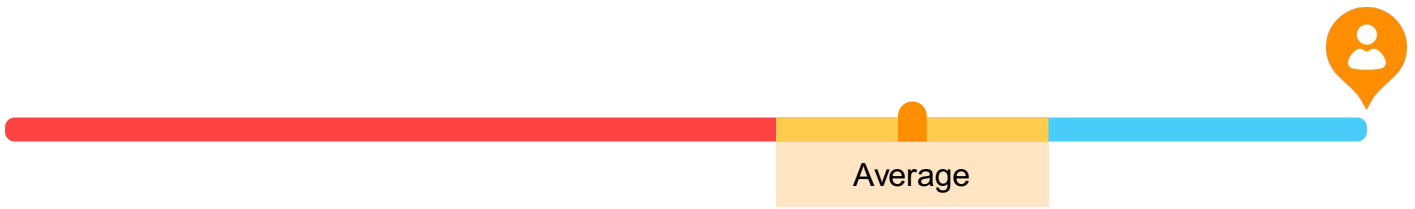
Initiative



This candidate has an average level of initiative. They generally display a willingness to take on responsibilities and challenges at work, although this may vary depending on the situation, task, or people involved. In some situations, this candidate may volunteer for extra work and difficult tasks, seeking to challenge themselves. However, while they may step forward in many cases, they may not consistently demonstrate high levels of initiative. Providing encouragement and opportunities for growth can help them develop a more proactive approach across various situations.



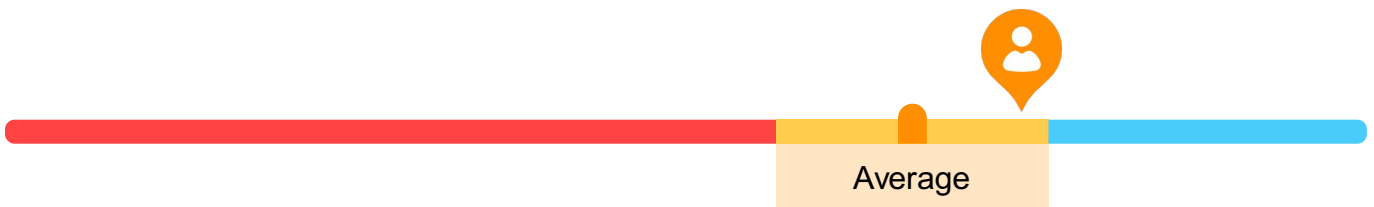
Independence



This candidate is highly independent and will develop their own way of doing things. They can get things done without guidance and supervision. As a natural self-starter, they can work with little oversight. Their ability to take initiative and work autonomously makes them an asset in roles that require independence and self-direction.



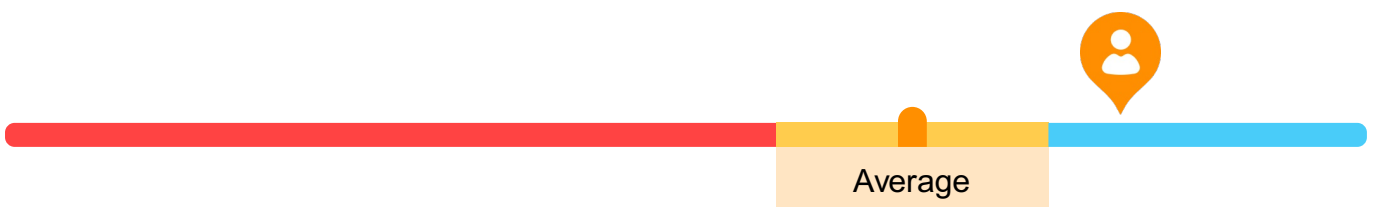
Dependability



This candidate has an average level of dependability, suggesting that they are generally reliable and responsible in fulfilling their obligations. However, their level of dependability may vary depending on the situation. Providing clear expectations and support can help them maintain consistency in their performance and reliability across different tasks and scenarios.



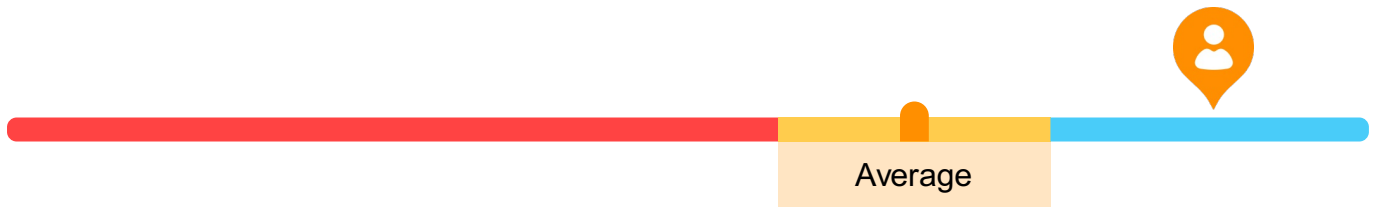
Cooperation



This candidate is highly cooperative and is likely to remain pleasant with others while on the job. They can be counted on to display a good-natured and cooperative attitude, even in difficult situations. They are likely to get along well with co-workers in situations where cooperation is required to accomplish tasks. This positive and collaborative approach makes them an asset in any team environment.



Attention to Detail



This candidate has a high level of attention to detail and will excel at tasks requiring a high degree of care and thoroughness. They can be consistently counted on to produce work that meets high standards, requiring little or no review. This reliability makes them a valuable asset for roles that demand precision and meticulousness.



Achievement/Effort



This candidate scored low in achievement/effort. They may not establish challenging or specific goals, might struggle to strive towards goal attainment, and could lack ambition to master their work roles.