

## Candidate Summary Report

**Candidate:** Brad Test

**ID:** e5f41901-2a28-4eae-aba3-3945901f4d71@polaris.generalasp

**Date Tested:** 11/15/2011 4:11:55PM

**Candidate Status:**  High

### Score Profile

Dimension	Score Level	Score
Attendance Orientation	High	7
Ease of Supervision	High	8
Achievement Orientation	High	9
Activity/Energy Level	High	8
Conscientiousness	Average	6
Learning Ability	High	7
Mechanical Comprehension	High	8
<b>Overall</b>	<b>High</b>	<b>7</b>

Note: Scores range from 1-9

### Score Detail

Dimension Definition and Score Interpretation	Score
<p><b>Attendance Orientation:</b> Provides an indication of the extent to which an individual values characteristics like reliability and dependability at work. Those who have higher results in this area are likely to demonstrate a strong commitment to coming into work, are less likely to use sick leave for non-sick time, and are likely to ensure that their co-workers view them as dependable.</p>	<b>7</b>
<p><b>Score Interpretation:</b> Expresses a clear understanding of the importance of attendance, and is likely to be very reliable in adhering to agreed-upon work schedules.</p>	

## Attendance Orientation

1. We all face times when personal issues pull us away from work responsibilities. Please describe a time when your dependability or attendance was challenged because of things going on outside of work. **Look for:** High level of dependability in meeting work schedules; willingness to work extra hours when needed to meet work demands.
2. We have all experienced days when we simply do not feel like going to work for one reason or another. What do you typically do on these kinds of days? **Look for:** High level of dependability in meeting work schedules; willingness to work extra hours when needed to meet work demands.

Dimension Definition and Score Interpretation	Score
<p><b>Ease of Supervision:</b> Provides an indication of the extent to which an individual's values are aligned with those of the organization, and his/her openness to receiving feedback and coaching from supervisors. Those who have higher results in this area are likely to demonstrate a strong commitment to the organization and demonstrate behaviors that support organizational goals and objectives.</p>	<p><b>8</b></p>
<p><b>Score Interpretation:</b> Works well with supervisors. Willing to take direction and actively seek supervisory input on work performance and ways to improve performance.</p>	

## Ease of Supervision

1. Are there past situations where you've had to accomplish tasks in team situations? What did you like about these situations and what did you dislike? How did you handle disagreements within the team? **Look for:** Enjoys working in teams; demonstrated ability to handle disagreements productively and professionally; willingness to go along with others; taking direction willingly and seeking to improve oneself as quickly as possible.
2. Think of the various bosses or supervisors you've had in the past. Tell me about some you have worked well with and some you didn't. How did you handle situations where you didn't get along as well with supervisors? **Look for:** Enjoys working in teams; demonstrated ability to handle disagreements productively and professionally; willingness to go along with others; taking direction willingly and seeking to improve oneself as quickly as possible.

Dimension Definition and Score Interpretation	Score
<p><b>Achievement Orientation:</b> Provides an indication of the extent to which an individual is driven to accomplish goals and continuously improve his/her skills. Those who have higher results in this area are likely to accomplish their goals (even when there are multiple priorities competing for their time) and engage in activities that they believe will help them improve their skills, even if these activities are outside of their normal duties and responsibilities.</p>	<p><b>9</b></p>
<p><b>Score Interpretation:</b> Is very likely to set high goals and has the passion, confidence and pride required to attain them.</p>	

### Achievement Orientation

1. Sometimes it is difficult to achieve required work goals or objectives. Please describe an extremely difficult goal or objective that you were able to achieve. How did you achieve this goal or objective? **Look for:** Regularly exceeds performance targets and objectives; embraces goals set by others as if they set by oneself; prefers to stretch oneself to constantly achieve more; is driven to have a significant positive impact on the organization's effectiveness.
2. Please describe a time when you were particularly effective at achieving results. What led to these results? **Look for:** Regularly exceeds performance targets and objectives; embraces goals set by others as if they set by oneself; prefers to stretch oneself to constantly achieve more; is driven to have a significant positive impact on the organization's effectiveness.

Dimension Definition and Score Interpretation	Score
<p><b>Activity/Energy Level:</b> Provides an indication of how well an individual can handle and deal with a full work load. Those who have higher results in this area are likely to work very effectively when dealing with a heavy work load.</p>	<p><b>8</b></p>
<p><b>Score Interpretation:</b> Is very comfortable managing a heavy workload and generally enjoys being busy rather than bored.</p>	

### Activity/Energy Level

1. We all experience days at work when things are so hectic that by the end of the day we are simply not very effective anymore. Please describe a time when this happened to you at work. How did you handle the situation? **Look for:** Ability to work long hours without losing effectiveness; ability to maintain a strong pace over time; can perform mentally or physically taxing work effectively.

2. We all experience times at work when we have to work at a faster than normal pace for an extended period of time. Please describe a time when you experienced this. How did you maintain the fast pace? **Look for:** Ability to work long hours without losing effectiveness; ability to maintain a strong pace over time; can perform mentally or physically taxing work effectively.

Dimension Definition and Score Interpretation	Score
<p><b>Conscientiousness:</b> Provides an indication of how careful, responsible, and organized an individual is, as well as how likely he/she is to be focused on accomplishing assigned goals. Those who have higher results in this area are likely to demonstrate strong organization skills and focus on accomplishing assigned goals.</p>	<p><b>6</b></p>
<p><b>Score Interpretation:</b> Responses indicate that this candidate is likely to exhibit acceptable levels of responsibility and is likely to ensure assigned goals are met. The candidate's levels of these characteristics are lower than those found in many candidates.</p>	

### Conscientiousness

1. Please describe a time when you had to meet a scheduled deadline but your work was continuously interrupted. What was most difficult about this and how did you handle it? **Look for:** Willingness to do what it takes to get the job done and accomplish objectives; intolerance for taking shortcuts in work.
2. Think of a time when you had a lot to do in a short amount of time; how did you go about accomplishing your work? **Look for:** Tendency to organize oneself and create action plans; conveys preference to plan ahead whenever possible.

Dimension Definition and Score Interpretation	Score
<p><b>Learning Ability:</b> Provides an indication of an individual's mathematical reasoning and cognitive problem solving skills. Those who have higher results in this area are likely to deal well with complexity on the job, and they are likely to learn new skills and procedures quickly.</p>	<p><b>7</b></p>
<p><b>Score Interpretation:</b> Likely to be very effective in applying procedures and reasoning through most problems and issues encountered on the job. Able to handle situations that involve the use of basic arithmetic operations.</p>	

## Learning Ability

1. Please think about and describe a situation in which you had very little time to learn new something new (e.g., new information, a new job, a new aspect of your current job).  
**Look for:** Tendency to pursue self-development activities, such as mastering new knowledge and seeking feedback on own strengths/weaknesses; ability to learn and integrate new knowledge and skills quickly.
2. Please describe a time when you either started or new job or you were assigned a job that was unfamiliar to you. How did you handle the new situation? **Look for:** Tendency to pursue self-development activities, such as mastering new knowledge and seeking feedback on own strengths/weaknesses; ability to learn and integrate new knowledge and skills quickly.

Dimension Definition and Score Interpretation	Score
<p><b>Mechanical Comprehension:</b> Provides an indication of an individual's comprehension of basic mechanical and physical principles. Those who have higher results in this area may find it easier to work with tools and machinery, and to figure out how things work.</p>	<b>8</b>
<p><b>Score Interpretation:</b> Responses indicate that this candidate has a very solid understanding of mechanical and physical properties.</p>	

Dimension Definition and Score Interpretation	Score
<p><b>Overall:</b> Summation of all of the above characteristics</p>	<b>7</b>
<p><b>Score Interpretation:</b> Scores in this range mean that the individual is very likely to be at least an effective performer, and is much more likely than most to be an outstanding performer.</p>	