



## **WORKFORCE Recruit Report**

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**Developed & Powered By: Precision Human Development Ltd. (PHD)**

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#### Intended Use Reminder

The WORKFORCE Suite is a professional development tool designed to help you do four things: (1) identify personal and business-related strengths and development areas; (2) discover how your unique profile compares to others in your particular job category; (3) create a professional development plan by drawing upon the recommended educational resources that are provided in this report; and (4) evaluate your professional development over time by re-taking the Workforce Survey periodically and comparing past reports with your most current report.

To obtain the maximum benefit from this learning resource, you need to make sure that you have done one relatively simple thing—answered all of the questions in the survey with complete honesty. You need only be honest with yourself. This report is, after all, for your eyes only. Failure to be completely forthcoming with yourself will only invalidate your results and give you an inaccurate indication of where you stand with respect to other professionals in your field.

The developer accepts no liability for incidental or consequential damages resulting from the inappropriate use of this survey and report material.

**Developed By:** Precision Human Development (PHD)

## RESULTS SUMMARY

### PREDICTIVE ANALYTICS

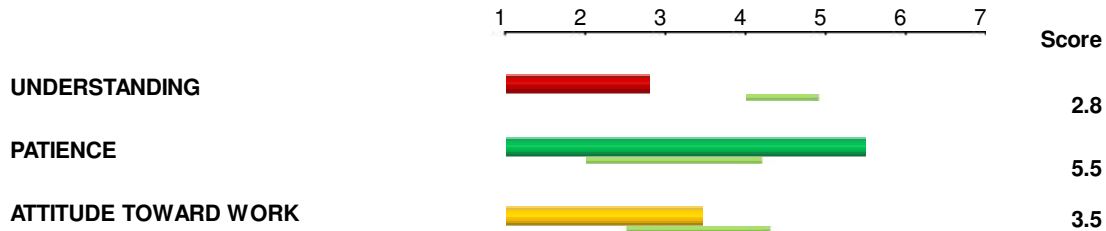
PHD predictive analytics provide an objective, mathematical indication of a candidate's overall suitability for a given job. The individual's competencies are matched against key performance indicators (KPIs) and a job suitability score from 0% - 100% is calculated. \* **Results at or above 50% are considered to be a good fit.**

Position	Job Criterion	Graph	% Fit
		10 20 30 40 50 60 70 80 90 100	
Account Representative	Follow Up		04.6%
Account Representative	Sales		100%

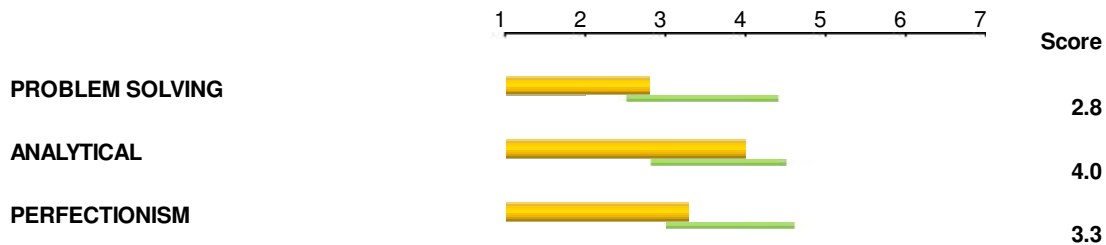
### COMPETENCY SCALE RESULTS

Normal Range Below Range Within Range Above Range

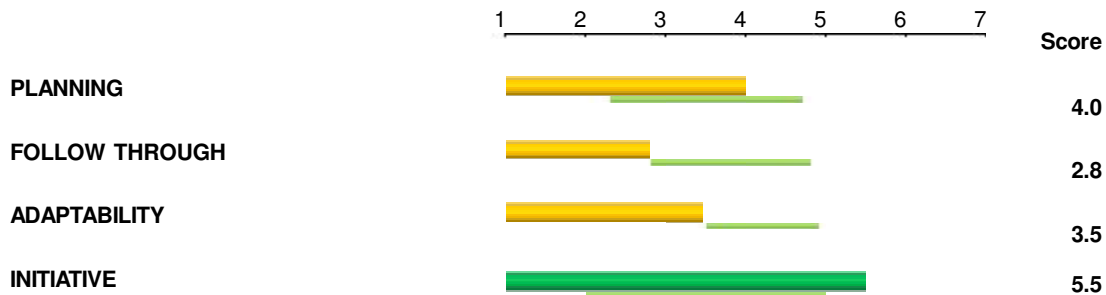
#### CLIENT / STAKEHOLDER FOCUS



#### DECISION MAKING



#### RESULTS ORIENTED

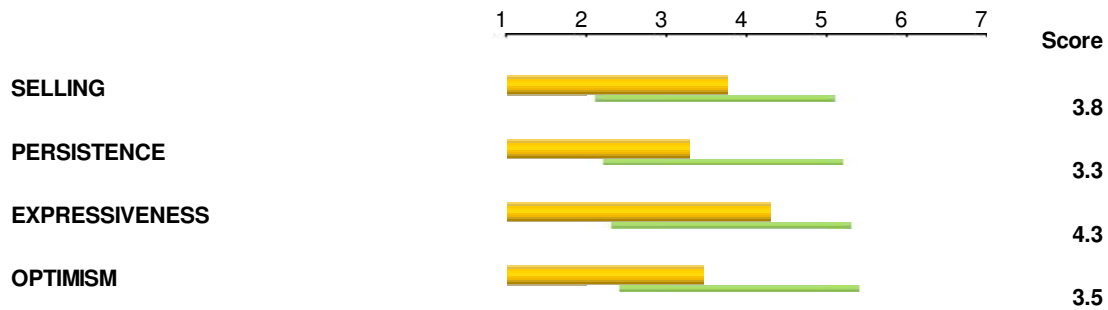


## RESULTS SUMMARY

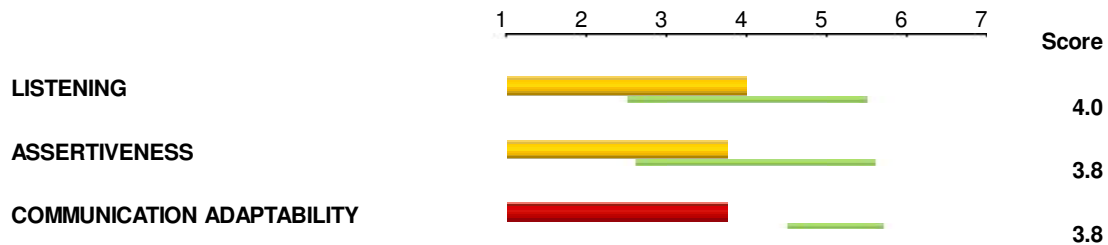
### COMPETENCY SCALE RESULTS

Normal Range  Below Range  Within Range  Above Range 

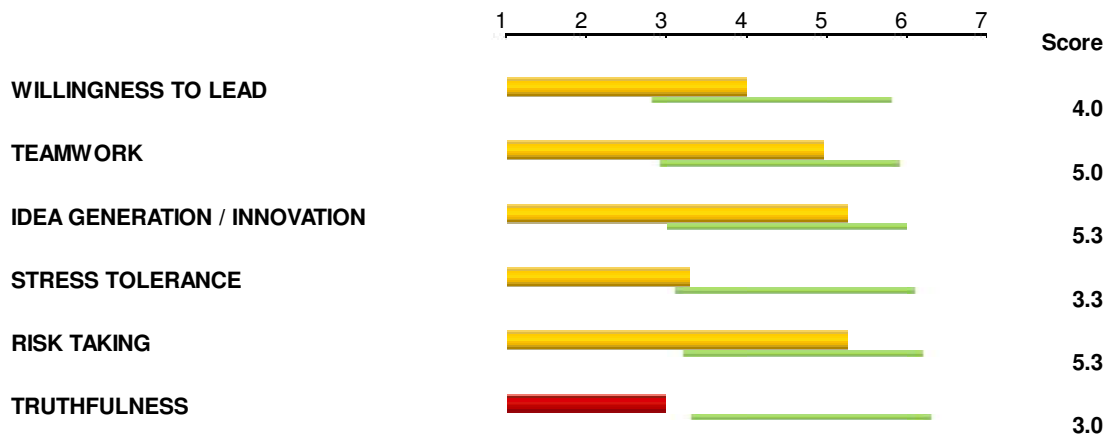
#### PERSUASIVENESS



#### COMMUNICATION



#### INDIVIDUAL SCALES



## Competency Results

On the pages that follow, you will see the individual's scores on the various competency scales that are measured by this instrument. Within each scale, circles colored in orange represent the average responses of current employees in the position; green or orange circles that also contain a number represent the individual's raw score on the competency scale.

### CLIENT / STAKEHOLDER FOCUS

#### UNDERSTANDING

This scale represents the individual's ability to convey understanding, sensitivity and empathy to others. High scores are indicative of higher levels of self awareness and mindfulness of the effects of one's words and actions on others. Low scores suggest that interaction with others may be very self-focused and less reciprocal in nature.



#### PATIENCE

This scale provides a general measure of the person's level of patience. High scores suggest that this person is capable of remaining composed when held up by people or situations and that s/he is able to persevere when working on routine, repetitive tasks. Low scores are indicative of a low tolerance for delays, distractions and repetitive work.



#### ATTITUDE TOWARD WORK

This scale provides a measure of how the individual feels about working for an organization. Some people, for example, see the office as a battleground between good (themselves) and evil (everyone else). People with low scores sap energy and become destructive to both morale and productivity. People with high scores tend to see the organization as a positive place to work and contribute.



## Competency Results

### DECISION MAKING

#### PROBLEM SOLVING

This scale represents the individual's attitude toward solving complicated problems. A high score means that s/he prefers jobs requiring a mental challenge and solving complex problems. Low scores are indicative of a desire to avoid mentally challenging jobs or tasks.



Low : 2.5

High : 5.7

#### ANALYTICAL

This scale represents the person's approach to solving problems or challenges. High scores suggest that s/he enjoys the process of solving problems taking a systematic, step-by-step approach that may involve further research and a deconstruction of the problem into more discrete components. Low scores are indicative of a preference to obtain a solution or the 'bottom-line' more-or-less immediately. Such people may rely more on instinct and intuition in this respect.



Low : 3.0

High : 5.8

#### PERFECTIONISM

This scale represents the person's attitude toward producing a perfect product. People with high perfection scores may never be satisfied with the final product, causing unnecessary delays and reductions in output, while people with too little perfectionism may be sloppy and unconcerned with quality.



Low : 3.3

High : 6.0

## Competency Results

### RESULTS ORIENTED

#### PLANNING

This scale provides a measure of the individual's inclination to devise plans for work and other aspects of life. High scores suggest this individual is highly organized and quite compelled to develop detailed plans for many aspects of his or her business and private lives. Low scores indicate a preference for dealing with business or life matters as they happen.



Low : 2.2

High : 6.2

#### FOLLOW THROUGH

Represents the degree to which the individual will personally see things through to completion. High scores indicate a very 'hands-on' approach and a need to work on all aspects of a task, including follow up once it has been completed. Low scores suggest a preference for getting things started and turning matters over to others for completion.



Low : 3.0

High : 6.3

#### ADAPTABILITY

Represents the person's willingness to adapt and change. High scores indicate a readiness to change and adapt to whatever conditions might be. Low scores represent resistance to change and a desire for stability and consistency.



Low : 4.2

High : 6.5

## Competency Results

### INITIATIVE

This scale provides a measure of the individual's willingness to initiate and seek out new opportunities and responsibilities. High scores suggest that this person is quite compelled to take on new projects or responsibilities and that s/he prefers to maintain a busy pace most of the time. Low scores suggest a tendency to avoid taking on too many new projects or responsibilities and comfort with the notion of not always needing something to do.



Low : 1.7

High : 6.7

### PERSUASIVENESS

#### SELLING

This scale provides a general indication of the person's attitude toward sales and the actual process of selling. A high score suggests that s/he is comfortable with the process of persuading others to adopt a point of view or product and with other aspects of a typical sales process, including prospecting, qualifying and advertising your views or offerings. A low score suggests a lack of interest in sales and sales related activities in general and that the individual may be uncomfortable with the idea of pressing people to adopt a particular position or offering.



Low : 1.8

High : 6.8

#### PERSISTENCE

This scale provides an indication of the individual's willingness to persist with a matter even when circumstances do not provide a ready solution or desirable outcome. High scores indicate that the individual will be reluctant to give up on any matter and will consider multiple options and alternatives before conceding defeat. Low scores suggest that if a desirable outcome or solution is not readily forthcoming, his or her attention and energy is more likely to turn to other matters.



Low : 2.0

High : 7.0



## Competency Results

### EXPRESSIVENESS

Provides an indication of the individual's interest in public contact. People who score high on Expressiveness label themselves as outgoing and having many social contacts. Low scores indicate that this person may not have an interest in establishing social contacts.



Low : 2.2

High : 7.2

### OPTIMISM

On this scale, high scores indicate that the individual tries to maintain a positive and optimistic outlook on life and his/her experiences. Low scores suggest a tendency towards a more pessimistic or cynical view of things.



Low : 2.3

High : 7.3

## COMMUNICATION

### LISTENING

This scale compiles scores from a variety of scales to provide an overall indication of this person's listening aptitude. High scores suggest high levels of patience, mindfulness of one's words and actions and an ability to convey empathy and understanding. Low scores are suggestive of higher levels of impatience and a preference for leading or dominating interactions.



Low : 2.5

High : 7.5

## Competency Results

### ASSERTIVENESS

This scale provides a measure of the person's willingness to be direct when communicating with others. High scores are indicative of a strong willingness to convey one's wishes or needs to others or voice one's displeasure if an occasion warrants it. Low scores are suggestive of a general reluctance to assert one's position or take people to task for their actions.



Low : 2.7

High : 7.7

### COMMUNICATION ADAPTABILITY

This scale provides a measure of the individual's ability to adapt his/her communications to an audience. High scores indicate that s/he is more likely to naturally adjust his/her communication style to better match an individual or group. Low scores suggest the individual may be more prone to use specialized or sophisticated language in an attempt to gain greater respect from others or better control over situations.



Low : 5.8

High : 7.8

## INDIVIDUAL SCALES

### WILLINGNESS TO LEAD

This scale represents the person's attitude toward leading a project or group of individuals. High scores indicate a preference for taking the lead on projects or within teams and setting work procedures. Low scores indicate a preference for taking a supportive role without leadership responsibilities.



Low : 3.0

High : 8.0

## Competency Results

### TEAMWORK

This scale provides a measure of whether the person prefers to work alone or with others. High scores indicate a preference for working in close-knit teams. Low scores indicate a preference for solitary work.



Low : 3.2

High : 8.2

### IDEA GENERATION / INNOVATION

This scale represents the individual's attitude toward free thinking and creativity. High scores suggest this person will often feel compelled to generate and suggest new ideas and creative processes. Low scores indicate a preference for more systematic, structured and/or traditional work.



Low : 3.3

High : 8.3

### STRESS TOLERANCE

This scale provides a general indication of the individual's tolerance of stress. High scores suggest that s/he is able to manage most types of stress well enough that personal health, relationships and work do not suffer. Low scores suggest that the individual has trouble dealing with and/or managing stress, such that its effects may cause health, relationships and work to suffer.



Low : 3.5

High : 8.5

## Competency Results

### RISK TAKING

This scale provides a measure of the person's attitude toward taking risks. High scores suggest a willingness to take both personal and business risks, while low scores indicate high impulse control and a generally cautious outlook.



Low : 3.7

High : 8.7

### TRUTHFULNESS

This scale provides an indication of whether the person was truthful or not. Scores at either end of the scale suggest that the person was trying to make him herself look good. Exceptionally low or high scores mean that all of the individual's scores should be carefully scrutinized.



Low : 3.8

High : 8.8