

Quick tips on how to use the Personality Report

Residential - RN Job Fit Report for Samson Sample

2 Overall: 71%

The participant has scored in the "red zone" in 2 areas.

5 **General Reasoning (Cognitive)**

Slower Processing
Accepts Simple & Repetitive Work

Faster Processing
Needs Intellectual Challenge

- Samson learns new information more slowly than average

- May have some difficulty dealing with ongoing complex medical procedures versus a position that is more routine in nature

Question: Tell me about a time when you did not handle a case correctly due to inadequate training. What did you do and what was the result?

4 **Conscientious (Organisation)**

Carefree Impulsive

Detail Oriented Dependable

The degree to which the person is spontaneous, not systematic, has a relaxed view of time (left) or persistent, organised and motivated (right).

Tough Minded

Cooperative Agreeable

Direct Determined

The degree to which the person is viewed as warm and agreeable (left) or tough-minded, outspoken and assertive (right).

3 **Conventional (Rules)**

Open to New Experience Flexible

Consistent Structured

The degree to which the person is able to work with minimal structure and is open to change (left) or predictable, consistent and compliant (right).

Extroversion

Reserved Listener

Outgoing Talker

The degree to which the person is reserved, avoiding risk, a better listener (left) or gregarious, risk-taking and engaging (right).

Stable

Sensitive Anxious

Calm Stress Resistant

The degree to which the person is apprehensive, worried, emotionally less stable (left) or resilient, more stable emotionally and a positive outlook (right).

Team

Individualistic Competitive

Collaborative Win-Win

The degree to which the person prefers to work on their own (left) or as part of a team (right).

1 **Good Impression (Social Desirability)**

Frank Candid

Exaggeration Disguised

Samson's responses have been frank and open

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

Attitudes Report for Simon Sample

1 Overall Score: **Some Concern**

This report measures self-admissions and attitudes toward counter-productive behaviours at work.

Low Concern <small>Not likely to engage in counter-productive behaviour</small>	Some Concern <small>Might engage in counter-productive behaviour</small>	Serious Concern <small>More likely to engage in counter-productive behaviour</small>
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↓ This black arrow indicates where the participant scored on each scale.

Hostility: Handling feelings in regards to aggression, anger and hostility

Low Concern Serious Concern

2 **Conscientiousness:** Being dependable, organised and reliable.

Low Concern Serious Concern

Integrity: Behaving with integrity and honesty and expecting that colleagues will do so as well.

Low Concern Serious Concern

Good Impression: Acknowledging normal faults and imperfections and answering the questions in a frank and candid manner.

Frank Candid Exaggerated/Disguised

Hostility

Concerns About Hostility

Low scorers may be able to handle their feelings well and are less likely to be disruptive. High scorers can potentially be more aggressive, hostile, disruptive, or have poor control of their anger.

Scores in Green (Low Concern) on the Hostility Scale indicate that the applicant's responses give less concern that the applicant will exhibit aggressive behaviour towards others on the job. The score suggests that the applicant may be able to handle hostile feelings well, keeps a level head, and is less likely to be disruptive at work through anger or aggression.

Scores in Yellow (Some Concern) on the Hostility Scale indicate that the applicant's responses raise some concern about the handling of anger and hostility. The applicant may be less than completely in control of anger and hostility at work. Areas of potential concern should be further explored using the behavioural interview question(s).

Scores in Red (Serious Concern) on the Hostility Scale indicate that the applicant's responses raise serious concerns about the handling of anger and hostility. Potentially, the applicant could be hostile, be ready to anger, have poor self-control, and be disruptive at work.

Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

The degree to which the person is able to keep a level head (left) or is potentially more aggressive and disruptive, verbally or through actions (right).

The degree to which the person is dependable and reliable (left) or is potentially careless, disorganised and unreliable (right).

The degree to which the person is honest at work (left) or is potentially a risk for dishonest behaviour (right).

The degree to which the person is open about normal faults and imperfections (left) or has denied normal shortcomings and exaggerated personal virtues (right).

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 may 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.