

Candidate Information

Candidate : Sample Candidate
Assessment Profile:
Completion Date: 10-11-2018

Email : candidate_email@mail.com
Project Name: Cashier- Entry Level Cashier

Disclaimer :

Information enclosed on these pages is confidential in nature and is intended only for the person(s) to whom it pertains or other authorized individuals. You must not rely on the information in the report as an alternative to certain advice from an appropriately qualified professional. If you have any specific questions about any specific matter you should consult an appropriately qualified professional.

Entry Level Cashier



Instructions









This report is designed to give you information about your relative strengths and weaknesses on the competencies known to be important for success in this type of job. In addition, the report provides valuable on-the-job tips and suggestions to help you excel in the workplace.

The score that you receive describes how your responses compared against our database of responses consisting of your peers. The assessment that you have taken has been scientifically validated by up to 30 years of statistical data collection and analysis. People who score higher on the dimensions tend to perform better on the job in the key areas outlined in the report.

The developmental tips that you receive are intended to help you improve your skills for each specific competency. All of us, regardless of our scores, can improve our job performance by following appropriate developmental solutions and strategically focusing on areas that may require improvement. A commitment to personal improvement signifies initiative and developmental planning, both of which are important to job performance. Try using this feedback to formulate specific development plans that relate to your work goals and objectives. Don't try to do everything at once, as personal development does not happen overnight. If you score in the 'Red Zone', this may be an area where you want to focus your developmental efforts. Even if you score well it is still important for you to use the developmental tips to leverage your strength in this competency.

Details

Customer Focus	This is a measure of the tendency to show persistent enthusiasm when interacting with customers. This trait is characterized by: apologizing sincerely for inconveniences; being patient; tolerating rude customers calmly; and searching for information or products for customers.
	You are likely to be competent and courteous while finding solutions for customer problems, and you are also likely to tolerate rude customers calmly.
Understands others	This measures the extent to which the candidate observes and analyzes behavior to understand others' reactions and perspectives.
	You may not actively seek to understand the behavior, reactions, or perspectives of others.

Shows courtesy	This measures the extent to which the candidate is patient, polite and respectful.
	You may miss opportunities to treat others with the highest respect.
Maintains good working relationships	This measures the extent to which the candidate puts effort into developing good relationships with others.
	You may not place a high value on your work relationships and may be less likely to act in ways that strengthen these relationships over time.
Creates a positive impression	This measures the extent to which the candidate manages own behavior to create a positive impression.
	You may not be concerned about how you appear to others, preferring to present yourself just as you are.
Works to high quality standards	This measures the extent to which the candidate completes every task with a high degree of quality.
	You may not be conscious of the quality of your work, and may be satisfied with a task even if everything is not done properly.
Accepts direction	This measures the extent to which the candidate accepts direction from others willingly.
	You may not readily cooperate with management and may not accept direction without first questioning the decisions leading to it.
Complies with rules and regulations	This measures the extent to which the candidate adheres to rules, guidelines and procedures.
	You are likely to follow rules, guidelines and procedures, although may sometimes break them when they are inconvenient.
Adapts to change	This measures the extent to which the candidate accepts and adapts to changes without difficulty.
	You may be uncomfortable with changes and need to work harder to adapt to new changes.
Works energetically	This measures the extent to which the candidate keeps busy at work and enjoys taking on new responsibilities.
	You will likely prefer a full workload or schedule that keeps you busy most of the time, and will take on new responsibilities as long as they do not become too taxing or demanding.