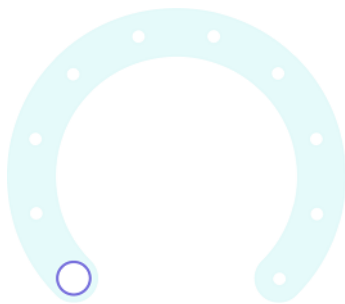


Industrial Professional and Skilled 7.1 (Americas) Detailed Report

Candidate name:

Test Americas



Percentile: 1%

Not Recommended

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.

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.

Safety Orientation

This measures the work history, personal experiences, and achievements related to occupational success in industries and jobs that focus on safety. This is characterized by scores derived from responses regarding safety training, adherence to rules and procedures, and other personal and professional experiences.



This candidate's responses concerning past achievements and experiences are not similar to those of individuals who are successful in jobs that focus on safe and effective job performance. The candidate may lack experiences related to learning and performing safe work behaviors, and may be involved in or cause more incidents than his/her peers.

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 avoid challenging goals and projects, preferring to work only as hard as is necessary to complete tasks. The candidate may display little initiative and will tend to give up easily when confronted with obstacles. The candidate is unlikely to be motivated by peer competition or ambitious deadlines, and may appear to lack an appropriate degree of urgency in approaching his/her work.

Mechanical Comprehension

This assessment measures the general understanding of mechanical principles such as leverage, weight and balance, rotation of shapes, gears and pulleys, fluid hydraulics, volumes, temperature, and pressure. This includes the ability to predict physical outcomes when objects and forces interact. It provides an indication of how an individual will perform in a role that involves the operation and possible repair of machinery.

This report provides information regarding an individual's ability to repair a broad range of machinery, understand basic mechanical principles, and visualise the operation of mechanical devices.



The candidate is likely to encounter difficulty in grasping how machines work and interact with other systems. The candidate is likely to have trouble understanding how to operate and repair complex mechanical devices.

Responsibility

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.



This candidate is likely to appear unreliable, preferring to put off or avoid challenging tasks and less interesting work. As a result, the candidate may fail to plan appropriately, will likely procrastinate, and may tend to lag behind in completing difficult assignments. The candidate may become easily distracted and may struggle to work on mundane or routine tasks without direct oversight from his/her manager.

Thoroughness

This component measures the tendency to be thorough and precise in approaching work and personal activities. This trait is characterized by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.



This candidate will likely appear to work in a haphazard and disorganized manner. The candidate does not value a thorough and precise approach to his/her work, often resulting in careless errors, failure to recognize important details, or losing track of important information. His/her work area may be unorganized and messy, adding to concerns over his/her ability to maintain efficiency in his/her work.

Teamwork

This component measures the tendency to work effectively in teams. High scorers are likely to be polite and friendly, make an effort to help others, stay calm in tense situations, communicate openly and directly with other team members, and display a willingness to help others.



The candidate may struggle when working in a team. The candidate may prioritize his/her own needs over others and may overlook what is right for a group or organization. He/she is likely to have difficulty cultivating working relationships, communicating openly and directly with team members, and staying calm and polite in tense interpersonal situations.