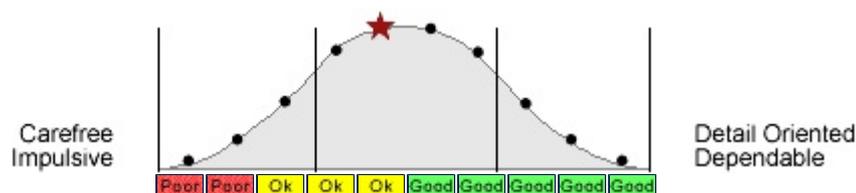


Administrative Job Fit Report for Andrea Sample

Overall: 83%

This job category can utilize the cognitive assessment score in addition to the personality scores for each participant. This participant did not complete the cognitive assessment, therefore it would be inconsistent to compare this report and it's percentile score to reports for other participants who have taken the cognitive assessment.

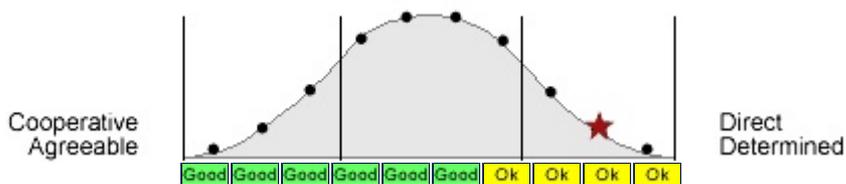
Conscientious (Organization)



- Andrea tends to be balanced between the need to manage details while also handling unexpected requests
- Administrative or Clerical roles that require a particularly high attention to detail continually throughout the day may be more difficult

Question: Tell me about a time when you were asked to take on several last minute requests and expected to complete the other items already on your plate for that day. What did you do?

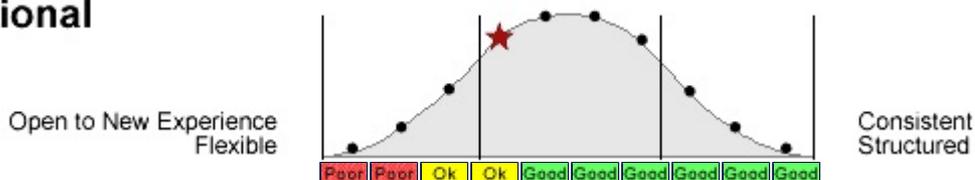
Tough Minded



- Tends to be tough minded and assertive particularly when there is a difference of opinion
- Best suited for administrative roles where Andrea is expected and has authority to deal with issues directly as often as possible
- Generally comfortable making decisions
- Given the preference to be in control, Andrea may have some difficulty being told "how" to respond to a situation

Question: Describe a time when you came across to someone else a little too strong when the situation may have required you to be a little more tactful. What was the situation and what happened?

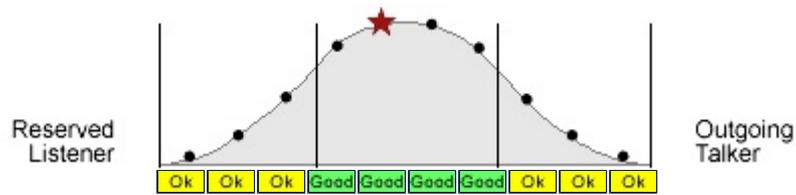
Conventional (Rules)



- Andrea usually has a balanced need for structure and for dealing with unexpected requests during the day
- Andrea can be consistent and follow procedures, but also able to make exceptions when necessary

Question: Describe a time when you were able to manage a variety of assigned tasks and find ways to learn new things at work. What did you do?

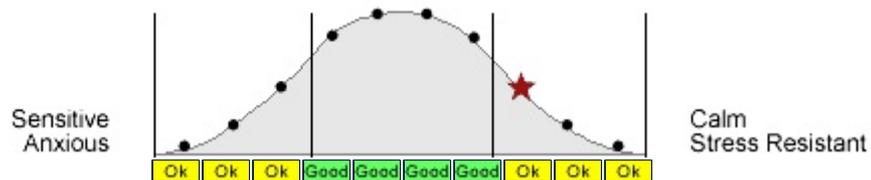
Extroversion



- Andrea is usually seen as friendly and tends to have a good balance between talking and listening to others
- Andrea's has a moderate need to interact with others during the day

Question: Tell me about a time when you worked in an environment that had lots of noise and activity around you. How were you able to stay focused on assignments requiring your full attention?

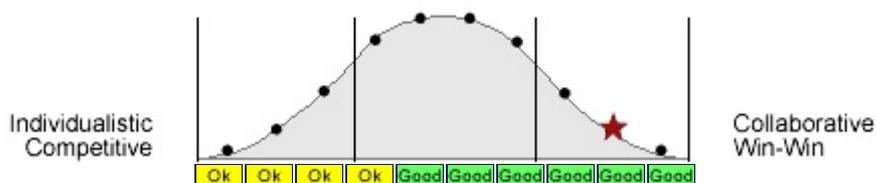
Stable



- Andrea is usually able to handle difficult situations with poise and remain calm under pressure
- Others may see Andrea's calm nature as lacking urgency or concern with issues
- Be clear with timelines and objectives to avoid Andrea from procrastinating or misunderstanding important deadlines

Question: Describe a time when you felt others were spending too much time worrying about an issue at work. What did you do?

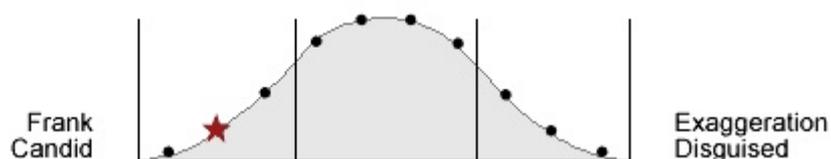
Team



- Andrea tends to be highly loyal and team oriented
- Collaborative and motivated by team wins
- May be quick to try and make others happy even when it is not in their own best interest

Question: Tell me about a time when you did not express your concern on a matter in order to support the rest of the team. What happened and how did you feel about it?

Good Impression (Social Desirability)



- Andrea's responses have been frank and open

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.*

*Report Generated On 28/02/2020 by Andrew Bain
ParticipantID #939930*