

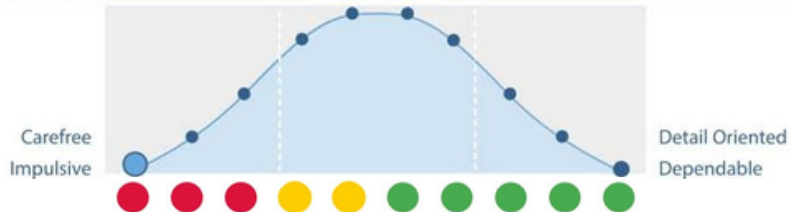
# Driver Job Fit Report for Michael Sample

**Overall: 59%**

The participant has scored in the "red zone" in 2 areas.

LEGEND: ● GOOD ● OK ● POOR

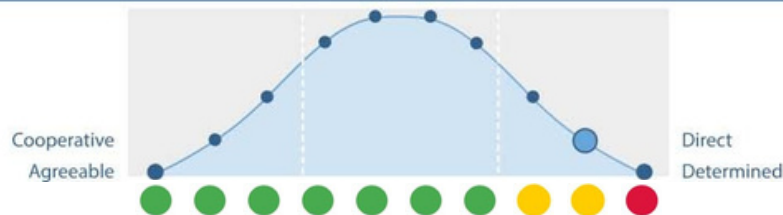
## Conscientious (Organisation)



- Michael tends to be reactive and easy going when it comes to schedules and details - May miss important details which can be particularly challenging when dealing with paperwork - May be better suited for driving situations where the schedule is not necessarily known until the last minute and Michael is expected to simply react to incoming requests that don't require the handling of a lot of details

Question: Describe a time when you forgot something important in your job and it caused you to finish the task late or inaccurately. What happened?

## Tough Minded



- Michael tends to be headstrong and determined which in some cases could create an aggressive approach to driving - Direct approach can be helpful when necessary to point out problems or issues that need to be addressed - If required to interact directly with customers, Michael may sometimes come across as too direct or uncompromising rather than tactful and agreeable - Michael may have difficulty taking direction from others.

Question: Describe a time when you were running late for something important and traffic was very frustrating. What happened?

## Conventional (Rules)



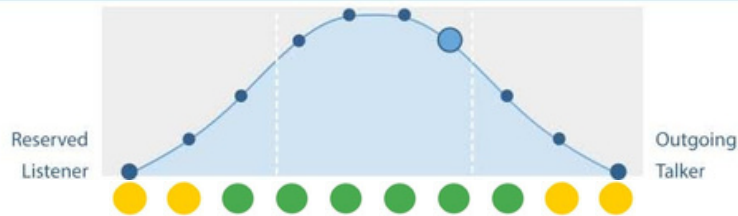
- Once trained, typically follows driving laws and safety procedures

- Michael tends to be comfortable with change as long as it makes sense and they are allowed time to adapt to those changes - Prefers some variety during the day versus positions that are highly structured and predictable

Question: Describe a time when you were able to do a variety of tasks during the day and to learn new things on the job.

What was the situation and what did you like about it?

## Extroversion



- Michael can be enthusiastic and talkative with customers, but can also work alone when necessary - Extreme situations such as long haul driving where Michael is required to work alone for long periods of time during the day can be difficult

Question: Describe a time when you enjoyed interacting with your co-workers. How often were you able to interact with them on the job?

## Stable



- Tends to deal well with moderate levels of stress, but under extreme pressure, Michael may sometimes become anxious and hasty - Tends to have a normal sense of urgency when it comes to deadlines

Question: Tell me about a time when you worked in a highly stressful environment.

How did you deal with the stress every day?

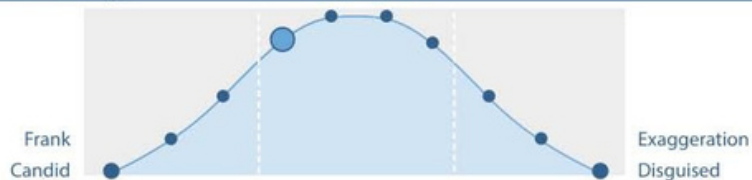
## Team



- Michael is generally competitive and self-confident - May have difficulty working on a team and being collaborative - Important to note that Michael may view other drivers as competitive which could lead to offensive driving versus defensive - It is important that Michael have an outlet for competition outside of the job given that most driver positions are not competitive in nature.

Question: Tell me about a time when you felt that you did not get the rewards and recognition that you deserved for your hard work. What was the situation?

## Good Impression (Social Desirability)



- Michael has responded with a moderate level of exaggeration, but still within acceptable levels

**Note:** This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the employer.

Report Generated On 13/02/2025 for Michael Sample

ParticipantID #13199177

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Report Generated On 13/02/2025 for Michael Sample

ParticipantID #13199177

# Attitudes Report for Michael Sample

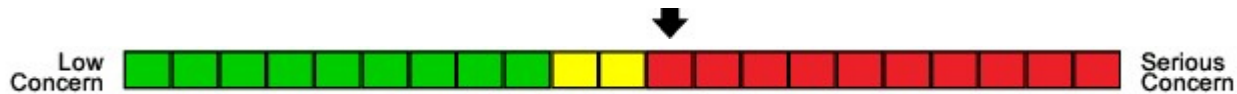
## Overall Score: Serious Concern

This report measures self-admissions and attitudes toward counter-productive behaviours at work.

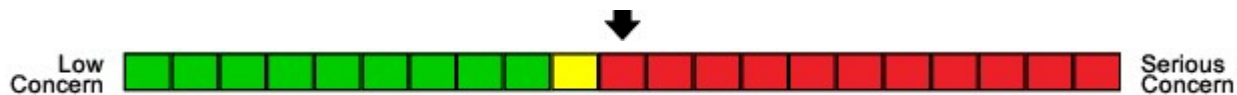


This black arrow indicates where the participant scored on each scale.

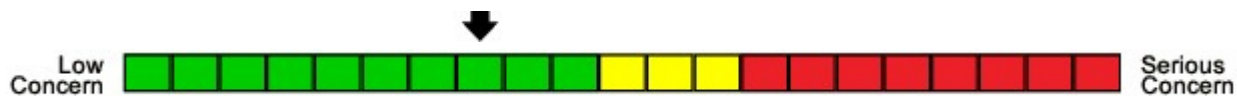
**Hostility:** Handling feelings in regards to aggression, anger and hostility



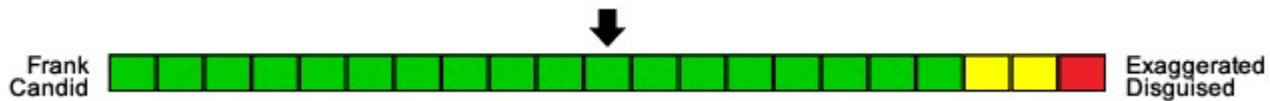
**Conscientiousness:** Being dependable, organised and reliable.



**Integrity:** Behaving with integrity and honesty and expecting that colleagues will do so as well.



**Good Impression:** Acknowledging normal faults and imperfections and answering the questions in a frank and candid manner.



## Hostility

### **Concerns About Hostility**

Low scorers may be able to handle their feelings well and are less likely to be disruptive. High scorers can potentially be more aggressive, hostile, disruptive, or have poor control of their anger.

**Scores in Green (Low Concern)** on the Hostility Scale indicate that the applicant's responses give less concern that the applicant will exhibit aggressive behaviour towards others on the job. The score suggests that the applicant may be able to handle hostile feelings well, keeps a level head, and is less likely to be disruptive at work through anger or aggression.

**Scores in Yellow (Some Concern)** on the Hostility Scale indicate that the applicant's responses raise some concern about the handling of anger and hostility. The applicant may be less than completely in control of anger and hostility at work. Areas of potential concern should be further explored using the behavioural interview question(s).

**Scores in Red (Serious Concern)** on the Hostility Scale indicate that the applicant's responses raise serious concerns about the handling of anger and hostility. Potentially, the applicant could be hostile, be ready to anger, have poor self-control, and be disruptive at work.

## Conscientiousness

### **Concerns About Conscientiousness**

Low scorers tend to be dependable, conscientious, and reliable. High scorers can potentially be undependable, careless, lazy, and disorganised.

**Scores in Green (Low Concern)** on the Conscientiousness Scale indicate that the applicant's responses give less concern in the area of dependability. The score suggests that the applicant can potentially be conscientious, dependable, reliable, and organised at work.

**Scores in Yellow (Some Concern)** on the Conscientiousness Scale indicate that the applicant's responses raise some concern about dependability. The applicant may be less than completely reliable, dependable, conscientious, or organised at work. Areas of potential concern should be further explored using the behavioural interview question(s).

**Scores in Red (Serious Concern)** on the Conscientiousness Scale indicate that the applicant's responses raise serious concerns about dependability. The applicant could potentially be unreliable, undependable, lacking in conscientiousness, and/or disorganised at work.

## Integrity

### **Concerns About Integrity**

Low scorers tend to have less issues with workplace dishonesty. High scorers have the potential for dishonest behaviour in the workplace.

**Scores in Green (Low Concern)** on the Integrity Scale indicate that the applicant's responses raise less concern about dishonesty. The score suggests that the applicant is likely to be honest at work and is less likely to cause problems at work in this area.

**Scores in Yellow (Some Concern)** on the Integrity Scale indicate that the applicant's responses raise some concern about the possibility of dishonesty in the workplace. The applicant might have the potential to steal from an employer or may be too willing to condone such behaviour by others at work. Areas of potential concern should be further explored using the behavioural interview question(s).

**Scores in Red (Serious Concern)** on the Integrity Scale indicate that the applicant's responses raise serious concerns about the potential for dishonesty at work. These concerns are especially important in a work situation that presents opportunities for employee theft. The applicant could potentially be dishonest and condone dishonesty by others.

## Good Impression

**Understanding Good Impression Scale** The Good Impression (GI) Scale measures an applicant's tendency to underreport counter-productive behaviours on the survey. Low scorers tend to be

more open about acknowledging their normal faults and imperfections. High scorers tend to deny normal shortcomings and exaggerate personal virtues, suggesting that their scores on the other scales may be artificially depressed (underreported) by their efforts to make a good impression. Scores on this scale are to be used to determine the degree of confidence that should be placed in the remainder of the report.

**Scores in Green (Low Concern)** on the Good Impression Scale suggest that the applicant's answers were more forthright and free from distortion and defensiveness. Applicants with GI scores in this range provide confidence that their scores are not artificially depressed or underreported.

**Scores in Yellow (Some Concern)** on the Good Impression Scale suggest that the applicant's answers may be somewhat distorted by defensiveness and a

desire to give a "good impression." The applicant should be considered to have underreported, to some degree, troublesome behaviour. A score of Yellow should never be used to disqualify a candidate from consideration. Because most applicants want the jobs for which they apply, conscious or unconscious efforts to create a "good impression" may be present. It is the responsibility of each administrator to determine how much risk or distortion can be tolerated before declaring the report invalid.

**Scores in Red (Serious Concern)** on the Good Impression Scale suggest that the applicant's answers have a high potential for under-representation of his or her potential for disruptive behaviour in the workplace. There is little likelihood that any confidence can be placed in the accuracy of the applicant's reported scores. The report is not to be considered valid with GI scores in this range.

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Report Generated On 13/02/2025 for Michael Sample

ParticipantID #13199177

# Engagement Report for Michael Sample

## Overview

Michael's responses to the assessment questions indicate that on the previous job Michael was highly engaged both with the work itself and with the employer. This pattern of response suggests a very good fit between Michael and the previous job and also with the employer. Given this high degree of both job and employer fit, an important question is why Michael is now seeking employment. If this question can be answered satisfactorily and a high likelihood exists of a similar good fit between Michael, the job and the organization, Michael has the capacity to be a highly productive and loyal employee.

## Job Engagement



**Summary:** "Michael's responses to the assessment questions indicate a HIGH level of engagement with the work involved in doing the previous job. Michael reports high levels of job satisfaction, pride in doing the job, and found it easy to maximize efforts in doing the job. Michael's high level of job engagement indicates a very good fit with that previous job and a high degree of commitment to expending effort at work. To determine how well Michael would fit with the present job opening, the following questions should be asked:

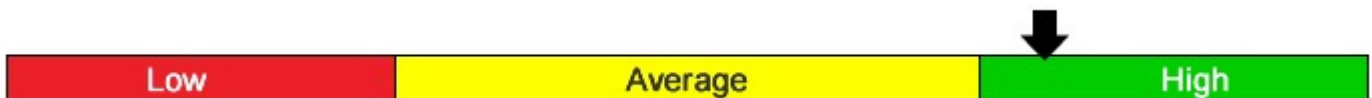
### Question 1:

Michael, tell me about your last job. What did you like about doing this job? Were there elements that you sometimes found frustrating? And how did you handle such frustrations?

### Question 2:

Michael, tell me about the kinds of jobs that you have found less than satisfying. Did you ever hold such a job? What caused you to leave that job?

## Employer Engagement



**Summary:** Michael's responses to the assessment questions indicate a HIGH level of engagement with the prior employer. Michael reports having pride in working for this prior company, caring about its future success, and having confidence in the company's management. If this high level of employer engagement can be developed on the next job, you may expect Michael to become a valued and productive employee. This requires a clear understanding of the match between Michael's expectations of an employer and what your organization can provide, that is, the characteristics of your work situation and environment. Understanding the underlying reasons for Michael's positive attitudes toward the former employer is crucial. To investigate this matter, the following questions should be asked:

### Question 1:

Michael, tell me about your previous boss and the company for which you worked. What did you like about how they went about doing business and how they treated their employees?

### Question 2:

Michael, what specifically did they do for you that made you feel positive about this company? Were there also things that you disliked about the way the company operated?

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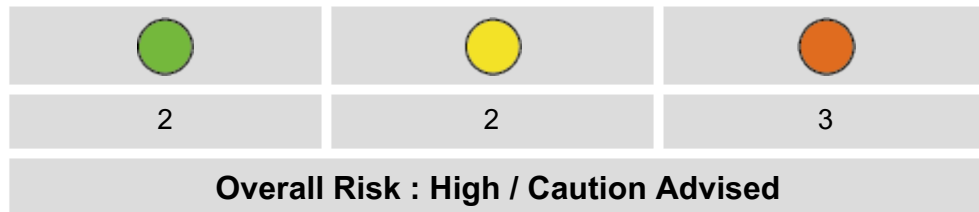




## Health & Safety Compliance Report for Michael Sample

**Report Date: 13 Feb, 2025**

## H&S Compliance Summary



## Attitude To Work

## Hostility

Handles hostile feelings well, keeps a level head, less likely to be disruptive



May have poor  
Self Control, be  
ready to anger,  
may be disruptive

Handling feelings regarding aggression, anger and hostility.

## Integrity

Likely to be honest at work



Could potentially  
be dishonest and  
condone  
dishonesty by  
others

Behaving with integrity and honesty and expecting that colleagues will do so as well.

**Frank**

Frank/Candid



Exaggerated/Disguised

Acknowledging normal faults and imperfections and answering the questions in a frank and candid manner.

# Personality Profile

## Conscientious

Carefree / Impulsive



- Works well alone but may not follow instructions.
- Can handle interruptions and is self-organising.
- May overlook details and might not be timely.

Organised / Dependable

- Highly compliant and follows instructions.
- Great eye for detail and motivated to get it right.
- May be slow to react to opportunity.

## Tough Minded

Cooperative / Agreeable



- Accepting of tasks and works well under supervision.
- Likes consensus and is tactful.
- Reluctant to make decisions and dislikes confrontation.

Direct / Determined

- Direct and assertive, but can create conflict.
- Takes authority and may not take supervision well.
- Makes decisions, is ambitious and tackles conflict.

## Conventional

Open / Flexible



- Open to change and trying new things.
- Likes variety and multitasking but dislikes routine.
- May change for change's sake and break rules.

Consistent / Structured

- Likes structure, processes and consistency.
- Not open to change or new experiences.
- Might not be very imaginative.

## Team Focus

Individualistic / Competitive



- Desires to win for themselves and enjoys competition.
- Works on personal aims and works best alone.
- Needs recognition for self.

Collaborative / Win-win

- Includes and wins for the team.
- Cooperative and collaborative.
- Needs colleagues and works best in a team.

This job safety report is derived from the participant's responses to behavioural assessments that assist workforce decisions by highlighting important personal attributes and key risk areas. The risk assessment measure counter-productive work behaviours: hostility, substance abuse, integrity, good impression.

This information should be used in conjunction with other findings (work experience, educational background, interview, reference checks, etc), NOT as the sole determinant of the participant's progress.

### Assessments Used:

Attitude to Work Assessment

Personality Questionnaire

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Report Generated On 13/02/2025 by Michael Sample

ParticipantID #13199177