



Sue Sample

Date: 02/26/2017

Time: 2:18 PM

Candidate ID: 58251

Email: test @super-solutions.com

Job Title Applying For: NA

Success Performance Solutions
www.successperformancesolutions.com
800-803-4303

To ensure you are obtaining the full benefits available to you from the use of this assessment, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the assessment results.

While this assessment was designed to help assess various aspects of personality and/or skills, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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What the Elite Character Profile Measures

The Elite Character Profile is a general indicator of the individual's ability to refrain from participating in counterproductive behaviors by being trustworthy, drug-free, non-violent and compliant. This battery is appropriate for most jobs.

The areas assessed by this Profile are:

Drug Free Attitudes	Drug Free Attitudes measures the degree to which the individual is likely to be free of illegal drug use related problems that will affect his/her work. This characteristic is important for most jobs, but especially those involving the use a machinery or equipment where the safety of the employee and coworkers could be at risk.
Non-Violent Attitudes	Non Violent Attitudes measures the degree to which the individual is likely to respect others and not engage in aggressive workplace behaviors such as intentionally damaging company property or resorting to physical or verbal threats.
Responsibility	Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.
Rules Compliance	Rules Compliance measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).
Trustworthiness	Trustworthiness measures the degree to which the individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs with special emphasis on cash handling jobs and jobs involving confidential or sensitive information.

Candidness of the Elite Character Profile Results

This Profile includes a candidness check to determine the degree to which the individual may have exaggerated his/her responses in order to present themselves more favorably. The results of this validity check with interpretation is presented on the following page.

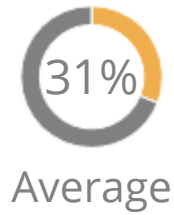
Interpreting the Elite Character Profile

The following page also presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



Total Score Summary



Total Score Interpretation

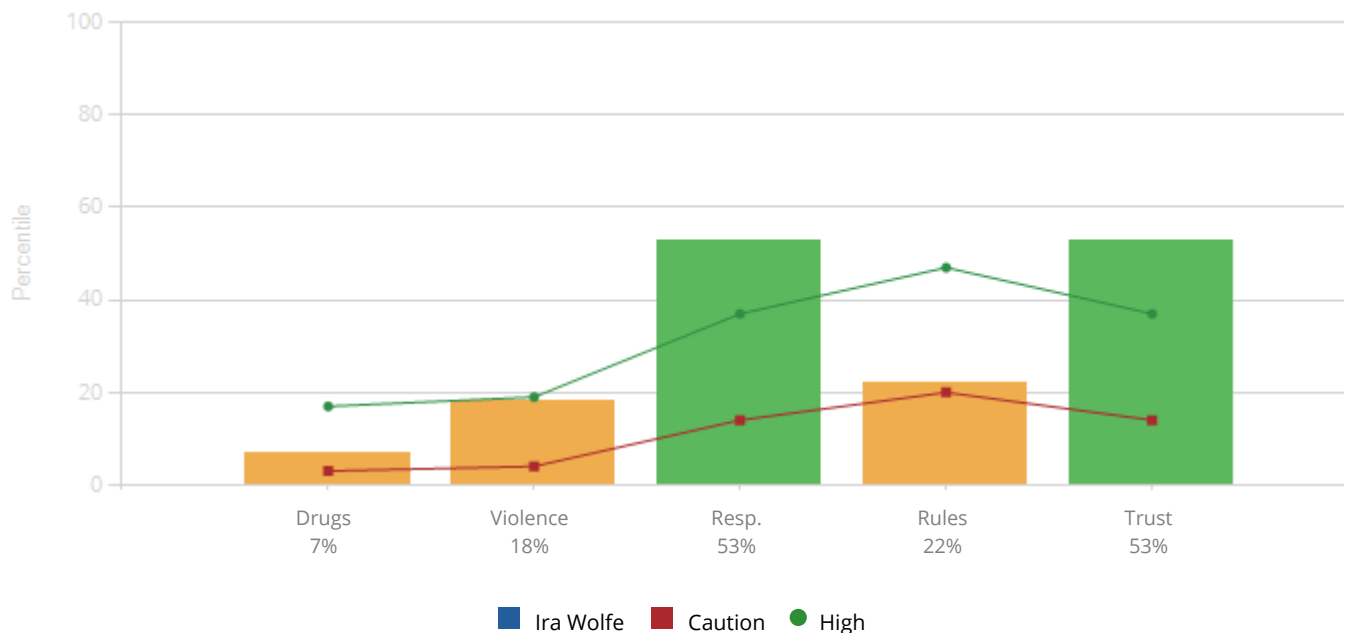
This candidate's total Elite Character Profile score falls within the Average range. This candidate generally demonstrates moderate to average levels of character and integrity. He/she will generally refrain from engaging in negative, counterproductive behaviors as defined by the scales included in this profile. Review individual scale details to better understand strengths and potential shortcomings. This individual's level of character is consistent with that of most other candidates.

Score Validity

Candidness: High: The candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors.



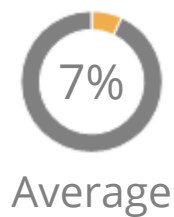
Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.



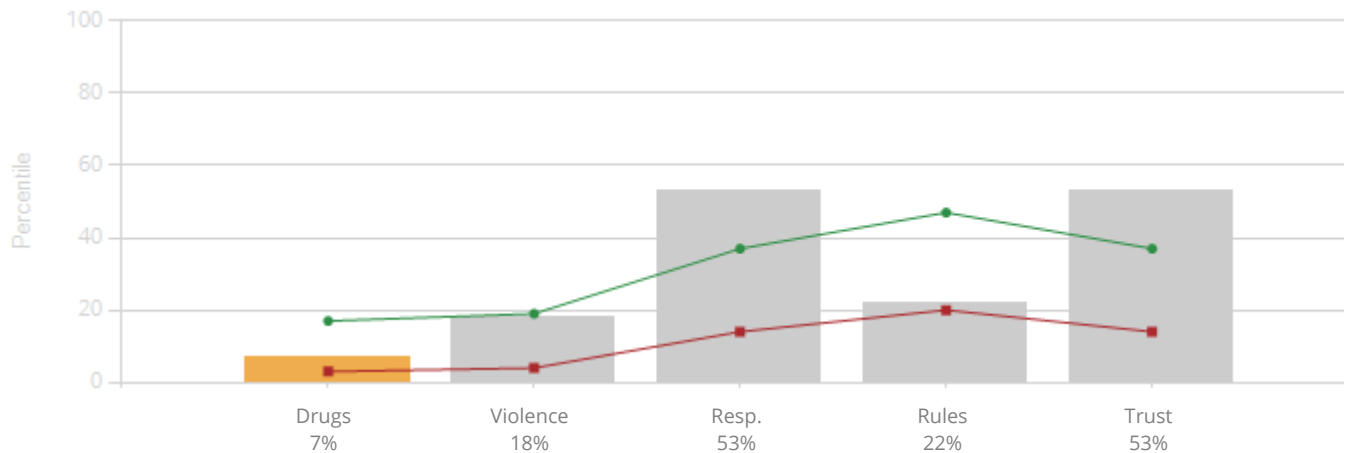
Drug Free Attitudes



Score Details

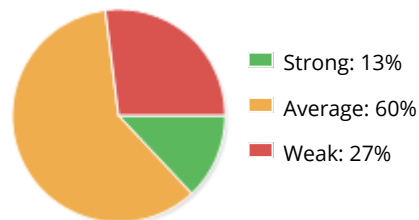
Drug Free Attitudes measures the degree to which the individual is likely to be free of illegal drug use related problems that will affect his/her work. This characteristic is important for most jobs, but especially those involving the use a machinery or equipment where the safety of the employee and coworkers could be at risk.

Sue Sample scored in the 7th percentile on Drug Free Attitudes (Average), meaning Ira scored lower than 93 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Drug Free Attitudes behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Drug Free Attitudes.

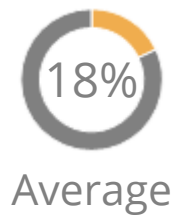


Expected Job Behaviors

- While the majority of individuals who score in this range are unlikely to have illegal drug-use problems that will affect their work, a few who score in this range (particularly, those who score at the lower end of the range) may warrant some additional
- Studies have shown that 6% of individuals who scored in this range came to work under the influence of illegal drugs or consumed illegal drugs at work.



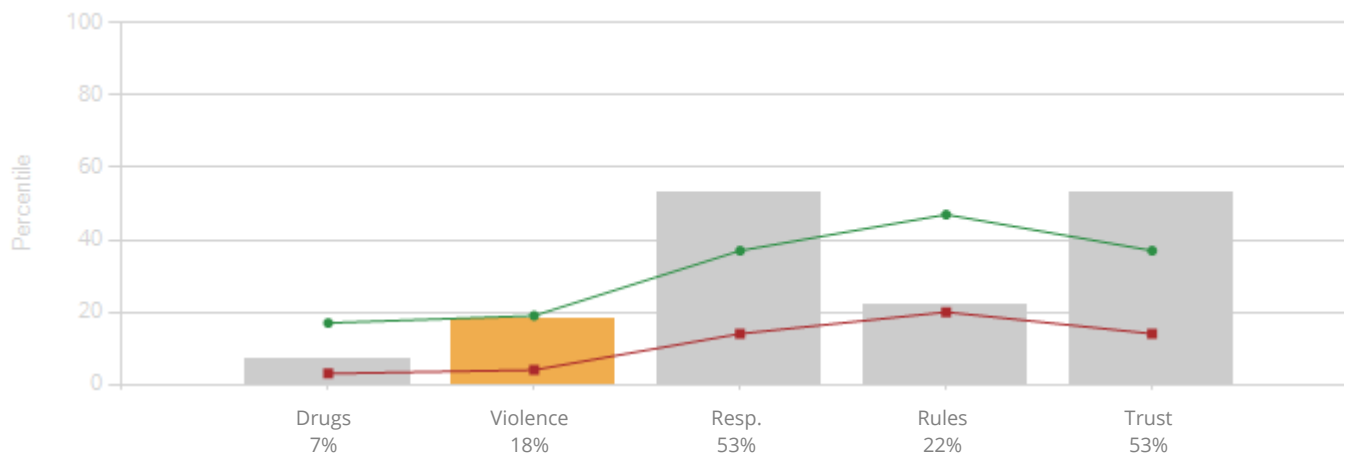
Non-Violent Attitudes



Score Details

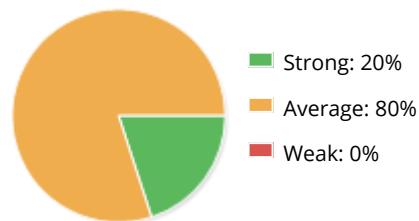
Non Violent Attitudes measures the degree to which the individual is likely to respect others and not engage in aggressive workplace behaviors such as intentionally damaging company property or resorting to physical or verbal threats.

Sue Sample scored in the 18th percentile on Non-Violent Attitudes (Average), meaning Ira scored lower than 82 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Non-Violent Attitudes behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Non-Violent Attitudes.



Expected Job Behaviors

- Studies have shown that approximately 20% of individuals scoring in this range engaged in some form of aggressive workplace behavior at some point in their lives.
- This individual's non violence score is consistent with most other candidates.



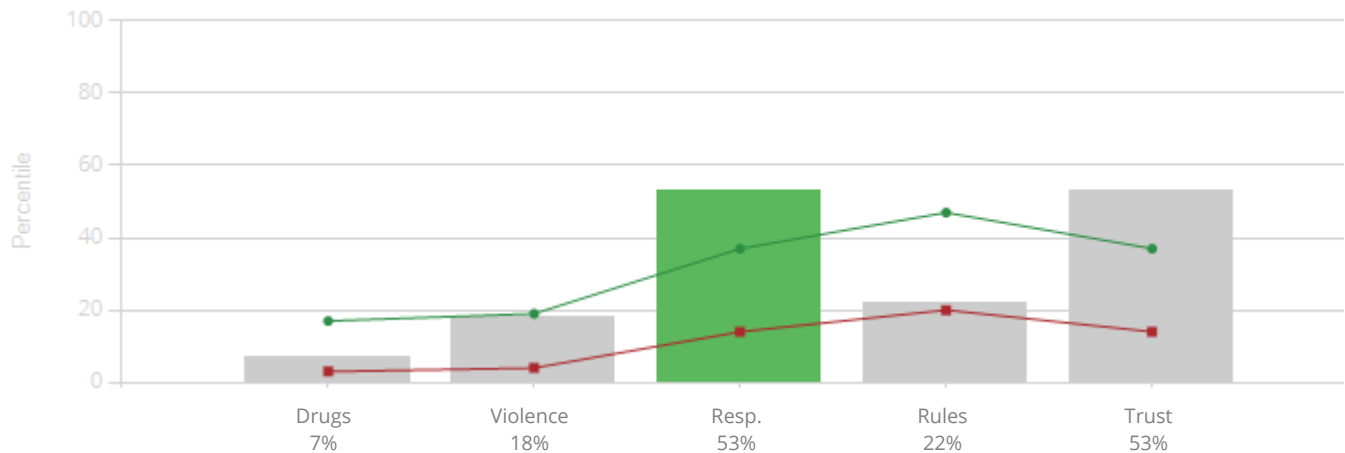
Responsibility



Score Details

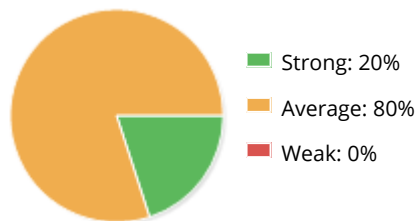
Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.

Sue Sample scored in the 53rd percentile on Responsibility (High), meaning Ira scored better than 53 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Responsibility behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Responsibility.

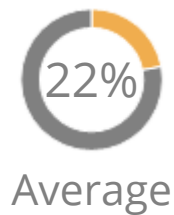


Expected Job Behaviors

- This individual is dependable and stable.
- Works hard to achieve success.
- Takes responsibility for his/her actions.
- Believes one is in control of one's actions.



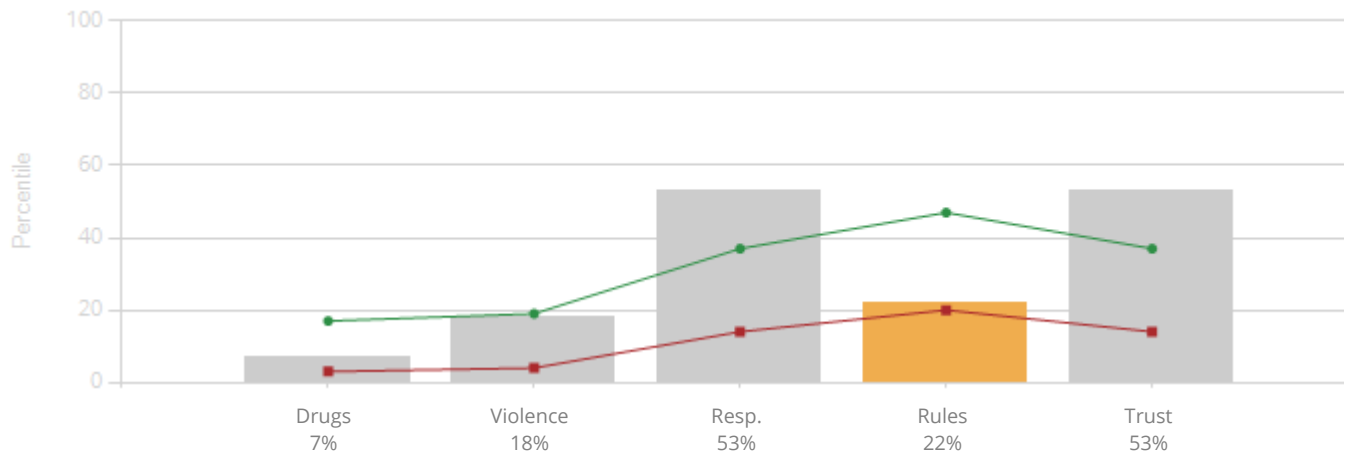
Rules Compliance



Score Details

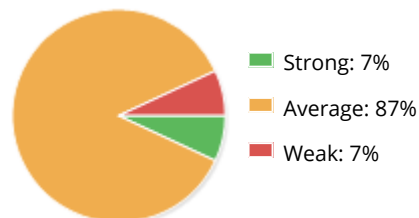
Rules Compliance measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).

Sue Sample scored in the 22nd percentile on Rules Compliance (Average), meaning Ira scored lower than 78 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Rules Compliance behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Rules Compliance.



Expected Job Behaviors

- This individual may bend the rules here and there.
- May be tempted at times to not follow directives if they strongly disagree with them.
- May follow the more obvious rules and policies in place but may be tempted to take short cuts when possible.
- This individual's rules compliance score is consistent with most other candidates.



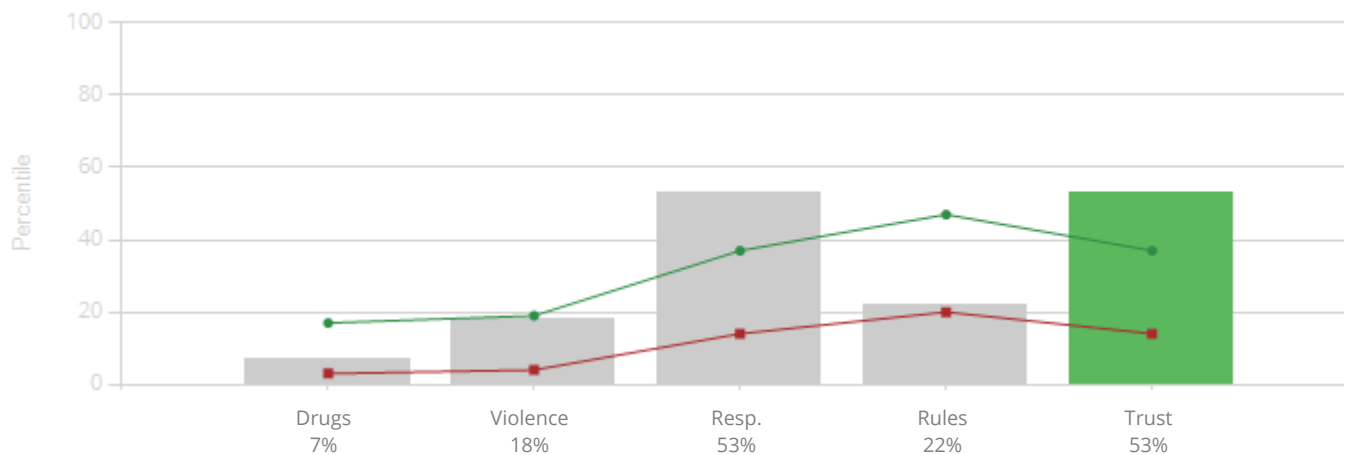
Trustworthiness



Score Details

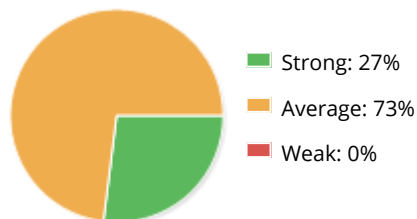
Trustworthiness measures the degree to which the individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs with special emphasis on cash handling jobs and jobs involving confidential or sensitive information.

Sue Sample scored in the 53rd percentile on Trustworthiness (High), meaning Ira scored better than 53 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Trustworthiness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Trustworthiness.



Expected Job Behaviors

- This individual is likely to be candid and trustworthy.
- Is not likely to steal from his/her employer.
- Is trusting of others.
- Can be trusted with confidential information.



Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

Drug Free Attitudes

- While it is unlikely that individuals who score in this range will engage in illegal drug use that would affect work behaviors, be vigilant with regards to other counterproductive behaviors.
- Have strict policies in place with respect to the importance of following company rules and procedures.



- Drug Free Attitudes 7%
- Non-Violent Attitudes 18%
- Responsibility 53%
- Rules Compliance 22%
- Trustworthiness 53%

Non-Violent Attitudes

- While it is unlikely that individuals who score in this range will engage in violent or aggressive work behaviors, be vigilant with regards to other counterproductive behaviors.
- Have strict policies in place with respect to the importance of following company rules and procedures.



- Drug Free Attitudes 7%
- Non-Violent Attitudes 18%
- Responsibility 53%
- Rules Compliance 22%
- Trustworthiness 53%

Responsibility

- This individual takes responsibility for his/her behavior and expects those around them to do the same. When he/she exhibits responsible and dependable behaviors he/she should be praised to show appreciation.
- Given his/her responsible nature, he/she may have low tolerance for those who do not behave responsibly.
- Some coaching may be required to increase tolerance levels if he/she is expected to work with less dependable team members.
- When appropriate increase levels of responsibility to show your confidence in his/her ability to perform.



- Drug Free Attitudes 7%
- Non-Violent Attitudes 18%
- Responsibility 53%
- Rules Compliance 22%
- Trustworthiness 53%



Rules Compliance

- Supervise him/her on occasion to ensure directives are being followed.
- Offer recognition when he/she follows management's directives particularly when you know he/she has other views.
- Have policies in place for those who break the rules and enforce them consistently.



- Drug Free Attitudes 7%
- Non-Violent Attitudes 18%
- Responsibility 53%
- Rules Compliance 22%
- Trustworthiness 53%

Trustworthiness

- Continue to build trust by offering an open, supportive, trusting environment.
- Assign tasks that involve confidential information when appropriate.
- Utilize the individual in team building activities, as their trusting nature and ability to be trusted are ideal for team rapport.
- Their trusting nature may cause him/her not to be vigilant of others' potential manipulative behaviors. If this is an issue, discuss it with them. The emphasis should not be on reducing trust but on increasing awareness of the reasoning behind the behaviors of others.



- Drug Free Attitudes 7%
- Non-Violent Attitudes 18%
- Responsibility 53%
- Rules Compliance 22%
- Trustworthiness 53%



Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

Drug Free Attitudes

Question:

Would you describe yourself as more of a risk taker who is always trying new (sometimes dangerous) things or someone who is a bit more cautious? Tell me about some behaviors you have engaged in at work that some might consider dangerous.

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Have you ever been reprimanded at work for your behavior? Tell me about the incident?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

How should employers handle situations where employees have been caught under the influence of illegal drugs at work?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Is there anything wrong with the occasional use of illegal drugs at work as long as it does not impair your work? Have you ever engaged in this type of behavior?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Tell me about situations you have been involved in where too much was made over illegal drug use at work.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Tell me about work situations you have observed or been involved in with respect to illegal drug use on the job. What happened?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Have you ever had any personal issues with using or being under the influence of illegal drugs at work?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Non-Violent Attitudes

Question:

What type of conflicts or arguments do you create when things get a little boring? Please describe your most recent situation when you started an argument just because you were bored.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Would you consider most people to be violent and likely to resort to violence if pushed too far? Have you been pushed to the point where you had to resort to some form of violence? Please describe the situation.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Do you prefer confrontation or compromise? Tell me about a time when you have felt it best to be confrontational.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Do you find that you enjoy a good argument? Do you find that you intimidate others when you argue? Discuss a time when you have intimidated others by arguing.

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

6

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Question:

What does it take for you to lose your temper? When was the last time you lost it? What happened?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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5

Response Expected of an
Excellent Employee

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7

Responsibility

Question:

What experiences have you had that might cause you to feel that organizations do not care about the well-being of their employees?

How has this affected you? What would companies have to do to change your point of view?

Response Notes:

Response Expected of a
Poor Performing Employee

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

What specific company policies on absences and tardiness are too strict and unrealistic? What would you have them do differently that would be more fair? How have such policies in the past affected you?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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7

Rules Compliance

Question:

To what degree have you bent the rules in order to accomplish your work? Please give specific examples.

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

4

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Response Expected of an
Excellent Employee

6

7



Question:

How normal is it for you to call in sick or make up a story in order for you to be able to stay home from work?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

When has it been appropriate for you to bend company rules?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

4

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Response Expected of an
Excellent Employee

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Question:

Are you most productive when you follow company rules and procedures or when you bend those rules and procedures a bit? Please give examples from your work history.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Describe situations where your supervisor(s) did not treat you fairly or honestly. What occurred and what was the outcome?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

4

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Response Expected of an
Excellent Employee

6

7



Question:

Tell me about a time when you didn't follow company rules and the outcome was positive?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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7

Trustworthiness

Question:

Is acceptable to steal at least once in your life? Have you ever stolen something from your employer?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

What justification might there be in a business environment for not being totally honest? When have you not been totally honest at work?

Response Notes:

Response Expected of a
Poor Performing Employee

1

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Response Expected of a
Satisfactory Employee

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Response Expected of an
Excellent Employee

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Question:

Should employers expect that their employees will steal from them? Please explain your answer.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7



Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)

