

## Introduction

This section highlights the candidate scores for competencies critical to success for this position. The ChequedReference™ Overall Score is a combination of the individual competency scores based upon their weighting.

Expanding each competency provides detailed information reference ratings and responses for each question within that competency.

## Clark Kent

## Overall Score:

**Position:** Department Head/Team Leader/Manager  
**Email:** [abainnz@gmail.com](mailto:abainnz@gmail.com)  
**Phone:** -

**Created:** 02/12/2019, 03:45pm

**Accepted:** 02/12/2019, 03:46pm

**Location:** Otago University



High Potential

## ChequedReference™

### Acting with Integrity



Highest Potential

### Dependability



High Potential

### Oral Communication Skills



Low Potential

### Composure



Low Potential

### Personal Drive



Highest Potential

### Getting Along



High Potential

### Concern for Others



High Potential

### Leadership



Highest Potential

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### Key Insights

Clark consistently conducts himself/herself with very high levels of integrity. He/She adheres to ethical principles and values at all times, and is seen as trustworthy and sincere by his/her peers.

Clark follows instructions willingly and in a timely fashion. He/She appreciates the need for organizational rules and procedures and is highly conscientious in following such rules and procedures.

Clark struggles to express thoughts verbally in a clear and understandable manner. He/She does not always listen and attend to what others are saying. Clark is not comfortable making group presentations.

Clark has some difficulty hiding negative emotions when in the presence of others. He/She is likely to show frustrations and anger rather than restraint. Criticism is not handled well.

Clark places a high value on achievement and exhibits a strong orientation to attaining the results that he/she has set. He/She will maintain a high energy level in most circumstances. Not easily deterred, Clark will stick with his/her goals and maintain the appropriate persistence levels to attain them. His/Her goals will likely be challenging and Clark will often take calculated risks that he/she feels are critical to their achievement.



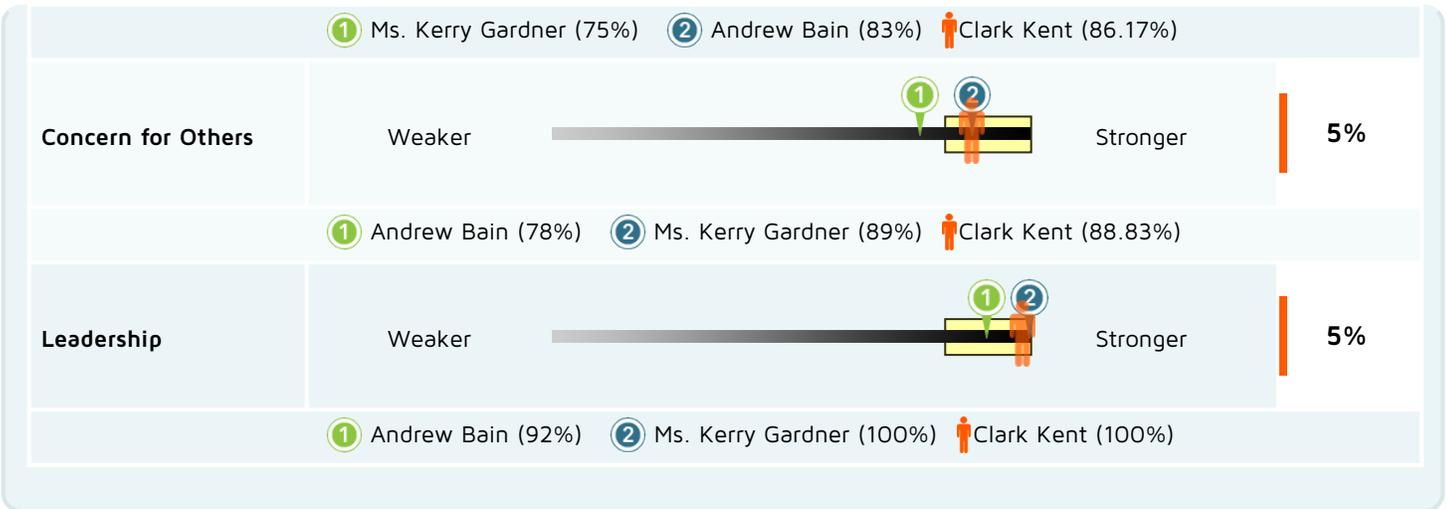
Clark is effective at developing and maintaining relationships at work even with individuals from different backgrounds. He/She displays empathy and respect towards others and goes out of his/her way to make new employees feel welcome. He/She enjoys working and interacting with others and works particularly well in group or team settings. Clark shows concern for the feelings and needs of others. Clark will often provide assistance for those who need help. Clark has a natural ability to lead and motivate others. He/She readily takes charge of situations and excels at organizing and directing the activities of group members. Clark is highly effective at ensuring that group activities are focused on activities that are task relevant and benefit the organization. Peers and coworkers look to him/her for direction.

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**View All Competencies**

Competency	Candidate Ideal Score Range	Competency Relevance
<b>Acting with Integrity</b>	<p>1 Andrew Bain (100%) 2 Ms. Kerry Gardner (100%) Clark Kent (100%)</p>	20%
<b>Dependability</b>	<p>1 Andrew Bain (80%) 2 Ms. Kerry Gardner (83%) Clark Kent (83.33%)</p>	20%
<b>Oral Communication Skills</b>	<p>1 Ms. Kerry Gardner (63%) 2 Andrew Bain (70%) Clark Kent (83.33%)</p>	15%
<b>Composure</b>	<p>1 Ms. Kerry Gardner (57%) 2 Andrew Bain (70%) Clark Kent (83.33%)</p>	10%
<b>Personal Drive</b>	<p>1 Andrew Bain (97%) 2 Ms. Kerry Gardner (100%) Clark Kent (100%)</p>	15%
<b>Getting Along</b>		10%





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**Business Impact Questions**

**Acting with Integrity**

Think about a time when you felt pressured to compromise your principles to perform on the job. How did you respond to the situation? How did it impact your performance on the job?

Have you had a time when a coworker, friend, or acquaintance told you about doing something at work that you felt was an ethical violation? How did you respond and, if your response did have an impact, how so?

Think of a time when you saw a coworker, friend, or customer doing something that you felt was unethical. Describe the situation and how you handled it. Why did you handle it the way you did?

Describe a situation in which you had made a commitment or promise to others that was difficult to keep. What did you do in this situation and what was the outcome?

Think about a time you observed someone doing something unethical. What did you do in this situation and what was the outcome?

**Dependability**

Tell me about a time when you reviewed the work of a coworker or supervisor for errors or compliance with company policies. What was the project/task and how did you conduct your review?

Describe a time when you were working on a project or task that required especially strict adherence to a policy or procedure. What was the project or task, and what was the result of you working on the project.



Describe a situation in which some aspect of a work project or task that you were working on was overlooked. What were the causes of the omission? How did you respond to this situation?

Have you ever worked in a situation where the rules and guidelines were not clear? What did you do in that situation?

Can you think of a time where you or your work group faced an important deadline and were falling behind schedule? What did you do in this situation? What was the outcome?

### ▼ Oral Communication Skills

Describe a time when you had to explain a complex concept or process to a group of people at work. How did you present the topic? Did your audience clearly understand it when you were done?

Can you think of a time when you were asked to give a speech or presentation with little or no preparation? How did you react? What was the result of the presentation?

Think of a time when you had to answer questions in front of a group of people. How did you address each question and how were your answers received by the audience.

Can you think of a time when you had to make a formal presentation? What was the presentation about? What did you do to get your main point across to the audience? How do you feel the presentation went?

Can you think of a recent situation in which you had to make a speech or presentation to a group? How did you prepare? What obstacles did you face? How did you handle those obstacles?

### ▼ Composure

Tell me about a time that you were in a meeting with a customer or coworker that was heated. What did you do during the meeting? How did this impact the outcome of the situation?

Think of a time when you were very nervous or angry at a time that you needed to perform well at work. Were there any consequences of you feeling this way? What did you do while you felt this way?

Think of a time that someone made you very angry but you had to work or interact with that person in order to finish a task or accomplish a goal. What was the situation and how did you respond to it? How did you deal with your feelings of anger?

Think of a time when you were working in a group where several group members were upset or angry and directed some of their anger at you. What did you do in this situation?



▾ **Personal Drive**

Tell me about the most challenging goal that you have achieved while at work. What were the challenges involved? What was the impact of you achieving that goal?

Have you ever set an independent goal or objective for yourself while at work? What was the goal? What was involved while working towards it?

Have you ever taken a calculated risk to achieve a goal at work? What was the risk and what was the result of your efforts?

Describe an important goal that you are trying to reach. Describe the goal and how you are going about trying to attain it.

Think about the last time you were assigned a difficult task or project. How did you go about completing this task or project and how did it turn out?

▾ **Getting Along**

Tell me about a time when a team or group you were working with had difficulty interacting with one another due to internal issues. What did you do in response to these issues? What happened as a result?

Can you think of a time that you disagreed with other members of a team you worked on about how to complete a project? How did you bring up your concerns? How did it impact what you were working on at the time?

Can you think of a time when you had to work cooperatively with others on a team in order to accomplish a goal? What was the team's goal and what was your role? How did you contribute to the achievement of the objective?

Can you think of a time when you had to build rapport quickly with someone under difficult conditions? How did you go about establishing rapport? What was the outcome of this situation?

Give a specific example of a time when you had to address an angry customer or person. What was the problem and how did you handle the situation? What was the result of this interaction?

▾ **Concern for Others**

Tell me about a time when you went out of your way to take care of someone at work. What were the circumstances? How did it turn out?



Tell me about a time when you had to closely keep track of the feelings and emotional mindset of someone at work. What did you do to stay informed? What was the result?

Tell me about a time that someone needed your help while you were at work. How did you respond? How did it affect your performance?

Tell me about a time when you took actions that demonstrated concern for the feelings of others. What was the situation? What did you do?

Tell me about a time that you offered assistance to those who needed help. What was the problem? What did you do? What was the outcome?

### Leadership

Tell me about a time when you identified a problem that needed a group of people assigned to it. How did you go about getting people on board to address the problem? Was the problem resolved?

Have you ever had to organize the work of other people to accomplish an important goal? How did you decide to divide up the work? What was the result of this organization scheme?

Describe a situation in which you were placed into or found yourself in a leadership position. How did you feel about being in this leadership position? How did you respond to this situation and how did it turn out?

Can you think of a time in which members of your team lacked the motivation to meet their goals? How did you respond to this situation? Did you make any attempts to boost motivation within the group? If so, how successful were you?

Think of a time when you were required to delegate work to a group. How did you plan to delegate the work? What was the outcome?



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**Hire / Rehire**

References were asked to answer this question:

**"If applicable, would you hire or rehire in the future?"**

**Andrew Bain:** Yes, absolutely. Clark was excellent at delivering outcomes, he was very driven .

**Ms. Kerry Gardner:** N/A. I worked for him .

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**Reference Info and Comments**

Andrew Bain	Ms. Kerry Gardner
<b>Completed:</b> Yes	<b>Completed:</b> Yes
<b>Company:</b> Assess Advantage	<b>Company:</b> Assess Advantage
<b>Title:</b> Owner	<b>Title:</b> Programmer
<b>Relationship:</b> Supervisor	<b>Relationship:</b> Peer
<b>Length of Relationship:</b> Greater than five years	<b>Length of Relationship:</b> Two to five years
<b>Date Completed:</b> 02/12/2019	<b>Date Completed:</b> 02/12/2019
<b>Time to Complete:</b> 21 minutes	<b>Time to Complete:</b> 25 minutes
<b>IP address:</b> 101.100.128.144	<b>IP address:</b> 101.100.128.144
<b>OK to contact?</b> Yes	<b>OK to contact?</b> No
Auckland, New Zealand <b>Phone:</b> 0275707022 <a href="mailto:andrew@assess.co.nz">andrew@assess.co.nz</a>	Auckland, New Zealand <b>Phone:</b> 0212800078 <a href="mailto:kerry.gardnerbain@gmail.com">kerry.gardnerbain@gmail.com</a>
<b>Comment from Reference:</b> I was Clark's manager when her worked here	<b>Comment from Reference:</b> I worked for Clark implementing a new ERP system
<b>Comment from Candidate:</b> <input type="text"/>	<b>Comment from Candidate:</b> <input type="text"/>



**ChequedReference™**
**Preliminary Employment Verification**

Andrew Bain	Ms. Kerry Gardner
<b>Relationship:</b> Owner	<b>Relationship:</b> Programmer
<b>Worked at:</b> Assess Advantage	<b>Worked at:</b> Assess Advantage
<b>Employment Dates:</b> N/A	<b>Employment Dates:</b> N/A
<b>Eligible for Rehire:</b> Yes	<b>Eligible for Rehire:</b> N/A
<b>Reason for Leaving:</b> He is looking to move to Dunedin with his family	<b>Reason for Leaving:</b> He is moving to Dunedin
<b>Rehire Eligibility Comments:</b> Needs to possibly stay calmer under pressure, or when others disagree with him	<b>Rehire Eligibility Comments:</b> Na
<b>Candidate Job Function:</b> Lead the IT department and management of all systems	<b>Candidate Job Function:</b> He ran the it deaprtment

**ChequedReference™**
**Chequed Quality Indicator™**

The Chequed Quality Indicator™ assesses the overall confidence level of reference legitimacy. Certain criteria are automatically checked which would indicate that a candidate may be attempting to provide false information about references. A score of 75% or greater indicates a high confidence level.

Please be aware that many reasons may exist which can lower a score. For Chequed Quality Indicator™ scores lower than 75%, phone calls should be placed to references verifying they completed the reference check. Candidate should NEVER be removed from your hiring process solely based on this score. It is simply an area for further due diligence.



The candidate score was reduced for the following reason(s):

- The candidate and one or more references might be using the same computer - Andrew Bain
- Two or more references have the same IP address as the candidate - Ms Kerry Gardner, Andrew Bain
- All references completed within one hour of each other



## ChequedReference™

### Competency Definitions

#### Acting with Integrity

Acts with integrity and upholds high standards of ethical conduct. Adheres to principles and values; is sincere and trustworthy.

#### Dependability

Follows instruction and procedures. Demonstrates appreciation for the importance of organizational rules and policies. Is thorough and conscientious in his/her approach to work.

#### Oral Communication Skills

Expresses thoughts verbally in a clear and understandable manner. Is comfortable making group presentations; possesses good presentation skills. Actively listens and attends to what others are saying.

#### Composure

The ability to keep one's emotions in check, to hide negative emotions and anger in front of others. Does not let negative emotions interfere with interpersonal relations.

#### Personal Drive

Values achievement and is results-oriented. Shows high-energy, drive, and persistence necessary to achieve results. Pursues ambitious and challenging goals, and persists in the face of obstacles. Takes calculated risks to achieve personal goals.

#### Getting Along

Relates well to people from varied backgrounds; establishes and maintains good relationships with others. Shows understanding, respect, and empathy towards others. Works effectively and productively with people in a group or on a team.

#### Concern for Others

Demonstrates care and attention to other people's feelings and needs. Helps others when they require assistance.

#### Leadership



Influences and motivates others. Takes initiative in organizing and coordinating the activities of group members. Mobilizes group effort toward a common goal.

