

Elite **GRIT** Profile

Joe Sample

Date and Time Started: 02/14/2018 8:53 AM
Date and Time Completed: 02/14/2018 9:23 AM
Total Administration Time: 30 minutes

Candidate ID: 92673
Email: sample@psymetricsinc.com

Organization: Sample Distributor
Requested By: Isaac Sullivan (isullivan@hrmc.com)

To ensure you are obtaining the full benefits available to you from the use of this assessment, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the assessment results.

While this assessment was designed to help assess various aspects of personality and/or skills, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

PsyMetrics, Inc. and the test developer do not accept liability for any decisions made based on the use of this product.

© Copyright 2018 PsyMetrics, Inc. All rights reserved.

What this Assessment Measures

The Elite Grit Profile is a general indicator of the individual's ability to work hard and persevere even in the face of setbacks and to stay focused on set goals regardless of any interference they may encounter.

The areas assessed by this Profile are:

Achievement Drive	Achievement Drive measures the degree to which the individual is likely to be competitive and driven to be the best. This characteristic is important for jobs where the attainment of established goals and benchmarks are important (e.g., sales jobs). It is also important for jobs where there may be competition within departments or between coworkers and positions where the individual is expected to grow and advance to higher levels within the organization.
Can-Do Attitude	Can-Do Attitude measures the degree to which the individual consistently approaches work duties and projects with a positive attitude. Is always optimistic. Seldom worries and always exhibits a positive demeanor.
Goal Focus	The degree to which the individual is able to focus on long-term goals regardless of distractions or obstacles that may be encountered.
Self Confidence	Self Confidence measures the degree to which the individual is likely to be self assured, is not overly affected by what others think of him/her, and is confident in his/her decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales and management.
Work Ethic	Work Ethic measures the degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

Candidness of The Elite Grit Profile Results

This Profile includes a candidness check to determine the degree to which the individual may have exaggerated his/her responses in order to present themselves more favorably. The results of this validity check with interpretation is presented on the following page.

Interpreting The Elite Grit Profile Results

The following page also presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.

Total Score Summary



Total Score Interpretation

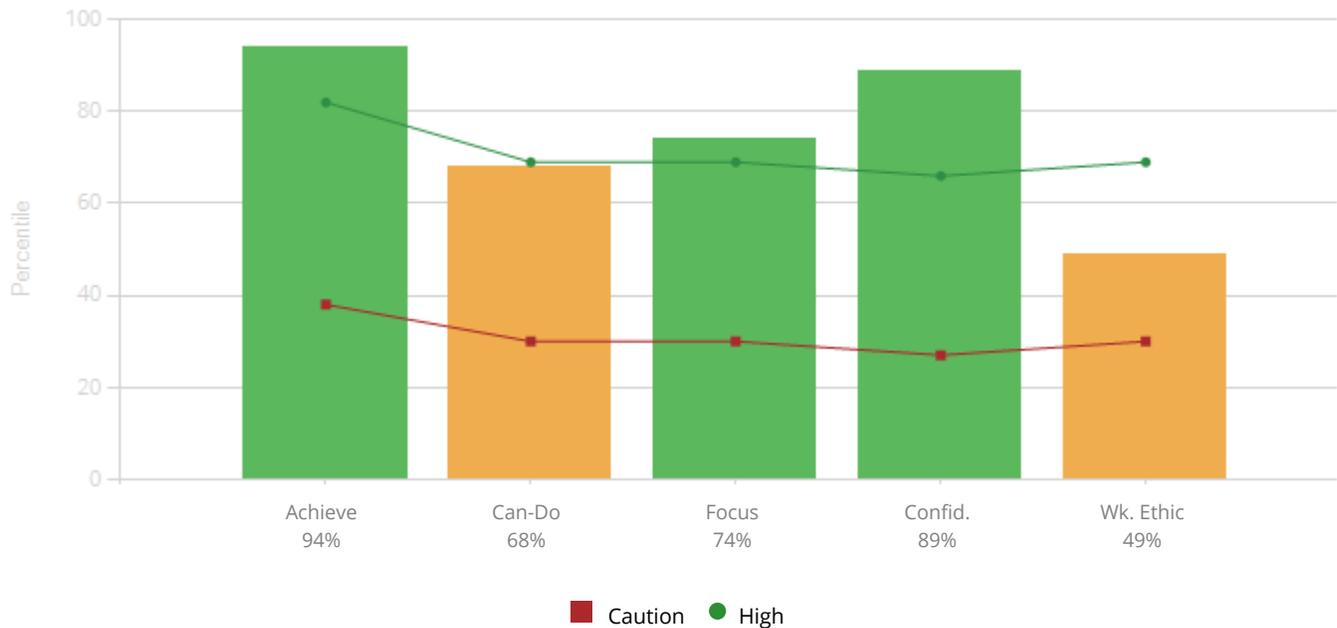
This candidate's total Elite Grit Profile score falls within the High range. This candidate generally demonstrates the determination needed to achieve long-term goals and the perseverance required to overcome obstacles they may encounter in the process. This is definitely an area of strength for this individual. Review individual scale details to better understand strengths and potential shortcomings.

Score Validity

Candidness: High: The candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors.



Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.

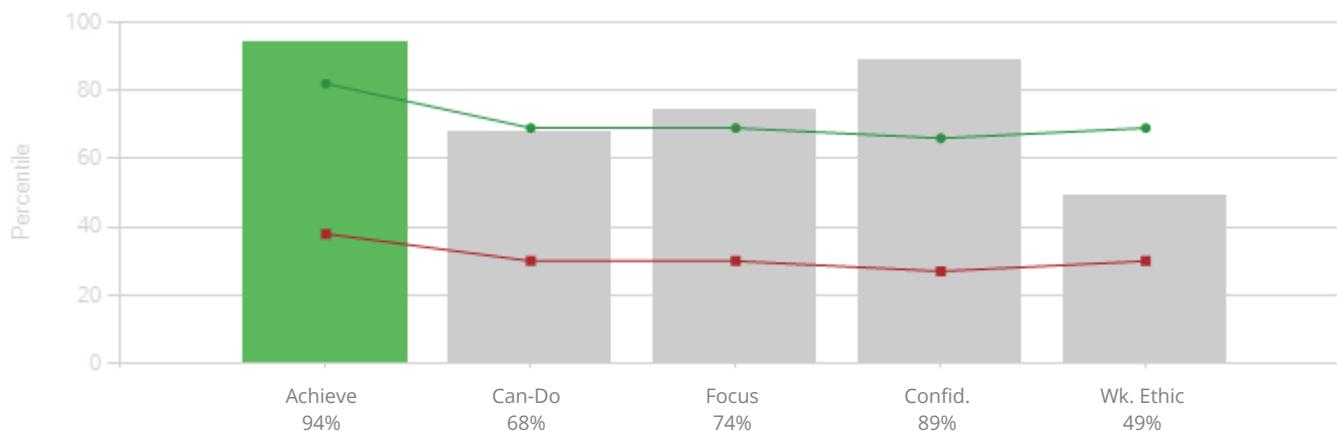
Achievement Drive



Score Details

Achievement Drive measures the degree to which the individual is likely to be competitive and driven to be the best. This characteristic is important for jobs where the attainment of established goals and benchmarks are important (e.g., sales jobs). It is also important for jobs where there may be competition within departments or between coworkers and positions where the individual is expected to grow and advance to higher levels within the organization.

Joe Sample scored in the 94th percentile on Achievement Drive (High), meaning Joe scored better than 94 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Achievement Drive behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Achievement Drive.



Expected Job Behaviors

- This individual is competitive.
- Is constantly trying to surpass set goals.
- He/she is driven to be the best at whatever he/she does.
- Is likely to create competitive situations with coworkers.

Can-Do Attitude

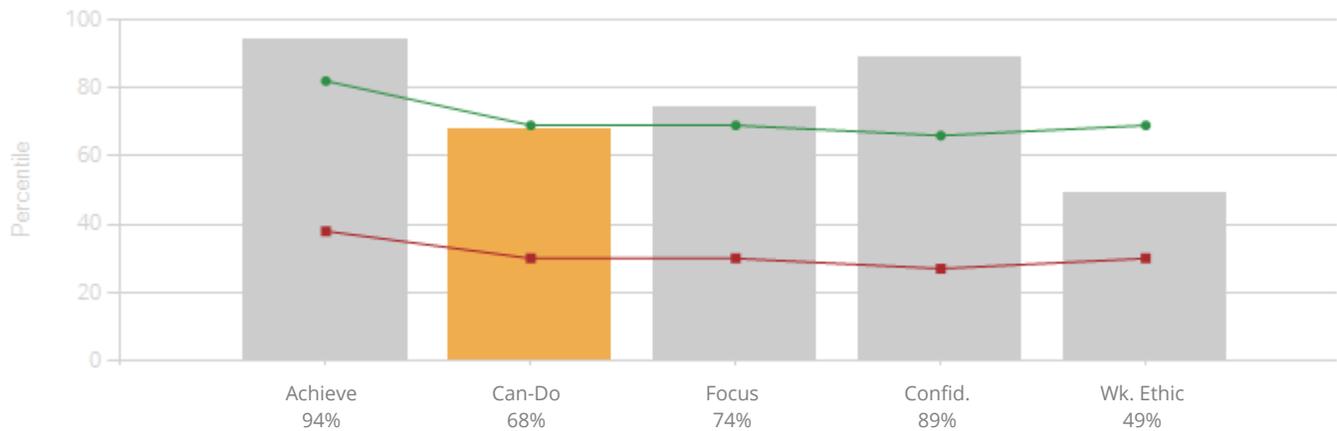


Average

Score Details

Can-Do Attitude measures the degree to which the individual consistently approaches work duties and projects with a positive attitude. Is always optimistic. Seldom worries and always exhibits a positive demeanor.

Joe Sample scored in the 68th percentile on Can-Do Attitude (Average), meaning Joe scored better than 68 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

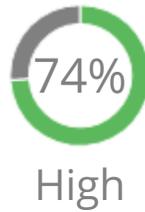
The graphic below shows the candidate's response pattern for the Can-Do Attitude behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Can-Do Attitude.



Expected Job Behaviors

- Generally has a positive attitude.
- May need a positive push at times.
- May take a "wait and see" approach when outcomes are unsure.
- This employee's score is consistent with most other candidates.

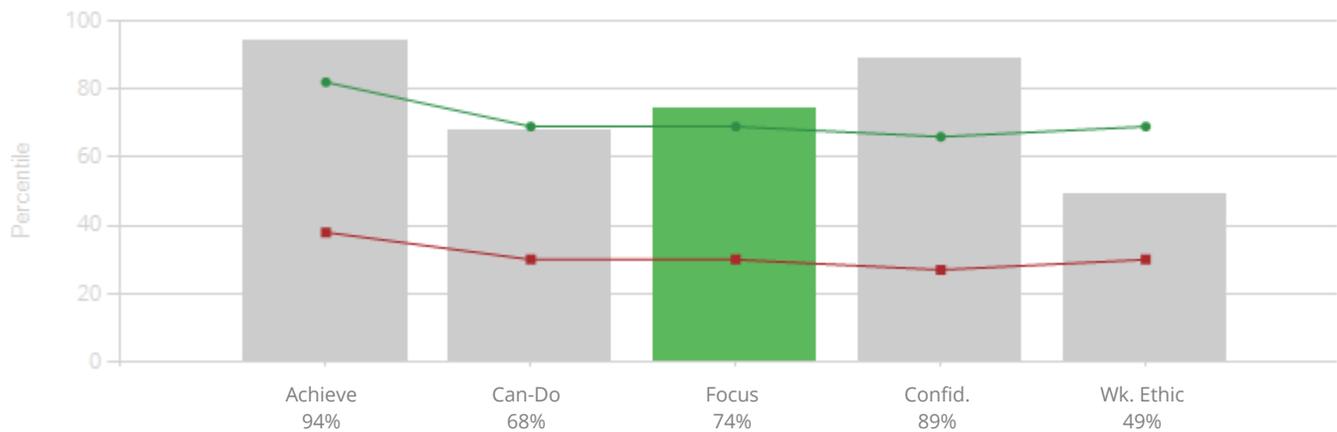
Goal Focus



Score Details

The degree to which the individual is able to focus on long-term goals regardless of distractions or obstacles that may be encountered.

Joe Sample scored in the 74th percentile on Goal Focus (High), meaning Joe scored better than 74 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Goal Focus behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Goal Focus.



Expected Job Behaviors

- Is able to focus on goals amid distractions.
- Tends to stay on course and achieves long-term goals.
- Shows perseverance when working towards a set goal.
- Goal accomplishment is a priority.

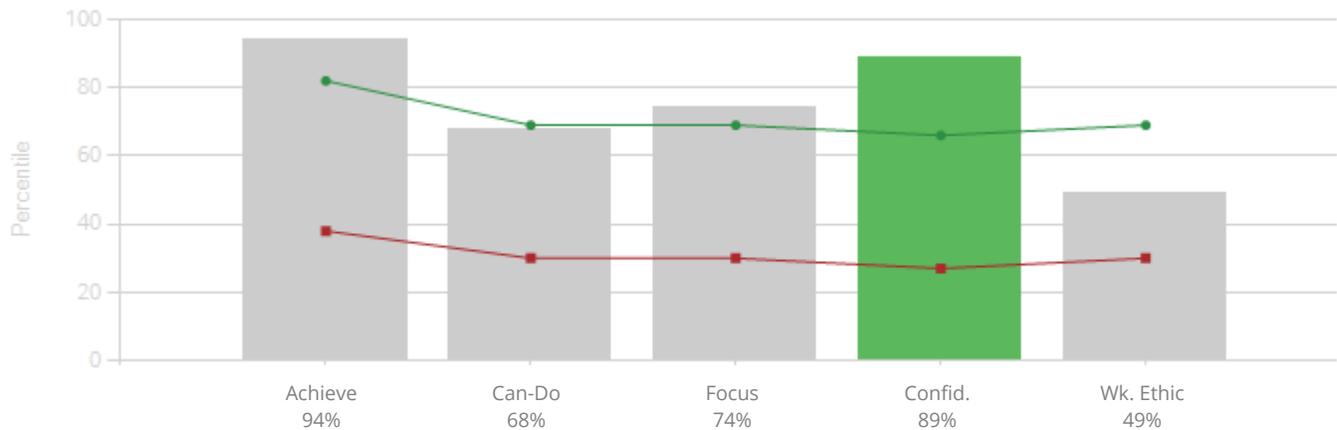
Self Confidence



Score Details

Self Confidence measures the degree to which the individual is likely to be self assured, is not overly affected by what others think of him/her, and is confident in his/her decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales and management.

Joe Sample scored in the 89th percentile on Self Confidence (High), meaning Joe scored better than 89 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

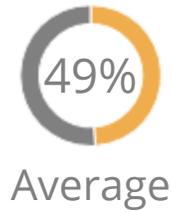
The graphic below shows the candidate's response pattern for the Self Confidence behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Self Confidence.



Expected Job Behaviors

- Is self-assured.
- Is confident in his/her decisions and actions.
- Is not overly affected by what others think of him/her.
- Tends to bounce back from disappointments because he/she knows inside that he/she can overcome difficult situations.

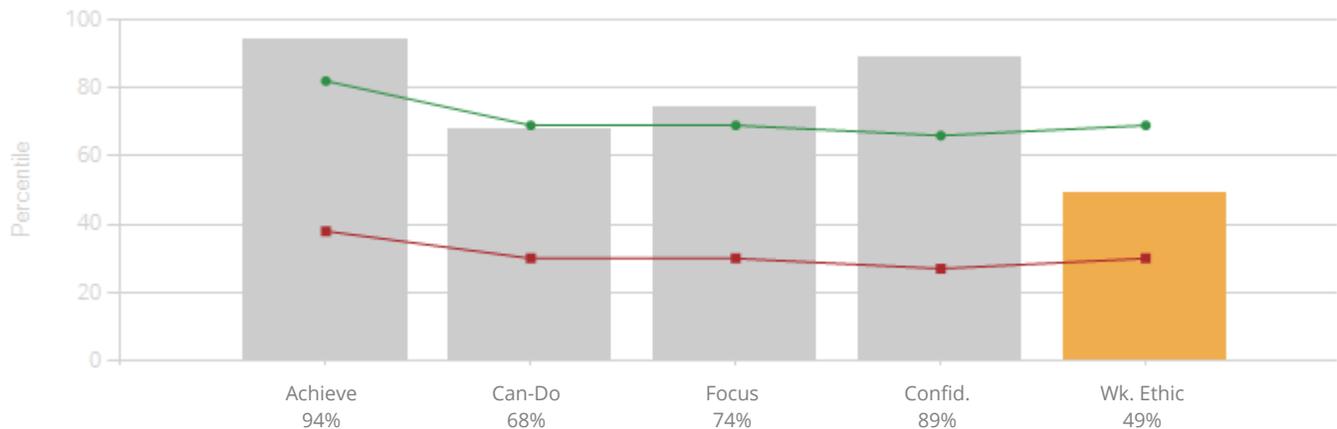
Work Ethic



Score Details

Work Ethic measures the degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

Joe Sample scored in the 49th percentile on Work Ethic (Average), meaning Joe scored lower than 51 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Work Ethic behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Work Ethic.



Expected Job Behaviors

- This individual values hard work but may need an occasional reminder about work quality.
- This individual is fairly responsible and can generally be counted on to show up to work and perform assigned tasks.
- This employee is a fairly responsible worker who tends to be goal oriented and who takes pride in doing a job well.
- This employee's score is consistent with most other candidates.

Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

Achievement Drive

- To maintain the candidate's drive and motivation, reward their winning attitude.
- Work with the individual to develop challenging goals and reward goal accomplishment.
- While this characteristic is important for business success, care must be taken to make sure the individual's high level of competitiveness does not affect team performance or relationships.
- This individual's competitive energy needs to be focused on being the best he/she can be within the overall business plans and strategies.



- Achievement Drive 94%
- Can-Do Attitude 68%
- Goal Focus 74%
- Self Confidence 89%
- Work Ethic 49%

Can-Do Attitude

- Consistently encourage this individual after being successful in a difficult situation.
- When addressing work deficits, be sure to offer praise and encouragement for improvement.
- If the goal is to make the individual more optimistic, reinforce optimistic perspectives and show the benefits derived from such views.



- Achievement Drive 94%
- Can-Do Attitude 68%
- Goal Focus 74%
- Self Confidence 89%
- Work Ethic 49%

Goal Focus

- These candidates are focused on their goals so avoid distractions that may get them off track.
- They tend to put most of their energy on those things that will lead to goal accomplishment so they may view anything that does not help them achieve their objectives as a waste of time.
- May have a preference for focusing on one project until completion, so while they may be able to multitask, this may not be their strong suit.
- Involve the individual in setting his/her own goals and identify potential obstacles that may impede goal attainment.



- Achievement Drive 94%
- Can-Do Attitude 68%
- Goal Focus 74%
- Self Confidence 89%
- Work Ethic 49%

Self Confidence

- Maintaining high levels of confidence require continuing to build self-esteem levels. Continue to point out and reinforce the candidate's positive decisions, behaviors and performance through praise and appreciation.
- Minimize negative comments and criticisms. Focus on the positives. High levels of self-confidence sometimes come with a stubborn demeanor that may be exaggerated by negative comments.
- While being self-confident is important for business success, care must be taken to make sure the individual's high level of confidence does not diminish the importance of considering the advice of others, including managers.
- While this individual's level of confidence and perceived control is a definite strength, be aware that at times it may also raise some difficulties associated with over confident behaviors.



- Achievement Drive 94%
- Can-Do Attitude 68%
- Goal Focus 74%
- Self Confidence 89%
- Work Ethic 49%

Work Ethic

- Encourage behaviors that demonstrate hard work and reward this employee for displaying these behaviors.
- This individual will demonstrate dependable, quality work most of the time. Provide clear guidelines and deadlines when assigning this individual tasks.
- Reinforce the importance and value of dependability and punctuality and reward their behaviors that exhibit these characteristics.



- Achievement Drive 94%
- Can-Do Attitude 68%
- Goal Focus 74%
- Self Confidence 89%
- Work Ethic 49%

Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

Achievement Drive

Question:

Do you tend to strive for perfection or are you more relaxed and easy going? Give examples from your work to support your response.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

How have you handled competition at work? Is it more disruptive than healthy?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Can-Do Attitude

Question:

Tell me about a time you waited to act on a problem so you would not get blamed for not being able to solve it. How did this waiting impact your work performance?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

Describe the last time you took a "Wait and See" approach before starting a task. Is this something you do often? Why?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Goal Focus

Question:

Tell me about a time when you were distracted from your goals. What did you do? What was the outcome?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

Give examples when you have lost interest in a project you were working on. What did you do?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Self Confidence

Question:

What would you say are your strengths and weaknesses? Describe how these have affected your past work performance.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

Describe for me times when you have thought about the possibility of failure when taking on something new? Describe work situations when your confidence has not been at its peak.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Work Ethic

Question:

Have you ever been taken advantage of by a supervisor due to your willingness to help? How did you respond?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

Describe the last time your boss asked you to do something you felt was too demanding. How did you respond to your boss?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)