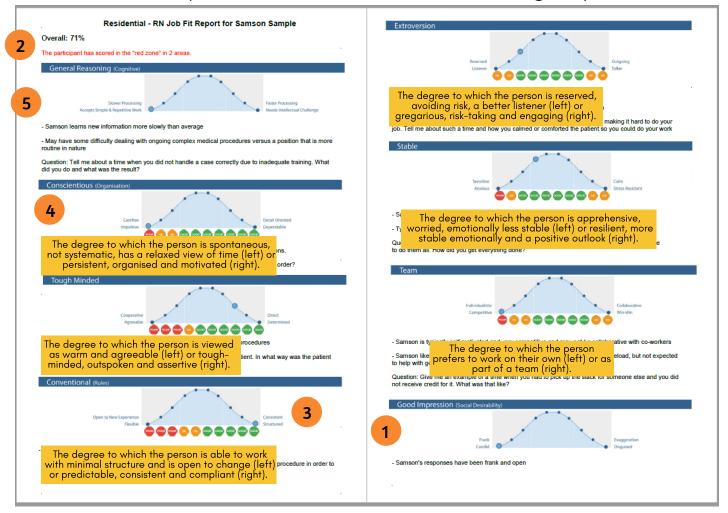


# Quick tips on how to use the Personality Report



### 1 Check the "Good Impression" Scale.

Scores to the far right on this scale mean that the applicant answered questions in a socially desirable fashion rather than in a straight forward and direct manner. High scores raise a question about whether or not the obtained profile is valid and is one that reflects the true characteristic of the individual. Rely more on other parts of the screening process.

### 2 Check overall job fit score

The higher the score, the more the candidate's personality profile aligns with the benchmark profile of good performers in the same job type. Note, these are "generic" benchmarks and the job fit can thus vary depending on the site, the manager, the clients and the team.

#### 3 Check for any "extreme" scores

The more extreme (big blue circle sits far to the left or right), the stronger that certain personality trait can be. This is not necessarily right or wrong. To do: read the description/notes below the graph to see if that trait score is a good match for the role or use the suggested interview question to dig deeper.

#### 4 Check "Conscientious" trait

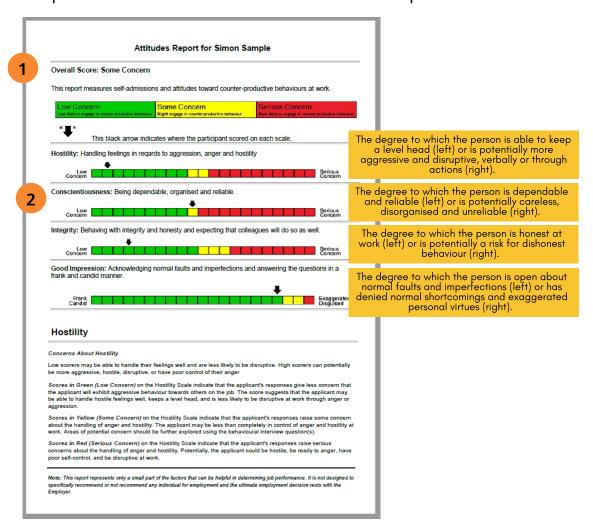
Although for certain roles, a score all the way to the left is good, in general, a score more to the middle and the right of this scale is stronger aligned with job success, particularly for more conventional roles including healthcare and related.

#### 5 Check General Reasoning (if included)

If the Cognitive Assessment was included, the score will show at the top of the Job Fit report. The cognitive score is independent from the overall job fit score. There is no "good" or "bad" score on the Cognitive assessment, all by itself. The only important thing is that the speed at which someone learns, matches the particular requirements of the job.



# Quick tips on how to use the Attitude Report



#### 1 Check the overall Score

If "Some Concern" or "Serious Concern", check which scale(s).

#### 2 Check each Scale

Although there is no such thing as "no concern", the lower the concern, the less likely that the candidate will exhibit the counter-productive work-behaviour that was assessed. At the same time, a "Serious Concern" does not mean that the candidate is sure to show that counter-productive behaviour. Any concern score warrants further investigation during an interview, if all other parts of the screening process are positive.

A "Some Concern" rating in the "Good Impression" scale suggests that the answers my be somewhat distorted. Dig deeper in an interview. If it is a "Serious Concern" in this scale not much confidence can be placed in the accuracy of the other scales. (Based on national samples, approximately a quarter of all "serious concern" ratings are due to "Good Impression".)

Read the description for more info.

TIP: If a candidate has scored a concern rating on the "Conscientiousness" scale (which looks at dependability), also check their "Conscientious" score in their Personality report. If this is "low" (towards the left) of this curve, this result is amplified and warrants further investigation or treating with caution.

For frontline care roles, many clients are hesitant proceeding with candidates scoring "Serious Concern" in either "Hostility" or "Integrity" due to the sheer nature of the role. Every other "Some" or Serious Concern" score for a frontline care role is not necessarily a reason to rule someone out, however use these insights to dig deeper and to form a more complete picture of the candidate.