



## Candidate Information

**Candidate :** Sample Candidate

**Email :** Candidate\_email@mail.com

**Assessment Profile:**

**Project Name:** Mechanic- Industrial Professional and Skilled

**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 - Professional and Skilled 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><b>You are likely to have the work history and experiences related to effectively learning and performing safe work behaviors, and you value safety behavior in the workplace. You likely feel that safety rules are made to be followed at all times and are not likely to cause or be involved in safety-related accidents.</b></p> <ul style="list-style-type: none"> <li>• <b>Be aware of the procedures that should be taken should an accident occur and emergency situation arise.</b></li> <li>• <b>Make a list of the most unsafe procedures you and your coworkers take part in, and brainstorm methods for completing these tasks more safely.</b></li> <li>• <b>Volunteer to help with the delivery of safety training to more junior peers.</b></li> <li>• <b>Lead by example; make an effort to show others the benefits of valuing safe behavior in the workplace.</b></li> </ul>
<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><b>There are times when you are motivated to accomplish challenging goals and to persist in the face of significant obstacles. Still, in other circumstances, you may be less interested in pursuing goals that seem rushed or that require extraordinary effort purely for the sake of competing with others. When you go the extra mile to complete a task, it is generally out of necessity and not because of a desire to achieve some recognition.</b></p> <ul style="list-style-type: none"> <li>• <b>After a project is launched, evaluate the urgency of remaining tasks periodically to ensure that appropriate effort is directed toward each step.</b></li> <li>• <b>Consider a project from two views: first, to accomplish the task according to minimum requirements; and second, to exceed expectations. After meeting minimum requirements, seek to surprise others with your extra effort toward exceeding expectations.</b></li> <li>• <b>After clarifying goals and identifying challenges, focus on execution of your work. Make sure those around you understand the connection between their efforts and the success of the team.</b></li> <li>• <b>Review the successes and failures of others in your role (within and outside of your organization) and learn how they have overcome challenges. Consider how these approaches might allow you to pursue excellence in your own work.</b></li> <li>• <b>Set goals that are consistent with the immediate needs of your department while maintaining alignment with the mission of the organization.</b></li> <li>• <b>When confronted with an obstacle, focus on how your approach might minimize challenges and evaluate alternative steps to avoid further delay.</b></li> <li>• <b>Avoid the temptation to reduce your efforts when it appears an achievement may be difficult to reach. Allow yourself the opportunity to succeed in the face of obstacles by applying extra effort or new approaches.</b></li> <li>• <b>As you begin tasks that are less interesting or more difficult, jot down 1-2 ways the accomplishment of these tasks might benefit you, your coworkers, and the organization. Focus on how your efforts will contribute to broader accomplishments.</b></li> </ul>

<p>Mechanical Comprehension</p>	<p>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.</p> <p>This report provides information regarding an individual's ability to repair a broad range of machinery, understand basic mechanical principles, and visualize the operation of mechanical devices.</p>
	<p><b>You will likely excel at tasks involving the comprehension and manipulation of mechanical devices. You will likely be able to understand, operate, and repair complex machines in most situations.</b></p> <ul style="list-style-type: none"> <li>• <b>When presented with a problem, focus on understanding the cause before focusing on the solution.</b></li> <li>• <b>Advance your skill set by learning more about equipment you don't frequently use in books, trade magazines, the internet and advanced technical classes.</b></li> <li>• <b>Learn how mechanical systems at work operate so you can develop contingency plans that can be quickly enacted if equipment breaks down.</b></li> <li>• <b>Seek to understand company objectives and how the performance of your area impacts them.</b></li> </ul>
<p>Responsibility</p>	<p>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>
	<p><b>You are the type of person who plans and prioritizes tasks in order to accomplish your work on time and according to expectations. When assigned boring or routine tasks, you focus on your work with the same diligence as you do for more exciting projects. You plan carefully and adhere to expectations in accomplishing even the most challenging work. People can count on you to complete your work and to accept responsibility when things go wrong.</b></p> <ul style="list-style-type: none"> <li>• <b>Talk with your manager about your willingness to take on challenging assignments and your desire to expand your career. Indicate your interests and ideas, and discuss possible action steps.</b></li> <li>• <b>Evaluate your existing responsibilities prior to taking on new obligations. You may become so enthusiastic about a new challenge that you take on more than you can handle. As you take on additional assignments, make sure that you can still manage your current job responsibilities without sacrificing your reliability.</b></li> <li>• <b>As your colleagues make plans for important projects, consider how you might offer support in the planning and coordinating of key tasks. Your tendency to plan carefully and to focus on maintaining reliability may help others who might otherwise fail to appreciate certain pitfalls.</b></li> <li>• <b>As you work to accomplish tasks, your strong desire to meet your obligations in a timely manner may cause you to overlook opportunities for change. Balance your goal of finishing on time and on budget, with a focus on continual improvement. You may stumble upon an improvement opportunity that would have otherwise gone unnoticed.</b></li> <li>• <b>When you approach a task, you may tend to make plans and then aggressively work toward completion. Take time to consider the key assumptions that support your plans and then evaluate the accuracy and reliability of these assumptions. Adjust your plans accordingly to maintain the performance you expect.</b></li> </ul>

Thoroughness	<p>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>
	<p><b>You crave organization and accuracy in your role, and you are bothered by imperfections in your work or in the work of others around you. You will devote time and effort to spotting errors in order to arrive at a quality product. You pay attention to details and you meticulously approach tasks with an eye for precision. You dislike clutter and your work area is neat and well organized.</b></p> <ul style="list-style-type: none"> <li>• <b>Observe those around you who seem particularly skilled in organizing their work. Talk with them about their approach to work and the techniques they use to keep track of important details. Consider how you might adapt your own work to be more productive.</b></li> <li>• <b>Set aside time each week to evaluate the status of current projects and make adjustments for areas that may have drifted off track. Review the previous week's progress to ensure you haven't overlooked important details.</b></li> <li>• <b>Consider what standards or expectations govern your work. If there are no stated requirements, develop your own in order to ensure the highest quality. Commit to grading your own work against these requirements and make adjustments prior to completion.</b></li> <li>• <b>Realize that clutter and disorganization creates an environment where quality may suffer. Commit yourself to cleaning your workspace prior to leaving for the day. Prepare the area and give yourself a head start on the next day's work.</b></li> <li>• <b>While you may place high value on being meticulous in managing details, be careful that this focus does not distract from accomplishing other goals. In other words, harmonize the desire for perfection with the timely completion of your work.</b></li> <li>• <b>In your efforts to reduce clutter and maintain an orderly environment, make sure that you don't neglect performance objectives. Spending too much time on filing, cleaning, and planning your work area, purely for the sake of being organized, can take time away from reaching other important goals. Seek balance in your desire for organization.</b></li> <li>• <b>If you tend to notice repeated errors from a colleague that may be caused by inadequate proofing and editing, consider offering casual advice for maintaining accuracy. Share with him/her what works for you in catching your mistakes and offer to provide assistance in implementing your approach.</b></li> </ul>
Teamwork	<p>The tendency to work effectively in teams. High scorers are likely to be polite and friendly, put forth effort to help others, stay calm in tense situations, communicate openly and directly with other team members, and display a willingness to help others.</p>
	<p><b>Your score shows you are in the typical range for this area.</b></p> <p><b>You are likely to be successful working on a team. You generally prefer to do what is right for a group or organization and will likely be helpful and cooperative with others. You communicate with other team members about as well as most people. You get along well with other team members, but may occasionally lose your temper.</b></p> <ul style="list-style-type: none"> <li>• <b>When you disagree with a coworker, use active listening techniques to ensure you fully understand their message. Try to compromise and find a solution that will work for both of you.</b></li> <li>• <b>Consider why you may not always ask others for help in solving problems and why others may be reluctant to be involved in joint problem-solving with you.</b></li> <li>• <b>Use your listening and questioning skills to draw out the ideas of others on your team.</b></li> <li>• <b>Acknowledge the value of each contribution and try to build on the ideas of others. In group situations, draw quieter members into the discussion by asking for their comments directly.</b></li> <li>• <b>Think about why you may have trouble getting along with certain team members. Consider their background, role, and perspective, and try to see things from their side.</b></li> </ul>