

Selection

Sarah Sample

Leadership

Success Pattern: **Generic Sample**
Created: 12/28/2015
Assessment Completed: 12/28/2015
Report Printed: 12/10/2019

» Selection Report - Sarah Sample

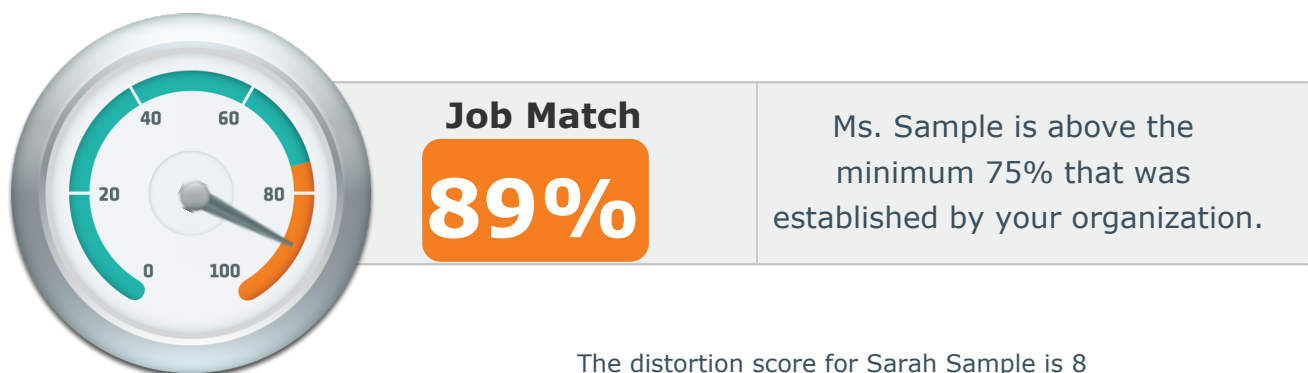
This report provides information which reflects the responses provided by Ms. Sample when completing the assessment. This information will be valuable when considering Sarah for the position by demonstrating how well she fits the job. This is accomplished by comparing her results to a Success Pattern, which defines the requirements of the position by identifying the characteristics that will yield success in the position.

The Job Match provided below is a percentage of her alignment with the Success Pattern. The rest of the report will guide you through the process with information about Sarah as a person and her behaviors in relationship to the position.

Job Match to Generic Sample

Following is the display of the Job Match percentage to the Success Pattern of Generic Sample. The match is calculated by comparing the scores of Ms. Sample to the Success Pattern created for this position.

A minimum job match percentage, as displayed by the green area of the gauge below, was selected by your organization to ensure Ms. Sample is a highly compatible candidate for this job.



The distortion score for Sarah Sample is 8

The Distortion score shows how candid the individual was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candor.

Assessment results should only be a part of the information used in the placement process. For more details, please refer to the Talassure User's Guide.

Please see the last page of the report for possible Areas of Concern.



Talent Summary

Ms. Sample earned an average score on the Reasoning scale. She should have the capacity to learn and apply most new information with little difficulty. If particularly complex training is required, she may need some extra guidance.

Ms. Sample is interested primarily in the Technical, Sales/Business, and Financial themes. She is interested in intellectual pursuits, such as science and research, and she probably searches for well-researched ways to improve her sales and persuasion techniques. Furthermore, she understands and appreciates the need for effectively managing information flow and following best practices.

Ms. Sample generally complies with policies, and she readily accepts supervision, but she may deviate from established protocols if she thinks they are getting in her way. She does not approach every task or project as a contest which must be won. She devotes some effort to fostering good relations across departments, and she keeps up with issues of common concern.

Ms. Sample can switch from task to task with little downtime in-between. She is vigilant and on-guard with unfamiliar people, and often questions the need for change. She is comfortable adopting the role of a leader, even during challenging situations.

Talent Details

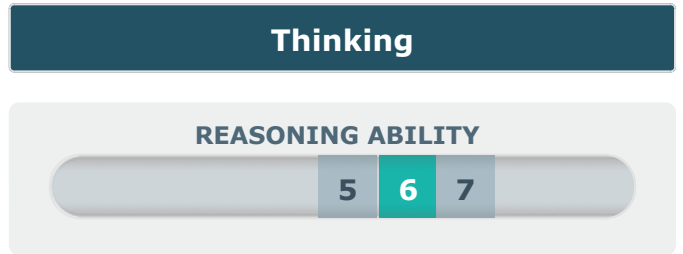
For an in depth picture of Ms. Sample the following page provides detailed information regarding her results. Scores are illustrated on the scale from 1 to 9. High scores do not imply a better score. What is most important is how the scores compare to the Success Pattern. The Success Pattern consists of Thinking and Personality scales. The Interest scales are provided to give insight on what motivates Sarah.



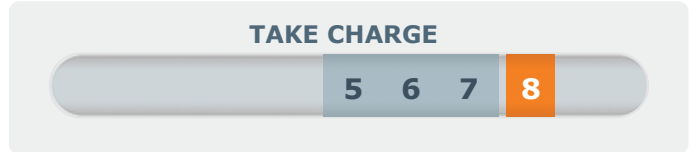
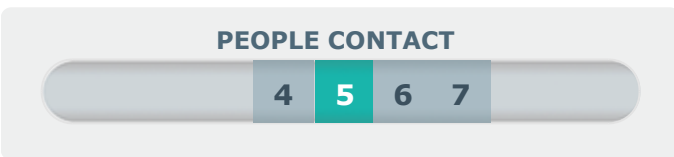
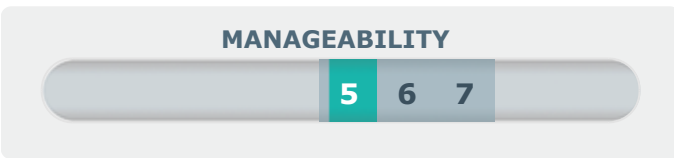
Success Pattern - Generic Sample

The Success Pattern is the darker shaded area on the scale. The scores for Ms. Sample are shown in white.

Job Match **89%**



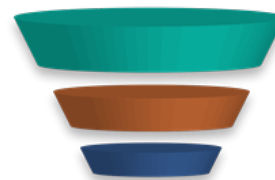
Personality



Interest

There is a total of six Occupational Interests. They are Creative, Financial, Mechanical, People Service, Sales / Business, Technical. The top three Interests are displayed for Sarah.

Top Interests



TECHNICAL - 7

SALES / BUSINESS - 6

FINANCIAL - 5

Leadership Profile

This section is provided to provide insight about Sarah in a leadership role. You'll find a description of her approach to leadership based on her score. Also provided is more in-depth information addressing areas of importance like vision, charisma, and productivity.



LEADERSHIP Level of ability, acumen, and effectiveness exhibited in the productivity, motivational, and management aspects of directing others.

Ms. Sample exhibits leadership traits similar to the majority of people in management-level positions. She welcomes the opportunity to work with others, but she does not hesitate to direct the activities of the group when necessary. Being adaptable and able to switch roles as the situation dictates, Ms. Sample has the traits required to be an effective leader in most circumstances.

Leadership Behaviors

- Ms. Sample is able to motivate her team to diligently work on projects. She will not be reluctant to take a strong position in the face of productivity problems, and she can typically lead her staff effectively. Acutely aware of the team's objectives and deadlines, she has the intensity and drive to push her people to produce results.
- Sarah has traits that allow her to effectively influence others to perform at their best. She is not afraid to address issues directly and be forceful in persuading others. Having a high level of assertiveness and sociability allows her to be amiable, but firm, when interacting with others.
- Sarah may require assistance developing and focusing on a vision that is appropriate for her situation. While able to understand and apply most work-specific knowledge, she may have problems synthesizing it into effective, driving principles. Sarah may well benefit from training focused on developing and articulating an organizational vision.

Interview Questions

Interview questions are provided when Ms. Sample scores outside the Success Pattern for Generic Sample. These questions are designed to assist you in the interview process. Management Insights are given to provide you with insight into what is required to manage Ms. Sample.



TAKE CHARGE

5 6 7 8

Tendency to strive for control of people and situations and to lead more than follow.

Having scored above the Success Pattern on the Take Charge scale for this position, Ms. Sample may have difficulty adapting to the lower level of control she will be expected to maintain on the job.

INTERVIEW QUESTIONS

- Has there ever been a time when speaking up about your ideas has gotten you into trouble? What happened as a result, and how did you react?
- Tell me about a situation in which you had to remain silent about a problem even though you believed you had the best solution.
- Describe a time when you forcefully joined a conversation about an important decision. How did you assert yourself?

MANAGEMENT INSIGHTS

- Sarah may be reluctant to follow the direction of others, as she prefers to act as a leader.
- Ms. Sample is very comfortable being assertive, and she may seem too pushy at times.
- Ms. Sample has a strong desire to be in control, and her forcefulness may discourage others from offering their own input.

COMPETITIVENESS

3

5

6

7

Tendency to work toward goals and to try to exceed others' performance.

Having scored below the Success Pattern on the Competitiveness scale for this position, Ms. Sample may not be willing to advocate her views with the amount of forcefulness needed to thrive in this position.

INTERVIEW QUESTIONS

- Tell me about a time you withheld your opinion in order to maintain a congenial environment.
- Describe your willingness, if any, to let someone win an argument in order to avoid further conflict.
- Tell me about a time when someone tried to take advantage of you and you stood up for yourself.

MANAGEMENT INSIGHTS

- In the interest of preserving a harmonious atmosphere, Ms. Sample may readily go along with the opinions of others.
- Ms. Sample prefers not to act against the group, and she may frequently defer to others when decisions are being made.
- Ms. Sample consistently tries to avoid conflict and maintain a cooperative environment.

SENSE OF URGENCY

5 6 7 8

Tendency to display stamina and an eagerness for immediate results.

On the Sense of Urgency scale Ms. Sample scored above the Success Pattern for this job. She may find it frustrating to work at the comparatively slower pace set by other successful individuals in the work group.

INTERVIEW QUESTIONS

- How would you handle a work environment in which you were expected to patiently wait for others to complete tasks before you proceed further?
- Is there generally an upper limit on the number of tasks you can handle at one time? Please elaborate.
- Tell me about a time when your sense of urgency may have been too high for the task at hand.

MANAGEMENT INSIGHTS

- Sarah may have a tendency to take on too many projects at once.
- Sarah may become frustrated if her colleagues don't share her high sense of urgency.
- Ms. Sample may become impatient if her work pace decreases due to the actions of others.

REASONING ABILITY

5 6 7

A measure of expected learning, reasoning, and problem solving potential.

Having scored within the Success Pattern of the Reasoning scale for this position, Ms. Sample she should be able to pick up new skills on the job quickly enough to be effective in this role.

INTERVIEW QUESTIONS

- Tell me about a time when you had to explain something you did not fully understand yourself to a person who understood even less about the issue. Which strategies did you employ?

MANAGEMENT INSIGHTS

- Sarah will pick up new concepts and information with little outside help.
- Sarah should generally be able to fill in major gaps in instructions using logic and reason.
- Ms. Sample is able to acquire new knowledge through multiple mediums.



Tendency to have a positive or optimistic outlook regarding people and outcomes.

Ms. Sample scored within the Success Pattern of the Attitude scale for this position. This indicates that she has a tendency to scrutinize individuals who have not proven themselves to be trustworthy.

INTERVIEW QUESTIONS

- What conditions must be met for you to adopt favorable attitudes toward change efforts you are initially skeptical about?

**MANAGEMENT
INSIGHTS**

- Ms. Sample is often skeptical of the benefits of change, particularly when those changes have far-reaching consequences.
- Sarah often finds it difficult to place confidence in the plans of others.
- Ms. Sample generally views unfamiliar situations in a negative light.

MANAGEABILITY

5 6 7

Tendency to follow policies, accept supervision, and work within the rules.

Having scored within the Success Pattern of the Manageability scale for this position, Ms. Sample has a tendency to follow rules and procedures to a reasonable degree. Serious deviations should be relatively rare.

INTERVIEW QUESTIONS

- How do you determine whether policies or procedures should be questioned, and how do you go about it?

MANAGEMENT INSIGHTS

- Ms. Sample exhibits an attitude which is typical of most people regarding authority and rules.
- Sarah may resent being micromanaged or pressured by those who have more controlling leadership styles.
- Sarah generally follows policies and accepts supervision, but she will also engage in independent action if given the opportunity.

PEOPLE CONTACT

4 5 6 7

Tendency to be outgoing, people-oriented, and to participate with others.

Ms. Sample has a People Contact score that is within the Success Pattern for this position. She appreciates social interaction, but she can prevent it from becoming a distraction.

INTERVIEW QUESTIONS

- In your professional life, what determines whether you will be outgoing or more reserved in a given situation?

MANAGEMENT INSIGHTS

- Ms. Sample may be inclined to promote the benefits of working as a group, if asked.
- Sarah can be fairly outgoing, but she may also be more reserved on some occasions.
- Ms. Sample is moderately sociable, and she tends to maintain open lines of communication with other team members.

Areas of Concern

Ms. Sample responded to some questions which indicated some concern regarding her sense of right and wrong. Following are statements that were provided by Ms. Sample that should be considered when making a hiring decision.

It is recommended that you ask her about the statements to be sure that you understand her perspective on these items.



Ms. Sample indicated that she believes:

- It is okay to get around rules, as long as you don't actually break them.