

# Precise Fit Entry Level Cashier Solution

## Assessment Fact Sheet

### Overview

The Precise Fit Entry Level Cashier Solution is for entry-level retail positions in which employees receive payment in the form of cash, check, or credit cards for goods purchased. Sample tasks for these jobs include, but are not limited to: handling payments, offering customer service, and issuing receipts and refunds. Potential job titles that use this solution are: Cashier, Sales Associate, Bagging, Cashier Team Member, Checker, Customer Assistant, Associate, and Clerk.

Job Level	Entry-level
Job Family/Title	Retail

### Details

Average Testing Time (minutes)	19 minutes
Formats Available	PC, Mobile
Question Format	Multiple Choice, Most / Least

### Knowledge, Skills, Abilities and Competencies Measured

**Customer Focus:** This measures 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.

**Accepts Direction:** This measures the extent to which the candidate accepts direction from others willingly.

**Adapts to Change:** This measures the extent to which the candidate accepts and adapts to changes without difficulty.

**Complies with Rules and Regulations:** This measures the extent to which the candidate adheres to rules, guidelines and procedures.

**Creates a Positive Impression:** This measures the extent to which the candidate manages their behavior to create a positive impression.

**Maintains Good Working Relationships:** This measures the extent to which the candidate puts effort into developing good relationships with others.

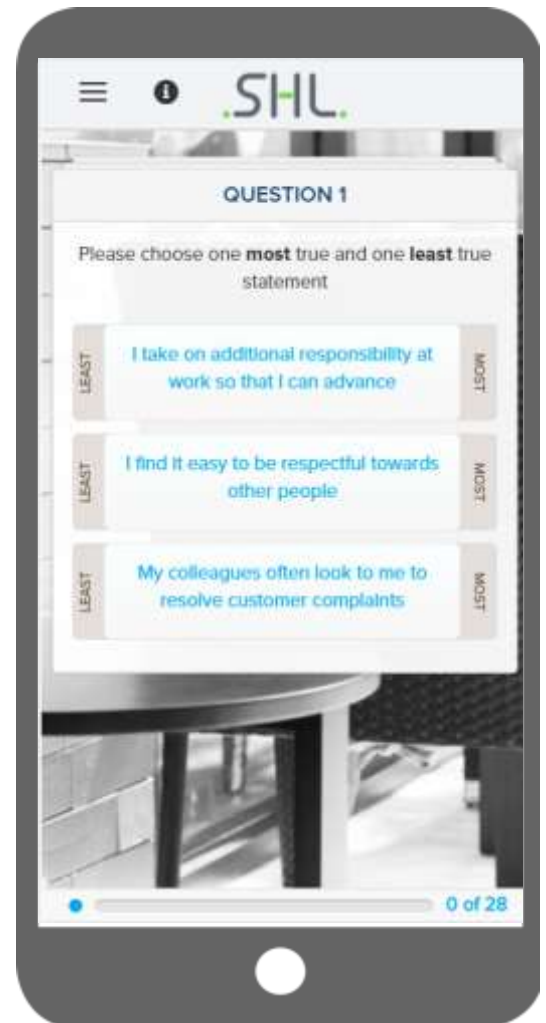
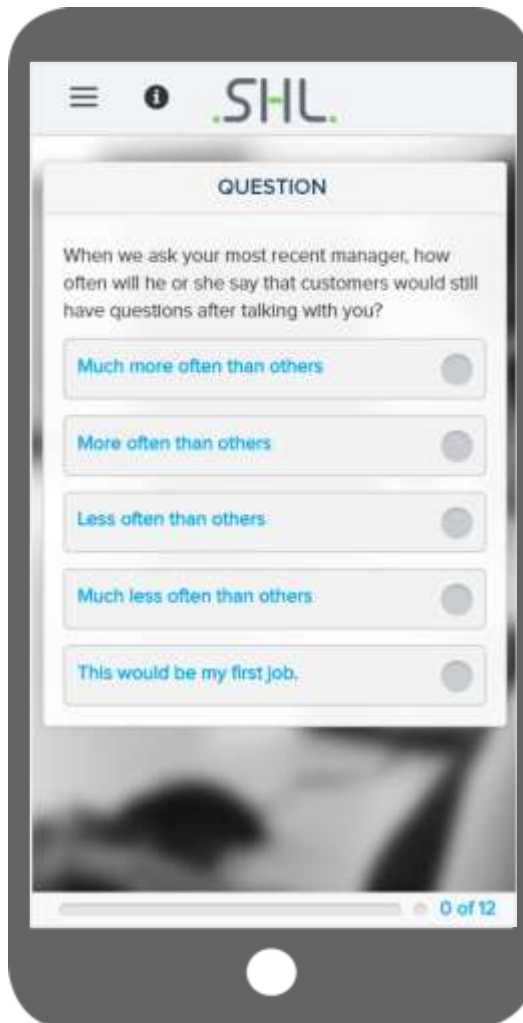
**Shows Courtesy:** This measures the extent to which the candidate is patient, polite and respectful.

**Understands Others:** This measures the extent to which the candidate observes and analyzes behavior to understand others' reactions and perspectives.

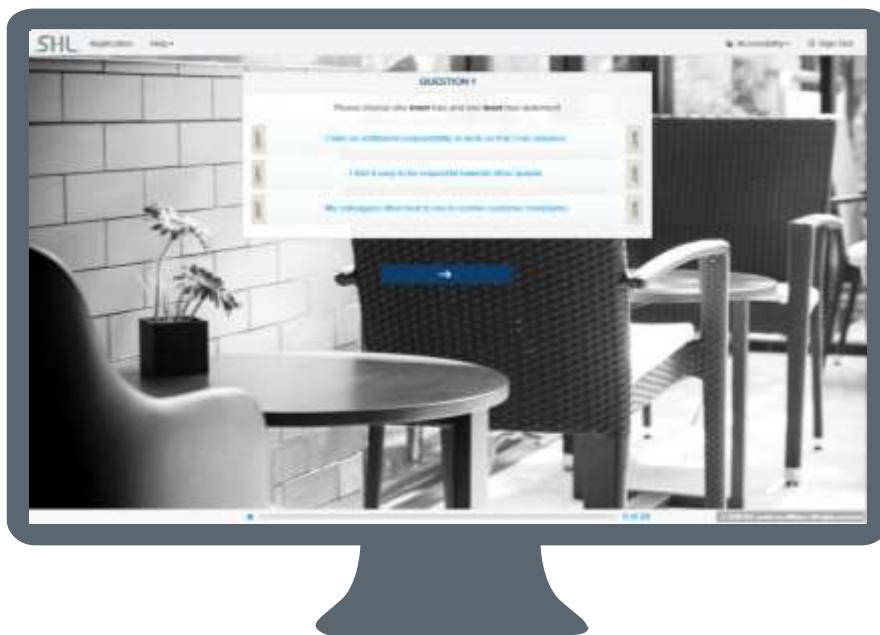
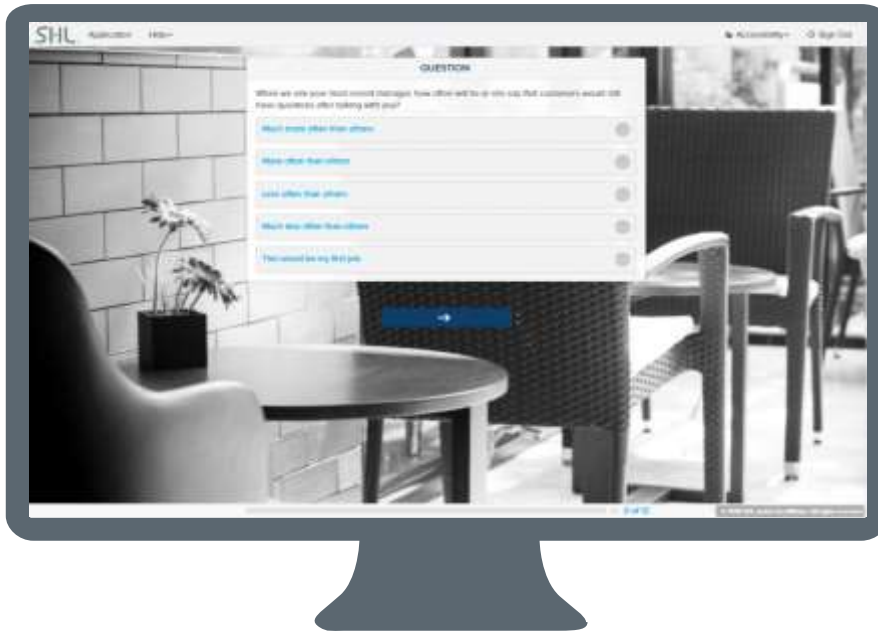
**Works Energetically:** This measures the extent to which the candidate keeps busy at work and enjoys taking on new responsibilities.

**Works to High Quality Standards:** This measures the extent to which the candidate completes every task with a high degree of quality.

## Sample Items - Mobile



## Sample Items - PC



## Sample Reports

### Candidate Information

Candidate : Test Candidate  
 Template Selected: Precise Fit Entry Level Cashier  
 Job role: Cashier

Email : Test@testcandidate.com  
 Project Name: Cashier - Retail  
 Candidate Location(s): Washington, DC

#### 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.

### PF Entry Level Cashier Sift Out

#### Instructions

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that SHL offers, please contact your account representative.

Overall Score



Percentile

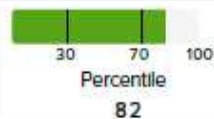
86

Recommended

### Details

#### Customer Focus

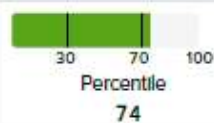
This is a measure of the tendency to show persistent enthusiasm when interacting with customers. This trait is characterized by: apologizing sincerely for inconveniences; being patient; tolerating rude customers calmly; and searching for information or products for customers.



The candidate is likely to be competent and courteous by communicating effectively, showing persistent enthusiasm in customer interactions, and giving customers full attention. The candidate is also likely to tolerate rude customers calmly, find solutions for customer problems, and remain cheerful throughout the workday.

#### Understands others

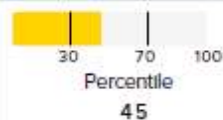
This measures the extent to which the candidate observes and analyzes behavior to understand others' reactions and perspectives.



This candidate is likely to understand the motives, behavior and perspectives of others.

#### Works energetically

This measures the extent to which the candidate keeps busy at work and enjoys taking on new responsibilities.



This candidate will likely prefer a full workload or schedule that keeps them busy most of the time, and will take on new responsibilities as long as they do not become too taxing or demanding.

Shows courtesy	This measures the extent to which the candidate is patient, polite and respectful.
 <p>30 70 100 Percentile 63</p>	This candidate is likely to treat most everyone with courtesy, patience, politeness and respect.
Maintains good working relationships	This measures the extent to which the candidate puts effort into developing good relationships with others.
 <p>30 70 100 Percentile 42</p>	This candidate is likely to put effort into developing good work relationships and act in ways that will strengthen work relationships.
Creates a positive impression	This measures the extent to which the candidate manages own behavior to create a positive impression.
 <p>30 70 100 Percentile 90</p>	This candidate is more likely to make a good first impression, dress appropriately for any situation, and appear professional at all times.
Works to high quality standards	This measures the extent to which the candidate completes every task with a high degree of quality.
 <p>30 70 100 Percentile 60</p>	This candidate is likely to complete tasks with a high degree of quality.
Accepts direction	This measures the extent to which the candidate accepts direction from others willingly.
 <p>30 70 100 Percentile 70</p>	This candidate is likely to accept direction without complaint, but may at times challenge a request they believe to be unreasonable.
Complies with rules and regulations	This measures the extent to which the candidate adheres to rules, guidelines and procedures.
 <p>30 70 100 Percentile 77</p>	This candidate is likely to follow rules and regulations precisely, even when inconvenient. They can be relied on not to break rules, no matter how minor.
Adapts to change	This measures the extent to which the candidate accepts and adapts to changes without difficulty.
 <p>30 70 100 Percentile 78</p>	This candidate is likely to feel energized by change and adapt their own approach easily and quickly to meet new expectations.