



Selectech[®] Assessment Results

Test information

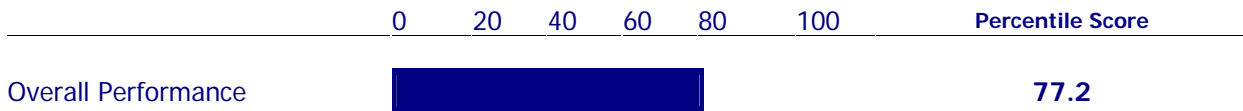
Assessment: Selectech Assessment Demo 3
Candidate Name: Peter Smith
Start Date and Time: 07-09-2004 18:51:19 EST
Finish Date and Time: 07-12-2004 10:34:40 EST

Quick Look:



Performance Analysis Summary Against General Target

Recommended Score* for [job] category/position: 61



Performance Area	0	20	40	60	80	100	Percentile Score	Score	Range	Importance
Service								78	Above Average	25.0%
Reliability								78	Above Average	25.0%
Trustworthiness								84	Above Average	25.0%
Retail Math								69	Above Average	25.0%

*Recommended Score is a guide only to the hiring decision. Among candidates equal in other areas being evaluated, hires should be made among those meeting or exceeding Recommended Score.

Overall Performance Analysis Summary - Other Candidates

Performance Area	0	20	40	60	80	100	Percentile Score
This Candidate							77.2
Candidates last days							49.8

Test Battery Interpretation

Interpretation Criteria	Low	Moderate	High	Percentile Score
Consistency				40.0%

Detailed Descriptions of Results

Description

Overall Performance

Score: 77.2 (Above Average)

Description: This individual's overall DEMO score suggests that he/she is not likely to engage in inappropriate DEMO behaviors. Most people in the study sample scored lower on the overall DEMO score than this individual.

Performance in Each Area

Service

Score: 78(Above Average)

Description: This individual's service score suggests that he/she has is friendly and is likely to go out of his/her way to assist or help customers and/or coworkers. Most people in the study sample scored lower on service than this individual.

Reliability

Score: 78(Above Average)

Description: This individual's reliability score suggests that he/she is dependable, hardworking and conscientious about the quality of his/her work. Most people in the study sample scored lower on reliability than this individual.

Trustworthiness

Score: 84(Above Average)

Description: This individual's trustworthiness score suggests that he/she is honest and trusting. Most people in the study sample scored lower on trustworthiness than this individual.

Retail Math

Score: 69(Above Average)

Description: This individual's retail math score suggests that he/she is a quick learner, resolves problems using logic and reasoning and understands basic mathematical

concepts. Most people within the study sample scored lower on retail math than this individual.

Suggested Interview Questions:

Service

Describe a situation where because of your generosity, you were taken advantage of. How did this affect you?

How do you feel about working with customers all day, every day? Give work-related examples of both good and bad customer experiences you have had.

Describe for me a work-related situation where you wish you would have been a bit more helpful?

Reliability

What percentage of your objectives must you complete before you consider yourself successful?

How important is it for you to be punctual? Is too much made out of being a couple minutes late?

Give work related examples of when you might be more spontaneous than predictable?