

Selection Report

Details

Candidate - Sara Smith

Job Title - Hostesses

July 19, 2024

Overview

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

01 Candidate Summary

02 Details of Measured Constructs

Cognitive Ability Measures

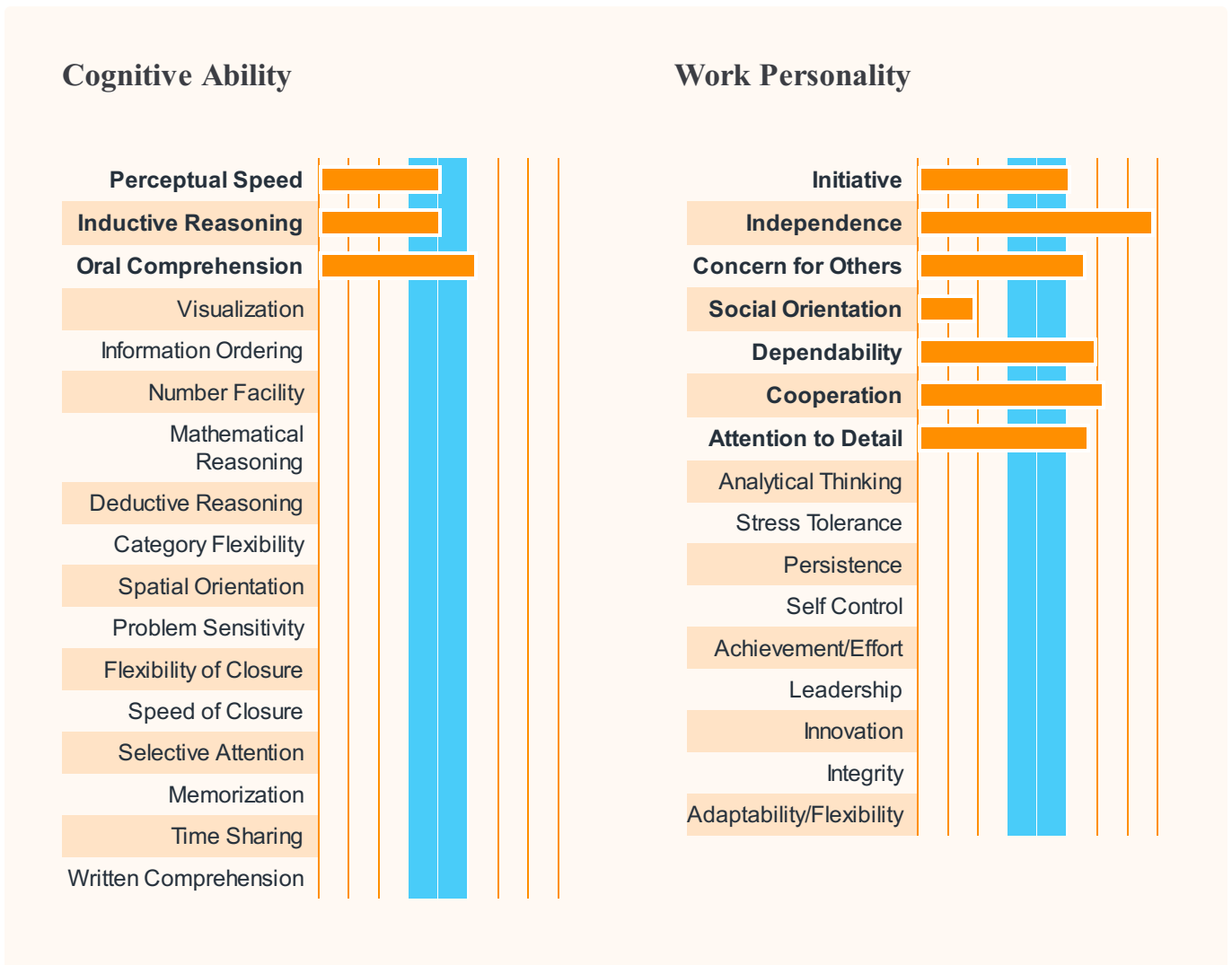
1. Perceptual Speed
2. Oral Comprehension
3. Inductive Reasoning

Work Personality Measures

1. Social Orientation
2. Initiative
3. Independence
4. Dependability
5. Cooperation
6. Concern for Others
7. Attention to Detail

Candidate Summary

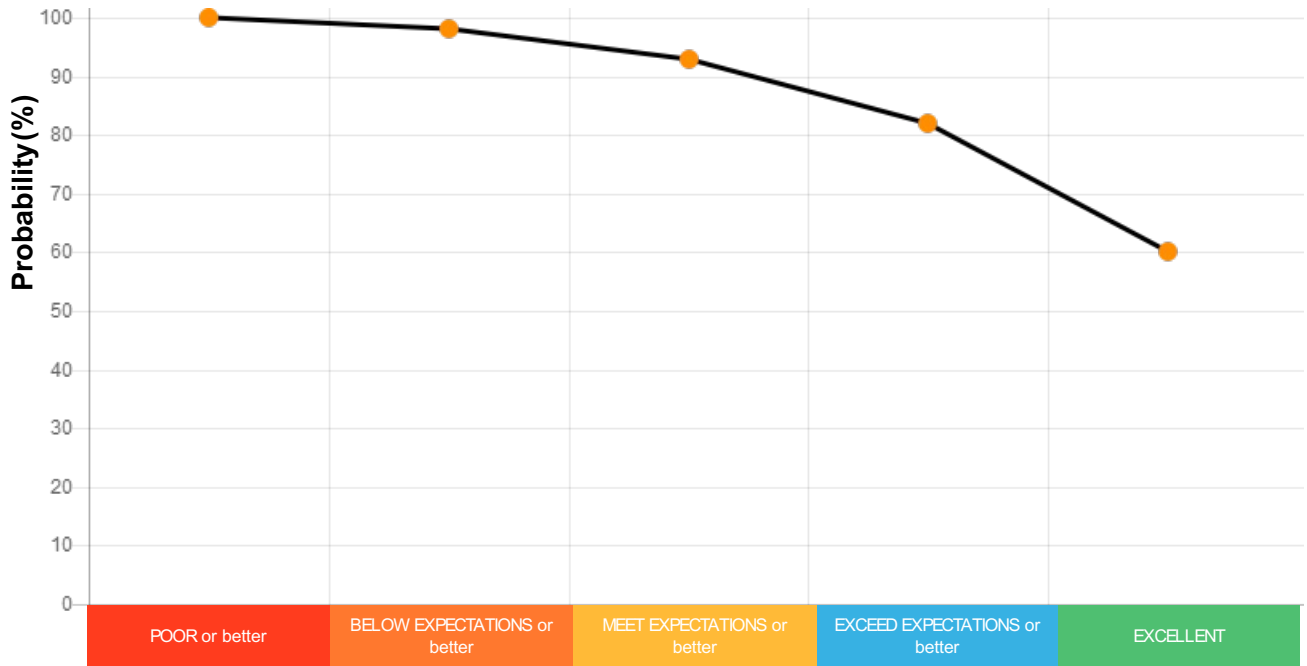
① In the graph below, shown in bold are the Cognitive Abilities and Work Personality Traits important for high performance on this job. The horizontal bars indicate your performance. The vertical blue bars indicate the average range of performance for general population (average +/- one standard deviation).



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

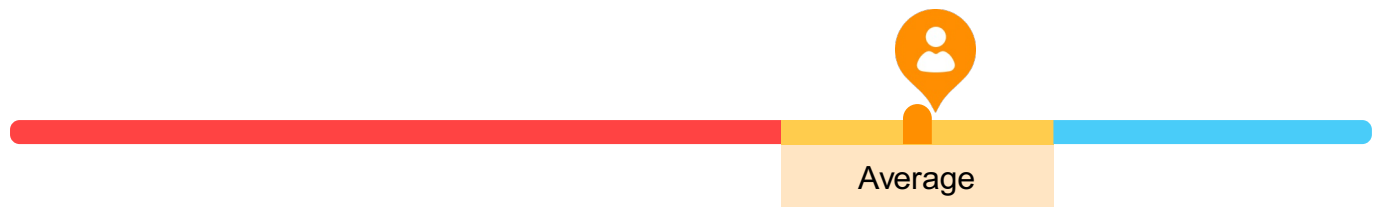
A more careful analysis of the candidate's scores on each of the characteristics required to perform this job well may help provide details about the candidate's strengths and weaknesses relative to the requirements of the job.



Cognitive Ability Measures



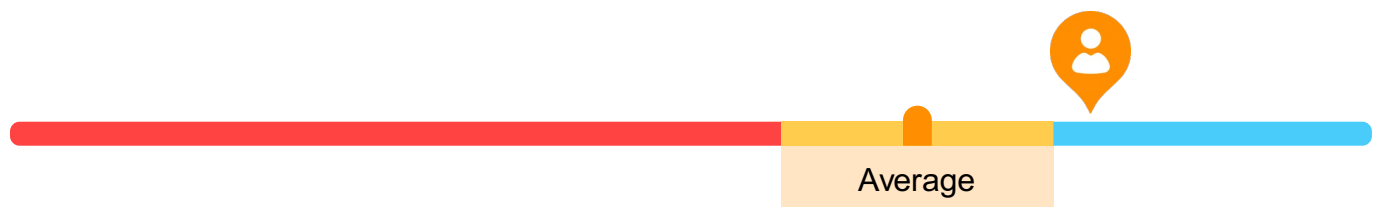
Perceptual Speed



This candidate has an average ability to quickly and accurately compare similarities and differences among sets of letters, numbers, objects, pictures, or patterns, whether they are presented simultaneously or sequentially. For instance, assembly line workers use this skill to quickly identify errors or mistakes. While the candidate can generally perform these comparisons effectively, they may benefit from additional practice or training to enhance their speed and accuracy in this area. Providing opportunities for skill development can help them improve their performance in tasks requiring keen attention to detail.



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.



Inductive Reasoning



This candidate has an average ability to combine diverse pieces of information to form general rules or conclusions. In most situations, they can make logical generalizations from specific observations. For example, scientists use inductive reasoning to make observations, detect patterns, form hypotheses, and build theories. While the candidate generally performs well in this area, providing opportunities for further development can help them enhance their inductive reasoning skills and improve their ability to draw logical conclusions from various pieces of information.



Work Personality Measures



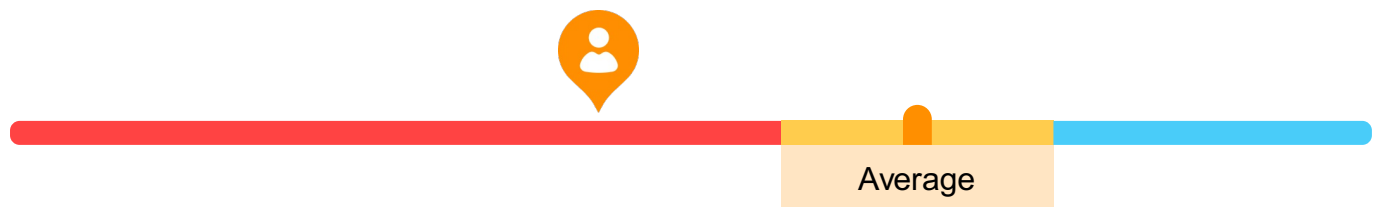
Candidness Factor

High

This candidate's response patterns are likely consistent with someone answering the questions honestly, with little to no active impression management. This suggests that the assessment results are a reliable reflection of their true abilities and characteristics.



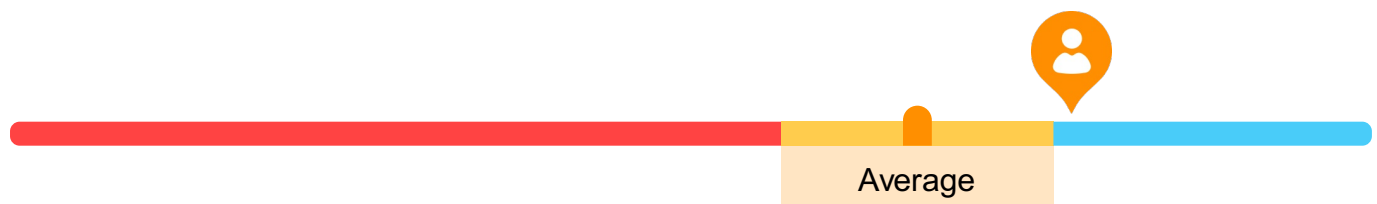
Social Orientation



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.



Initiative



This candidate has a high level of initiative and will take on responsibilities and challenges at work with enthusiasm. They are likely to volunteer for extra work or difficult tasks and will seek to push and challenge themselves. Their strong motivation and proactive approach make them a valuable asset in any role.



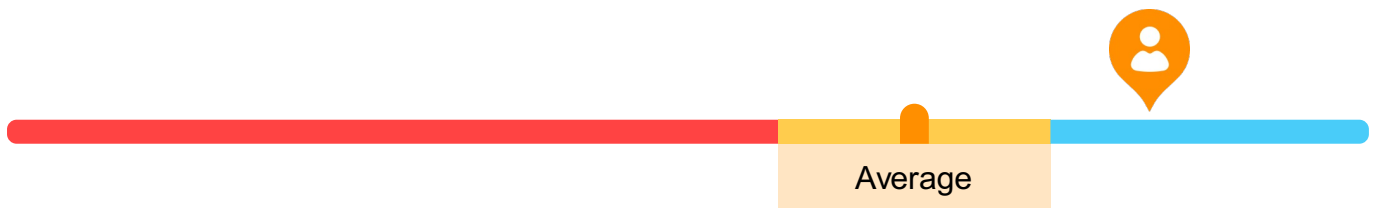
Independence



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 is highly reliable, responsible, and dependable when it comes to fulfilling obligations. They can be counted on to follow through with commitments consistently. They will not require high levels of supervision and have realistic expectations about timing and schedules. This makes them an excellent fit for roles that demand a high level of personal responsibility and accountability.



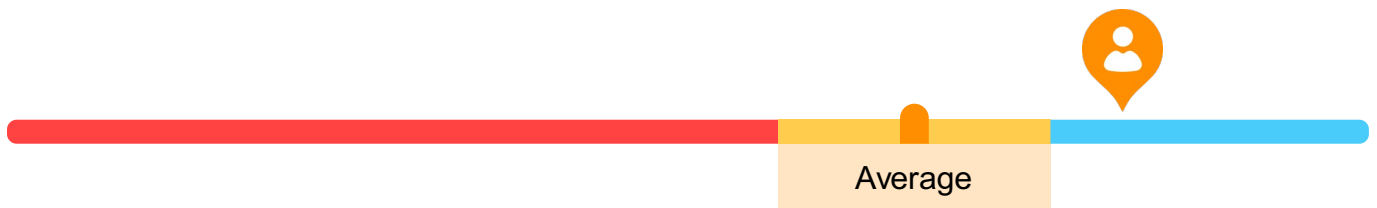
Cooperation



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.



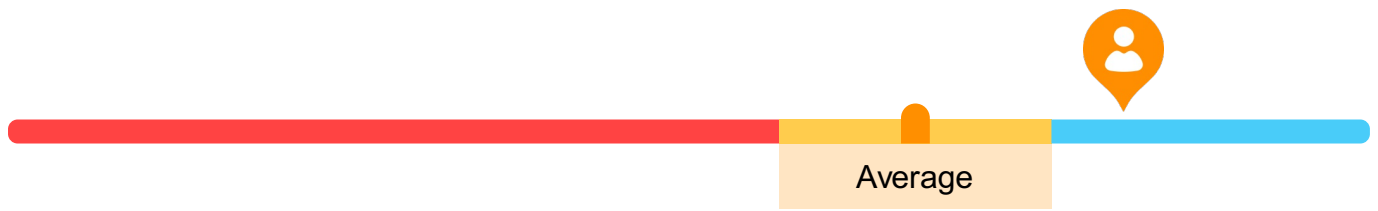
Concern for Others



This candidate is highly sensitive to others' needs and feelings. They will be understanding and helpful on the job, making them well-equipped to support co-workers and external customers. Their empathy and attentiveness to others' needs ensure that they can effectively assist and collaborate with those around them, fostering a positive and supportive work 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.