

Professional/Individual Contributor – One Sitting

Assessment Fact Sheet

Overview

The Professional/Individual Contributor solution is for mid to upper-level, non-managerial positions. Sample tasks for these jobs include, but are not limited to: meeting with clients to determine their needs, analyzing data sets, and working with co-workers to complete projects. Potential job titles that use this solution are: Engineer, Human Resource Consultant, Business Analyst, and IT Analyst.

Job Level	Professional
Job Family/Title	Business Suite

Details

Average Testing Time (minutes)	44 minutes
Maximum Number of Questions	143 items (107 items on average)
Number of Sittings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple choice, Multiple choice – adaptive

Knowledge, Skills, Abilities and Competencies Measured

Deductive Reasoning Ability: This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels. Because this test utilizes computer adaptive technology, it is suitable for unproctored use.

Professional Potential: This is a measure of the tendency to have potential for success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

Achievement: This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

Influence: This component measures the tendency of a person's effectiveness in directing and influencing others. This trait is characterized by: persuading and negotiating effectively with others; influencing others' decision-making; and coordinating others' efforts to accomplish work.

Independence: This component measures the tendency of a person's willingness to take action and to make decisions independently. This trait is revealed in: working effectively without immediate supervision; not being overly dependent on help from others; and being resourceful in the face of challenges.

Confidence and Optimism: This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.

Reliability: This component measures the tendency of a person's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.

Example Questions

The on-the-job help I've gotten from supervisors I've had has been:

- a) outstanding
- b) very good
- c) good
- d) fair
- e) poor
- f) none of my supervisors has really helped me

Choose which of the two statements below is more true of you.

- a.) I think I have some shortcomings that affect my work.
- b.) Achieving personal success is very motivating for me.

Choose which of the two statements below is more true of you.

- a.) I'm pretty good at figuring things out on my own.
- b.) I like jobs where there's a medium amount of supervision.

Alan is taller than Bob. Carol is taller than Diane. Bob is taller than Diane.

Given the above conditions, which one of the following conclusions can be drawn?

- a.) Carol can never be the tallest.
- b.) Carol is definitely taller than Bob.
- c.) Bob is at least as tall as Alan.
- d.) Carol and Bob may be the same height.
- e.) Carol can never be the same height as Alan.

Example Reports

Detailed Report: (Business Suite 5.5) Professional/Individual Contributor - Short Form

Recruiter Interview Development

Back Print PDF

Applicant Information

Name: Biz Suite
 Application Date: Thu Mar 25 09:48:00 EDT 2010
 Applicant ID: 3824
 Session ID: 10243744608106
 Library: Selection

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 PreVisor offers, please contact your account representative.

Overall Score

Recommended ✓

	Low 30	Medium 70	High 100
Overall Score	49		

Detailed Results

	Low 30	Medium 70	High 100
Deductive Reasoning	15		
Professional Potential	96		
Achievement	93		
Independence	59		
Influence	86		
Confidence and Optimism	9		
Reliability	8		

Score Interpretation

Deductive Reasoning

This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

This report provides information regarding an individual's ability to use sound logic to solve problems, strengthen arguments, and identify weaknesses in the propositions of others.

This individual demonstrates a below average level of deductive reasoning ability compared to others in similar job levels. This person may be able to work with simple logical arguments, but may experience difficulty in identifying assumptions in more complex arguments. This individual's level of deductive reasoning may impact his/her ability to use sound logic and draw reasonable conclusions based on available information.

At work, this individual is likely to take longer than most others to solve problems and will have more difficulty identifying the amount of information necessary to draw conclusions. Others with higher levels of deductive reasoning ability may be able to form solid arguments more effectively, identify the weaknesses in the arguments of others, and develop logical solutions to problems. He/she may have flaws in his/her logic.

Professional Potential

This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

This candidate's response profile concerning past achievements, social orientation, and work orientation is highly similar to the profiles of highly effective professionals. The good match between the profiles suggests that this candidate is likely to be successful in a professional position.

Achievement

This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

The candidate is likely to set challenging goals and will persist despite obstacles. The candidate will tend to show a high level of pride in his/her work, striving for excellence even over prolonged periods of effort. The candidate is likely to be highly competitive and intense in approaching his/her work. The candidate is motivated to accomplish goals, regardless of the timeframe or difficulty level.