



Candidate Information

Candidate : Sample Candidate

Email : Candidate_email@mail.com

Assessment Profile:

Project Name: Laborer- Industrial Entry Level

Completion Date: 11-16-2018

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.

Industrial - Entry Level 7.0

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

<p>Safety Orientation</p>	<p>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.</p>
	<p>You may have had some previous work experiences related to learning and performing safe work behaviors and are likely to value safety in the work place to some degree. You may feel that safety rules are made to be followed most of the time, but this belief may lead to some incidents on the job. Remain aware of this tendency when your safety tendencies begin to slip.</p> <ul style="list-style-type: none"> • Do not become complacent after performing a job many times without an accident; skipping safety procedures or steps because you feel 'experienced' will lead to an accident. • Take your time when performing work tasks. You will be less likely to make a mistake if you slow down to ensure you are completing each step correctly. • Always use protective safety equipment. • Be knowledgeable of all safety rules and regulations within your work environment. Follow these rules exactly as specified every time you work.
<p>Achievement</p>	<p>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.</p>
	<p>You are likely to be motivated by pursuing challenging goals, and you are not deterred by obstacles or time pressure. You tend to approach your work with more intensity than others and you are often very competitive. You are motivated to seek numerous opportunities for achievement and you thrive on being recognized for your hard work and accomplishments.</p> <ul style="list-style-type: none"> • Avoid moving on to new challenges without taking the time to first celebrate accomplishments. Use these times of celebration to encourage yourself and those around you. • Make sure you understand the expectations of key stakeholders prior to launching major initiatives. Seek clarification as needed to be sure your results match those sought by your organization. • Keep notes of what went right and wrong during projects. Upon completion, review what went wrong and consider alternative approaches. Devote specific time to reviewing these alternatives prior to launching similar projects. • Make sure your accomplishments do not overshadow the efforts of contributing team members. While others may not share your drive for achievement, it is important that you allow them to share in celebrating success. • Draw a connection between your goals and the mission of the organization. Develop specific steps that contribute to these goals and communicate the linkages to those around you. Allow others to see how incremental efforts impact the big picture. • Make a list of your accomplishments and review weekly. Take note of how these successes impact the organization. Use this information to motivate yourself to reach even higher performance. • When approaching time-sensitive work, set completion dates that allow you to accomplish goals early with time for sufficient quality assurance efforts. Allow yourself time to strive for excellence even under time pressure. • When confronted by major obstacles, consider how much effort is required to produce desired results. Avoid the temptation to commit more resources than are appropriate given the project's importance. When in doubt, seek guidance from your superiors to ensure proper alignment.

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.
	<p>You are likely to prefer dedicating your time and energy to work that is interesting and rewarding. When assigned mundane or routine work, you are more likely to put it off as long as possible. While you may take time to plan and prioritize certain assignments, you may work on other projects without following a well defined plan, causing delays and frustration. It may be difficult for you to remain focused on these tasks, and you may prefer to assign responsibilities to others.</p> <ul style="list-style-type: none">• View your career interests in light of your reliability as a team member. Consider whether your contribution to the organization is effective and consistent and whether others might give praise to your dependability. Do what you can to demonstrate a willingness and effectiveness in handling your responsibilities.• When asked to coordinate a project, consider dividing major tasks into phases, each with measurable objectives. Work with stakeholders to determine an estimated completion date for each phase and then accept responsibility for keeping the work on track to meet those deadlines. Offer public accountability for your progress.• When setting deadlines for non-routine tasks, consider how your time estimates compare to the time required on previous initiatives of a similar nature. Determine if your expectations are realistic given available resources.• Consider how the work of others in your organization is dependent on your own accomplishment of routine tasks. Communicate with others to better understand how you can prioritize those efforts that will lead to their success, and yours.• After a plan is drafted, brainstorm with your team about what could go wrong. Make a list of the most likely problems and how you will handle them if they occur. This important step in the planning process will help you avoid surprises that may otherwise derail your efficiency.• While you may be reluctant to take on a given assignment or task, consider how your reluctance might impact others. Instead of focusing on your feelings toward the work itself, consider how your efforts can help to avoid the consequences of inaction. Make a note in your calendar as a reminder that your delays or lack of action have consequences for other people.

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.
	<p>You are likely to balance efforts to remain organized and orderly with the need to get things done. While accuracy is important to you, you sometimes feel that too much time spent on fine details can impact overall productivity. As a result, you may not always take the time to keep track of some information. Your work area is typically organized, but there are times when you struggle to quickly find everything you need.</p> <ul style="list-style-type: none">• Consider attending a workshop that reinforces organizational skills and introduces effective time management techniques. Take care to implement what you learn to improve your discipline in the use of time.• Evaluate your process for submitting completed work. Do you take time to evaluate how closely your work adheres to the original requirements? Make sure your work meets expectations by meticulously reviewing it prior to submission.• Find someone in your organization that appears particularly skilled in editing and proofreading. Seek guidance on tips to edit your work and maintain a high quality in your output.• If you feel uncomfortable evaluating the accuracy of your own work, consider temporarily bartering with a trusted colleague for their review. If they agree to help you, take care to consider their recommendations and then learn from their approach.• As you approach your work, consider the impact of mistakes that you might make, particularly the impact on others. Errors in your work not only reflect poorly on your efforts, but may cause others to work harder and the organization to perform below expectations.• Categorize your resources in terms of the impact on your work if these were lost. Divide these resources into high and low value categories. Take steps to ensure that you are properly protecting these resources, beginning with the highest value category.• Consider that, whether appropriate or not, the quality of your work reflects on your abilities and may impact your standing in the organization. Evaluate where your errors have been caught by others and resolve to avoid similar situations in the future.• Be careful that you are not overwhelmed by the detailed requirements in your work. Prioritize the most important elements and work on those first. Seek guidance as needed to help you focus efforts in the right areas to avoid missing critical details.