

Candidate Summary Report

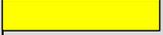
Candidate: Brad Test

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

Candidate Status:  Qualified

Score Profile

Dimension	Score Level (1-9)
Demonstration of Values	Low  2
Quality of Work	Average  6
Teamwork & Interpersonal Relationships	High  7
Organizing Outcomes	Average  6
Overall	Average  5

Note: In order to be considered *Qualified*, candidates must score at least a 2 on each dimension and a 5 overall.

Score Detail

Dimension Definition and Score Interpretation	Score
<p>Demonstration of Values: Concerned and compassionate toward others. Receives personal satisfaction from helping others. Empathetic and, as needed, takes time for people and acts toward them in a sensitive, comforting manner.</p>	2
<p>Score Interpretation: Responses indicate that he/she would be much less likely than most employees to be concerned with the needs of others and to act toward them in a caring, compassionate manner.</p>	

Demonstration of Values

1. Many of our jobs require you to show special compassion to people in need. Are there times when you have had to show special compassion in the past...especially in work situations? Please tell me about those and how you handled them. **Look for:** Going out of way to help people. Being able to empathize. Willingness to go "beyond the call of duty" to help people.

- Some jobs are best handled by being compassionate; others by standing back and staying free from what others are feeling. Which type of job are you most comfortable with, and why? **Look for:** Being willing to show compassion. Preferring to help people. Enjoying/preferring to help others and provide aid.

Dimension Definition and Score Interpretation	Score
Quality of Work: Careful and conscientious in ensuring work is performed in the prescribed manner. Diligent in making certain quality standards are met or exceeded.	6
Score Interpretation: Reliably performs work accordingly to plan. Concerned with quality and is likely to be very effective at maintaining quality standards.	

Quality of Work

- Think of a time on a past job or in school where the quality of what you produced was really important. Tell me about the situation and how you handled it. What did you do to define quality standards? How did you make sure you met them? **Look for:** An understanding of how to define "quality." Care in ensuring quality standards are met.
- Tell me about a time you have gone "over and above" a customer's expectations. What did you do? Why did you do this? Are there other times you've gone this far...or farther...to satisfy a customer? **Look for:** A broad understanding of the meaning of "customer." The willingness to inconvenience one's self to provide customer satisfaction. A focus on ensuring standards are met and customer satisfaction is achieved.

Dimension Definition and Score Interpretation	Score
Teamwork & Interpersonal Relationships: Enjoys working with others, and approaches one-on-one and group interactions and situations with confidence. Comfortable working under the direction of supervisors and managers.	7
Score Interpretation: Very comfortable in both one-on-one and group situations. Often goes out of his/her way to be with others. Willing to take direction, and actively seeks supervisory input to improve work performance.	

Teamwork & Interpersonal Relationships

- Many of our jobs require you to work as part of a team. 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:** Positive feelings about working in teams. Openness to what others contribute to tasks. Flexibility in handling disagreements. Recognition that disagreements can occur, and that this is a natural part of working with others.

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:** Flexibility in types of supervision found to be acceptable. Respect for supervisors, even if disagreements occurred. Willingness to try to do things the supervisor's way.

Dimension Definition and Score Interpretation	Score
Organizing Outcomes: Quick to understand things and innovate in solving problems. Identifies process improvements. Enjoys challenge and is focused on succeeding.	6
Score Interpretation: Effective in understanding and solving problems. Will usually be focused on accomplishing goals and can derive new ways of doing things, as required.	

Organizing Outcomes

1. Think of jobs in the past when you've had to solve problems to succeed at what was required. What kinds of problems did you have to solve? What kinds of solutions did you come up with? How did you come up with those solutions? **Look for:** Having encountered situations in the past where problems were encountered and addressed. The quality of the solutions derived. Logic and systematic thought in determining solutions.
2. Jobs can be challenging or they can follow more predictable patterns. Which kind of job do you (or would you) find the most enjoyable? Why? How do you approach challenges when you encounter them? What are some examples of challenges you've faced on past jobs? **Look for:** An openness to being challenged on the job. A systematic approach to handling challenges. A track record of handling changes.

Dimension Definition and Score Interpretation	Score
Overall: Summation of all of the above characteristics	5
Score Interpretation: Scores in this range mean that the individual is likely to be an effective performer, but is unlikely to be in the top ranks of employees in terms of his or her overall performance.	