

Selection

Sarah Sample

Success Pattern: **Generic Sample**
Created: 12/28/2015
Assessment Completed: 12/28/2015
Report Printed: 12/10/2019

» Selection Report - Sarah Sample

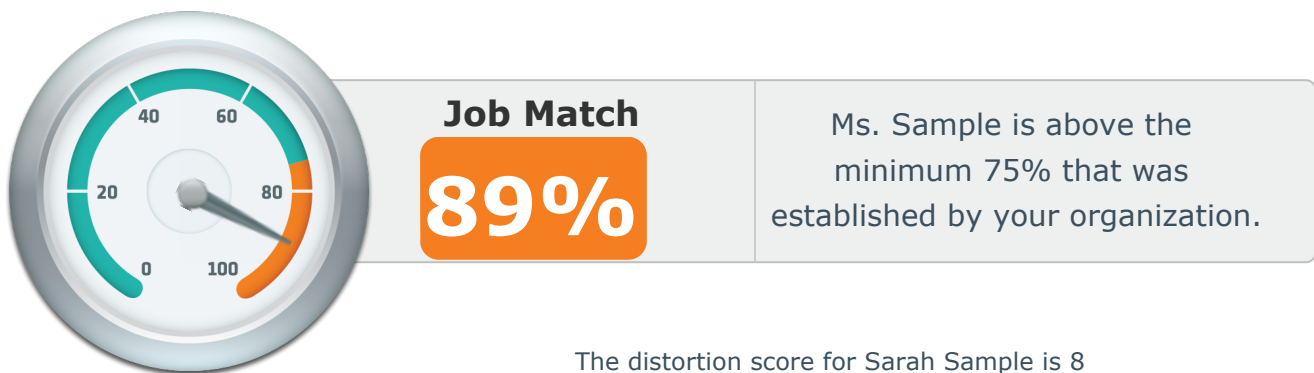
This report provides information which reflects the responses provided by Ms. Sample when completing the assessment. This information will be valuable when considering Sarah for the position by demonstrating how well she fits the job. This is accomplished by comparing her results to a Success Pattern, which defines the requirements of the position by identifying the characteristics that will yield success in the position.

The Job Match provided below is a percentage of her alignment with the Success Pattern. The rest of the report will guide you through the process with information about Sarah as a person and her behaviors in relationship to the position.

Job Match to Generic Sample

Following is the display of the Job Match percentage to the Success Pattern of Generic Sample. The match is calculated by comparing the scores of Ms. Sample to the Success Pattern created for this position.

A minimum job match percentage, as displayed by the green area of the gauge below, was selected by your organization to ensure Ms. Sample is a highly compatible candidate for this job.



The distortion score for Sarah Sample is 8

The Distortion score shows how candid the individual was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candor.

Assessment results should only be a part of the information used in the placement process. For more details, please refer to the Talassure User's Guide.

Please see the last page of the report for possible Areas of Concern.



Talent Summary

Ms. Sample scored in the average region on the Reasoning scale. Her capacity to learn and apply new information is sufficient for most jobs, but she may require assistance on occasion when dealing with complex problems on the job.

Ms. Sample is interested primarily in the Technical, Sales/Business, and Financial themes. She is interested in intellectual pursuits, such as science and research, and she probably searches for well-researched ways to improve her sales and persuasion techniques. Furthermore, she understands and appreciates the need for effectively managing information flow and following best practices.

Ms. Sample generally complies with policies, and she readily accepts supervision, but she may deviate from established protocols if she thinks they are getting in her way. She does not have a strong need to challenge others' opinions. Sarah can be fairly outgoing, but she may also be more reserved on some occasions.

Ms. Sample is a self-starter and an energetic worker who can manage multiple tasks at once. She tends to be skeptical and suspicious of change when risk is involved. Having a strong desire to be in charge, she will attempt to influence the direction and activities of the group.

Talent Details

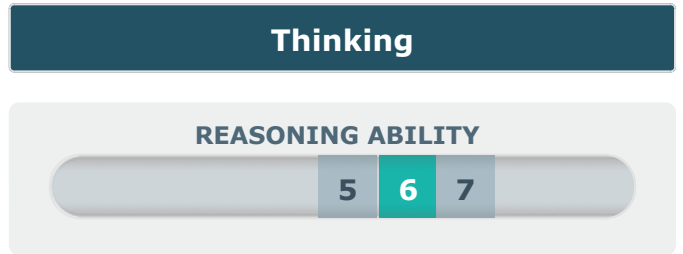
For an in depth picture of Ms. Sample the following page provides detailed information regarding her results. Scores are illustrated on the scale from 1 to 9. High scores do not imply a better score. What is most important is how the scores compare to the Success Pattern. The Success Pattern consists of Thinking and Personality scales. The Interest scales are provided to give insight on what motivates Sarah.



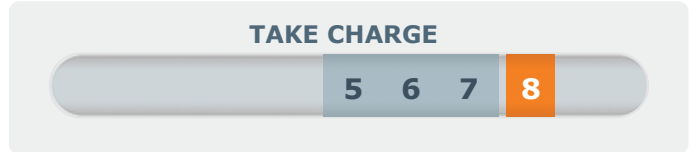
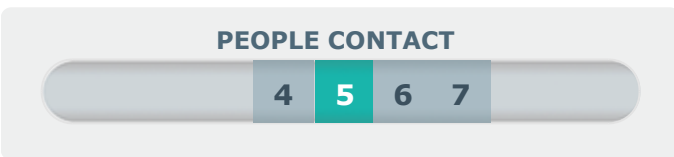
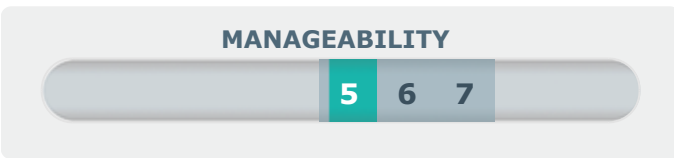
Success Pattern - Generic Sample

The Success Pattern is the darker shaded area on the scale. The scores for Ms. Sample are shown in white.

Job Match **89%**



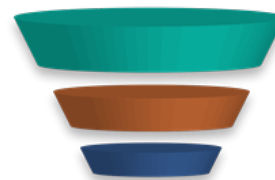
Personality



Interest

There is a total of six Occupational Interests. They are Creative, Financial, Mechanical, People Service, Sales / Business, Technical. The top three Interests are displayed for Sarah.

Top Interests



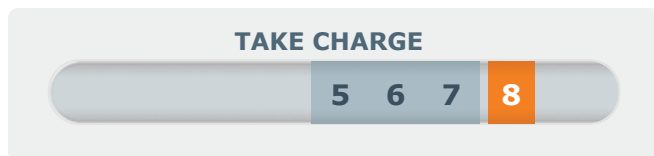
TECHNICAL - 7

SALES / BUSINESS - 6

FINANCIAL - 5

Interview Questions

Interview questions are provided when Ms. Sample scores outside the Success Pattern for Generic Sample. These questions are designed to assist you in the interview process. Management Insights are given to provide you with insight into what is required to manage Ms. Sample.



Tendency to strive for control of people and situations and to lead more than follow.

Having scored above the Success Pattern on the Take Charge scale for this position, Ms. Sample may have difficulty adapting to the lower level of control she will be expected to maintain on the job.

INTERVIEW QUESTIONS

- Tell me about a situation in which you had to remain silent about a problem even though you believed you had the best solution.
- Tell me about a situation when you had to defend a decision you made even though it made you unpopular in the moment.
- Describe a time when you forcefully joined a conversation about an important decision. How did you assert yourself?

MANAGEMENT INSIGHTS

- Sarah may be reluctant to follow the direction of others, as she prefers to act as a leader.
- Ms. Sample has a strong desire to be in control, and her forcefulness may discourage others from offering their own input.
- Sarah has a strong need to be the leader in most situations and may be very forceful in doing so.

COMPETITIVENESS

3

5

6

7

Tendency to work toward goals and to try to exceed others' performance.

Having scored below the Success Pattern on the Competitiveness scale for this position, Ms. Sample may not be willing to advocate her views with the amount of forcefulness needed to thrive in this position.

INTERVIEW QUESTIONS

- Tell me about a time you withheld your opinion in order to maintain a congenial environment.
- Tell me about a time when someone tried to take advantage of you and you stood up for yourself.
- Describe your willingness, if any, to let someone win an argument in order to avoid further conflict.

MANAGEMENT INSIGHTS

- Ms. Sample prefers not to act against the group, and she may frequently defer to others when decisions are being made.
- In the interest of preserving a harmonious atmosphere, Ms. Sample may readily go along with the opinions of others.
- Ms. Sample consistently tries to avoid conflict and maintain a cooperative environment.

SENSE OF URGENCY

5 6 7 8

Tendency to display stamina and an eagerness for immediate results.

On the Sense of Urgency scale Ms. Sample scored above the Success Pattern for this job. She may find it frustrating to work at the comparatively slower pace set by other successful individuals in the work group.

INTERVIEW QUESTIONS

- Tell me about a time when your sense of urgency may have been too high for the task at hand.
- Is there generally an upper limit on the number of tasks you can handle at one time? Please elaborate.
- How would you handle a work environment in which you were expected to patiently wait for others to complete tasks before you proceed further?

MANAGEMENT INSIGHTS

- Sarah may become frustrated if her colleagues don't share her high sense of urgency.
- Sarah may push colleagues to work at a faster pace, which could be a source of conflict.
- Ms. Sample may become impatient if her work pace decreases due to the actions of others.

REASONING ABILITY

5 6 7

A measure of expected learning, reasoning, and problem solving potential.

Having scored within the Success Pattern of the Reasoning scale for this position, Ms. Sample she should be able to pick up new skills on the job quickly enough to be effective in this role.

INTERVIEW QUESTIONS

- How do you ensure that you gain the most from training programs, whether they are easy or difficult?

MANAGEMENT INSIGHTS

- Sarah should generally be able to fill in major gaps in instructions using logic and reason.
- Ms. Sample is able to acquire new knowledge through multiple mediums.
- Ms. Sample will learn new job-related information at a reasonably quick pace.

ATTITUDE

3 4 5

Tendency to have a positive or optimistic outlook regarding people and outcomes.

Ms. Sample scored within the Success Pattern of the Attitude scale for this position. This indicates that she has a tendency to scrutinize individuals who have not proven themselves to be trustworthy.

INTERVIEW QUESTIONS

- Some situations occasionally call for a healthy level of skepticism. How do you express doubt, or misgivings, tactfully?

MANAGEMENT INSIGHTS

- Sarah often finds it difficult to place confidence in the plans of others.
- Ms. Sample is often skeptical of the benefits of change, particularly when those changes have far-reaching consequences.
- Ms. Sample generally views unfamiliar situations in a negative light.

MANAGEABILITY

5 6 7

Tendency to follow policies, accept supervision, and work within the rules.

Ms. Sample has a Manageability score that is within the Success Pattern for this position. She probably appreciates having the opportunity to exercise personal discretion, as opposed to having to blindly follow strict rules all the time.

INTERVIEW QUESTIONS

- Sometimes people think management doesn't make the best decisions. How do you determine whether it is worthwhile to question a given decision or simply follow orders?

MANAGEMENT INSIGHTS

- Sarah may resent being micromanaged or pressured by those who have more controlling leadership styles.
- Ms. Sample exhibits an attitude which is typical of most people regarding authority and rules.
- In most routine situations, Ms. Sample is willing to cooperate with those in positions of authority.

PEOPLE CONTACT

4 5 6 7

Tendency to be outgoing, people-oriented, and to participate with others.

Ms. Sample has a People Contact score that is within the Success Pattern for this position. She appreciates social interaction, but she can prevent it from becoming a distraction.

INTERVIEW QUESTIONS

- In your professional life, what determines whether you will be outgoing or more reserved in a given situation?

MANAGEMENT INSIGHTS

- Sarah can be fairly outgoing, but she may also be more reserved on some occasions.
- She maintains good interpersonal relations, and, because of her interactions with others, she likely possesses an adequate understanding of issues that commonly concern team members.
- Ms. Sample may be inclined to promote the benefits of working as a group, if asked.

Areas of Concern

Ms. Sample responded to some questions which indicated some concern regarding her sense of right and wrong. Following are statements that were provided by Ms. Sample that should be considered when making a hiring decision.

It is recommended that you ask her about the statements to be sure that you understand her perspective on these items.



Ms. Sample indicated that she believes:

- It is okay to get around rules, as long as you don't actually break them.