



Robin Price

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Time: 11:38 AM

Candidate ID: 6293

Email: RPrice@liandacorp.com

Job Title Applying For: Customer Service

Organization: Silverwood Associates

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.

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What the Elite Character Profile Measures

The Elite Character Profile is a general indicator of the individual's ability to refrain from participating in counterproductive behaviors by being trustworthy, drug-free, non-violent and compliant. This battery is appropriate for most jobs.

The areas assessed by this Profile are:

Drug Free Attitudes	Drug Free Attitudes measures the degree to which the individual is likely to be free of illegal drug use related problems that will affect his/her work. This characteristic is important for most jobs, but especially those involving the use a machinery or equipment where the safety of the employee and coworkers could be at risk.
Non-Violent Attitudes	Non Violent Attitudes measures the degree to which the individual is likely to respect others and not engage in aggressive workplace behaviors such as intentionally damaging company property or resorting to physical or verbal threats.
Responsibility	Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.
Rules Compliance	Rules Compliance measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).
Trustworthiness	Trustworthiness measures the degree to which the individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs with special emphasis on cash handling jobs and jobs involving confidential or sensitive information.

Candidness of the Elite Character 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 Character Profile

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



Caution



Average



High

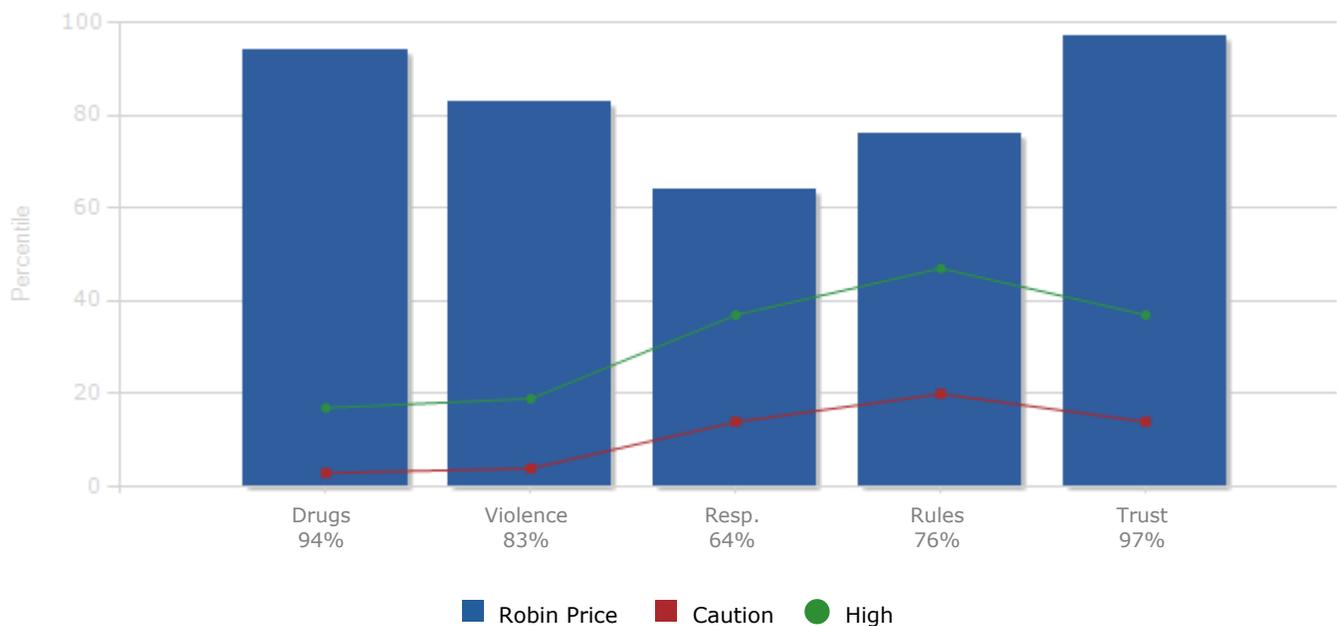
Total Score Interpretation

This candidate's total Elite Character Profile score falls within the High range. This candidate is not likely to engage in negative or counterproductive behaviors as defined by the scales included in this profile. Integrity and character as defined here is an area of strength for this individual. Review individual scale details to better understand strengths and potential shortcomings.

Score Validity

Candidness: Low - The candidate may be attempting to make him/herself look good by answering the questions in a socially desirable manner. Follow-up interview questions are recommended, particularly for those individuals who scored high on the Positive Attitude Profile scales.

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.



Drug Free Attitudes



Caution



Average



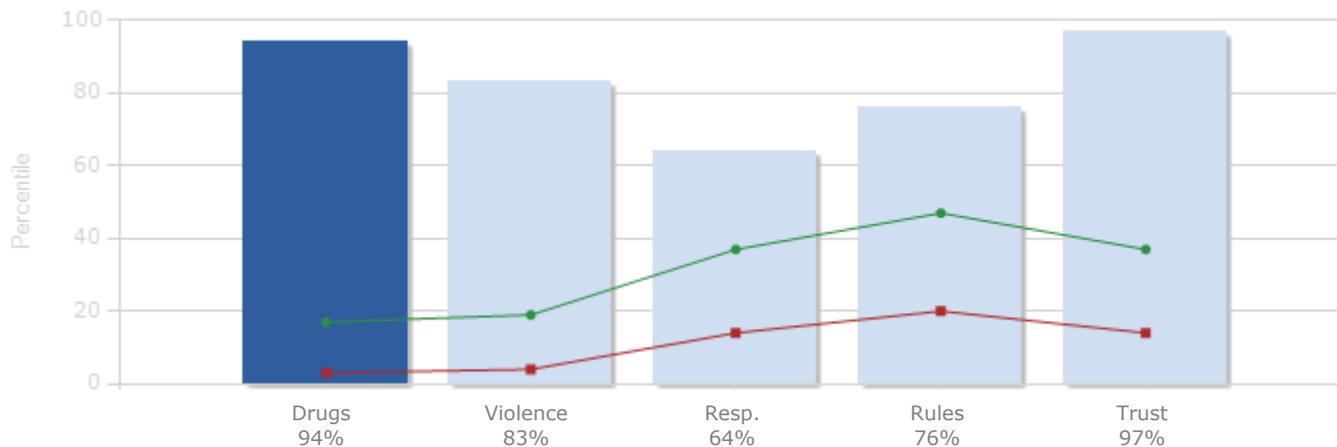
94%

High

Score Details

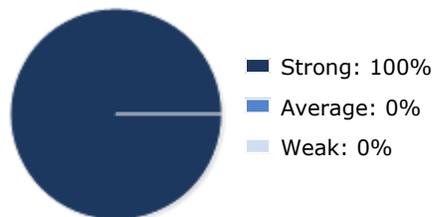
Drug Free Attitudes measures the degree to which the individual is likely to be free of illegal drug use related problems that will affect his/her work. This characteristic is important for most jobs, but especially those involving the use a machinery or equipment where the safety of the employee and coworkers could be at risk.

Robin Price scored in the **94th** percentile on Drug Free Attitudes (High), meaning Robin 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 Drug Free Attitudes behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Drug Free Attitudes.



Expected Job Behaviors

- This individual is not likely to have illegal drug use problems that will affect his or her work.
- He/she has strict attitudes against the use of illegal drugs in the workplace.



Non-Violent Attitudes



Caution



Average

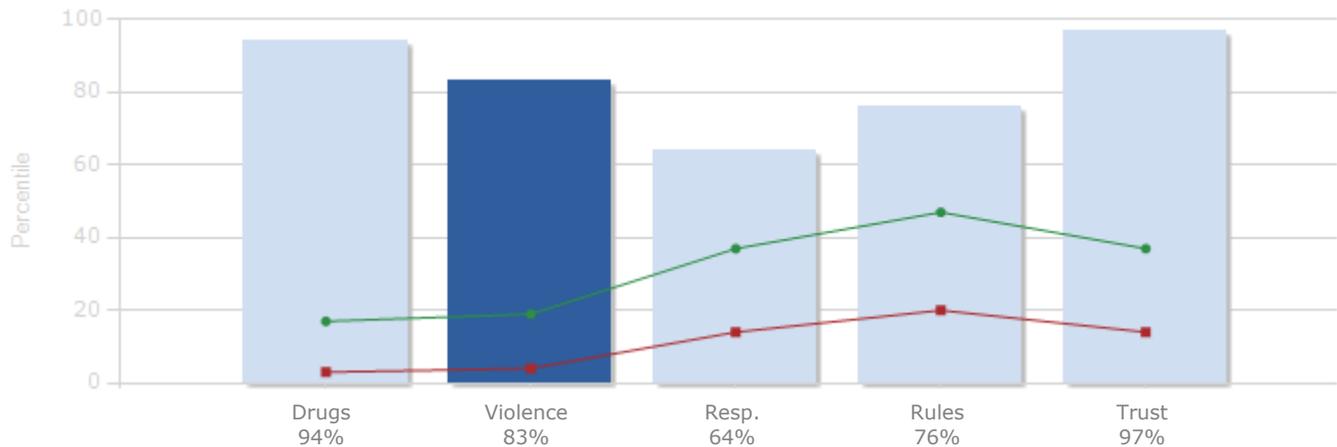


High

Score Details

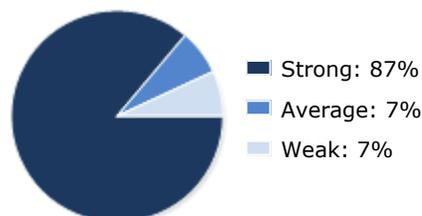
Non Violent Attitudes measures the degree to which the individual is likely to respect others and not engage in aggressive workplace behaviors such as intentionally damaging company property or resorting to physical or verbal threats.

Robin Price scored in the **83rd** percentile on Non-Violent Attitudes (High), meaning Robin scored better than 83 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 Non-Violent Attitudes behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Non-Violent Attitudes.



Expected Job Behaviors

- Like the vast majority of people in the workforce who are never involved with workplace violence, it is likely that this individual respects others and would not engage in aggressive workplace.
- Is not verbally abusive.
- Is not likely to intentionally damage company property.
- Should not resort to physical or verbal threats.



Responsibility



Caution



Average

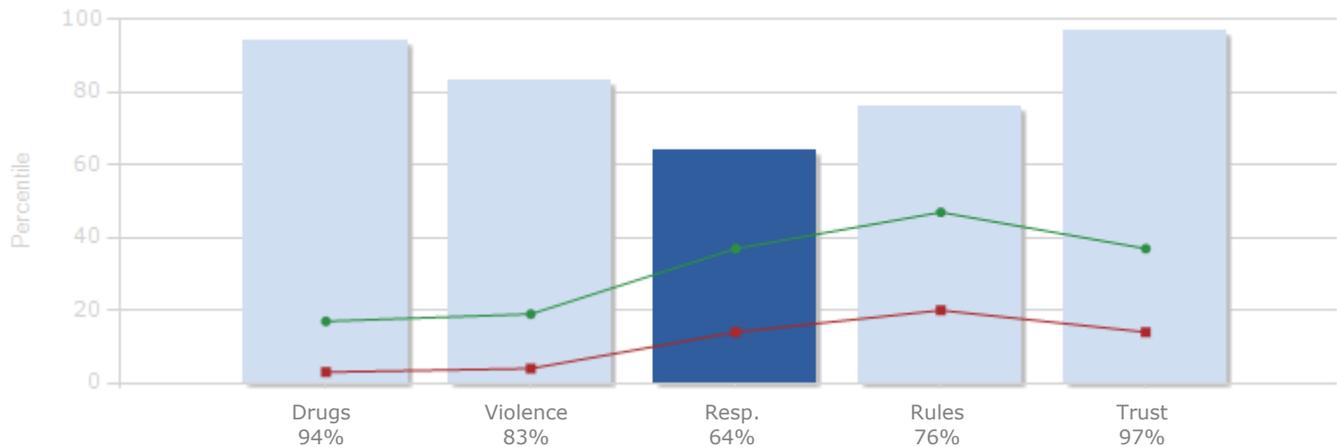


High

Score Details

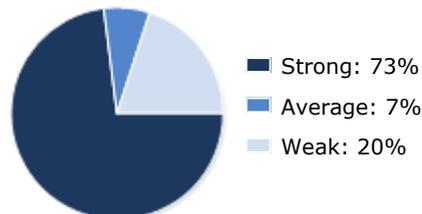
Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.

Robin Price scored in the **64th** percentile on Responsibility (High), meaning Robin scored better than 64 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 Responsibility behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Responsibility.



Expected Job Behaviors

- This individual is dependable and stable.
- Works hard to achieve success.
- Takes responsibility for his/her actions.
- Believes one is in control of one's actions.



Rules Compliance



Caution



Average

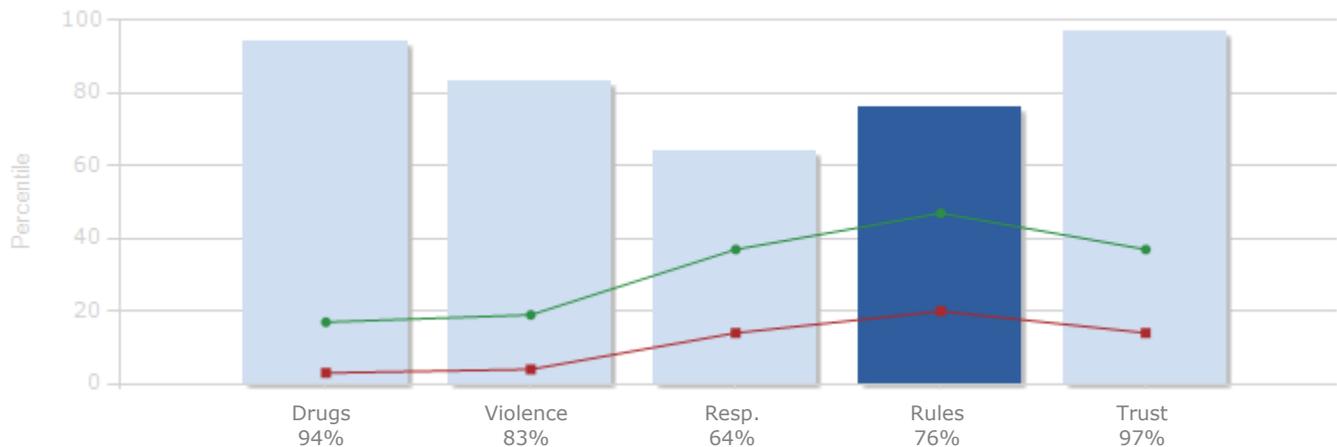


High

Score Details

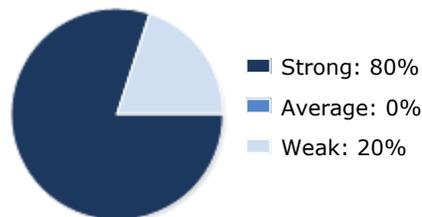
Rules Compliance measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).

Robin Price scored in the **76th** percentile on Rules Compliance (High), meaning Robin scored better than 76 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 Rules Compliance behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Rules Compliance.



Expected Job Behaviors

- This candidate will adhere to rules and procedures established by management.
- He/she is not likely to bend rules to achieve goals.
- He/she can be relied upon to enforce assigned policies.
- Tends to stick to the rules.



Trustworthiness



Caution



Average

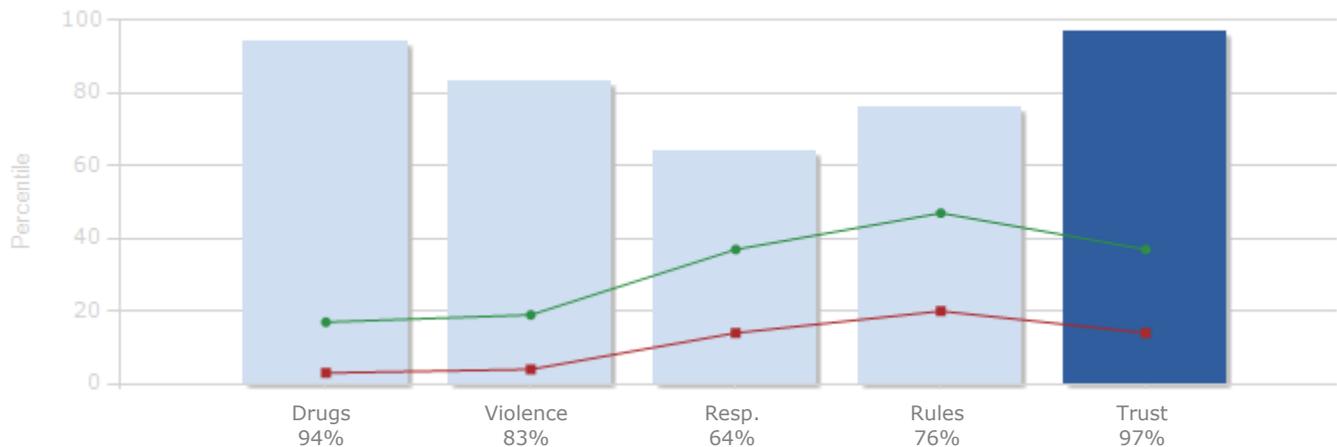


High

Score Details

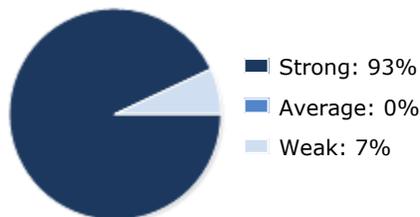
Trustworthiness measures the degree to which the individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs with special emphasis on cash handling jobs and jobs involving confidential or sensitive information.

Robin Price scored in the **97th** percentile on Trustworthiness (High), meaning Robin scored better than 97 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 Trustworthiness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Trustworthiness.



Expected Job Behaviors

- This individual is likely to be candid and trustworthy.
- Is not likely to steal from his/her employer.
- Is trusting of others.
- Can be trusted with confidential information.



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.

Drug Free Attitudes

- Illegal drug use problems should not be an issue for this candidate; therefore management strategies with respect to this issue are negligible.



Non-Violent Attitudes

- Violent or aggressive behaviors should not be an issue for this candidate; therefore management strategies with respect to this issue are negligible.



Responsibility

- This individual takes responsibility for his/her behavior and expects those around them to do the same. When he/she exhibits responsible and dependable behaviors he/she should be praised to show appreciation.
- Given his/her responsible nature, he/she may have low tolerance for those who do not behave responsibly.
- Some coaching may be required to increase tolerance levels if he/she is expected to work with less dependable team members.
- When appropriate increase levels of responsibility to show your confidence in his/her ability to perform.



Rules Compliance

- This individual can generally be counted on to follow set objectives and directives. Provide him/her with clear goals and expectations.
- Engage them in tasks where following strict rules and procedures are essential.
- Count on this individual to enforce your direction and objectives with other employees.



- Drug Free Attitudes 94%
- Non-Violent Attitudes 83%
- Responsibility 64%
- Rules Compliance 76%
- Trustworthiness 97%

Trustworthiness

- Continue to build trust by offering an open, supportive, trusting environment.
- Assign tasks that involve confidential information when appropriate.
- Utilize the individual in team building activities, as their trusting nature and ability to be trusted are ideal for team rapport.
- Their trusting nature may cause him/her not to be vigilant of others' potential manipulative behaviors. If this is an issue, discuss it with them. The emphasis should not be on reducing trust but on increasing awareness of the reasoning behind the behaviors of others.



- Drug Free Attitudes 94%
- Non-Violent Attitudes 83%
- Responsibility 64%
- Rules Compliance 76%
- Trustworthiness 97%



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.

Drug Free Attitudes

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.

Non-Violent Attitudes

Question:

Would you consider most people to be violent and likely to resort to violence if pushed too far? Have you been pushed to the point where you had to resort to some form of violence? Please describe the situation.

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

Responsibility

Question:

What does a company have to do to keep you happy and satisfied? Tell me about previous companies you have worked for where you were not happy?

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 dealt with disorganized coworkers in the past? Is being organized an important factor for success for you?

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:

What experiences have you had that might cause you to feel that organizations do not care about the well-being of their employees?

How has this affected you? What would companies have to do to change your point of view?

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

Rules Compliance

Question:

Describe for me policies and rules you have encountered at work that have been counterproductive?

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:

What type of action should be taken with employees who do not follow company rules and procedures? Have you ever been reprimanded for not following company rules? Please describe the situation.

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 common is it to be fired from one's job? How many times have you been fired from a job and what were the circumstances?

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

Trustworthiness

Question:

Have you ever benefited at work from being deceptive?

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.)

