



## Joe Sample

Date 08/26/2013

Time 1:49 PM

Candidate ID 2585

Email [sample@psymetricsinc.com](mailto:sample@psymetricsinc.com)

Organization Sample Distributor

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.

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## What the Elite Transportation Profile Measures

The Elite Transportation Profile is a general indicator of the individual's ability to behave responsibly, be safety conscious and follow rules and procedures. This profile is ideal for drivers and warehouse packers and shippers.

The areas assessed by this Profile are:

<b>Reliability</b>	The Reliability scale measures the degree to which an individual is likely to be dependable, hardworking, performance and goal oriented and conscientious about the quality of his or her work.
<b>Responsibility</b>	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.
<b>Rules Compliance</b>	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).
<b>Trustworthiness</b>	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.
<b>Safety</b>	Safety measures the degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment (e.g., tools, forklifts, machinery), including jobs in warehouse, production, assembly and light industrial settings.

### Candidness of the Elite Transportation 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 Transportation 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 Transportation Profile score falls within the Average range. This candidate generally demonstrates moderate to average levels of conscientiousness. If the candidate is to be exceptional in those jobs where reliable and responsible behaviors are critical, he/she needs to focus more on exhibiting these conscientious behaviors. Review individual scale details to better understand strengths and potential shortcomings. This individual's level of conscientiousness is consistent with that of most other candidates.

## 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.



# Reliability



## Score Details

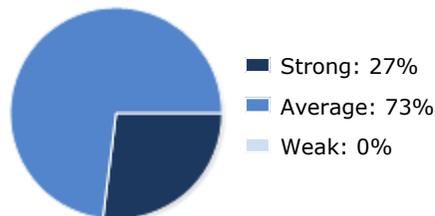
The Reliability scale measures the degree to which an individual is likely to be dependable, hardworking, performance and goal oriented and conscientious about the quality of his or her work.

Joe Sample scored in the **26th** percentile on Reliability (Caution), meaning Joe scored lower 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 Reliability behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Reliability.



## Expected Job Behaviors

- Needs follow-up to ensure tasks are completed.
- Tends to be somewhat disorganized.
- The quality of his/her work is not a priority.
- Is not goal-oriented.



## Responsibility



Caution



**Average**

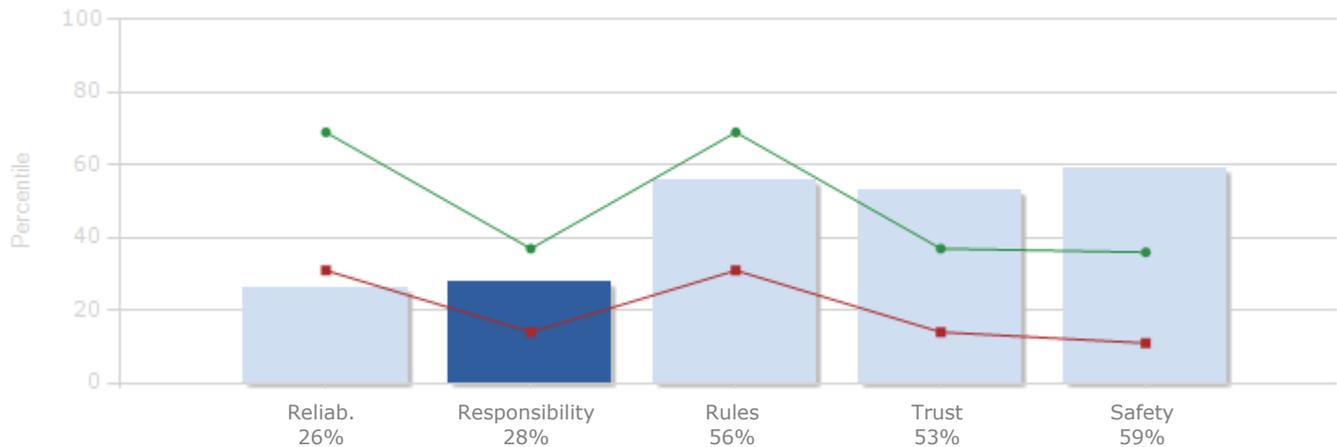


High

### Score Details

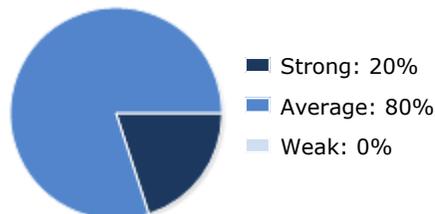
Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.

Joe Sample scored in the **28th** percentile on Responsibility (Average), meaning Joe scored lower than 72 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 generally dependable.
- Usually takes responsibility for his/her actions, although at times, may blame outside factors for poor performance.
- This individual's responsibility score is consistent with most other candidates.
- Exhibits satisfactory levels of performance.
- Can generally be counted on to get the job done.



## Rules Compliance



Caution



**Average**

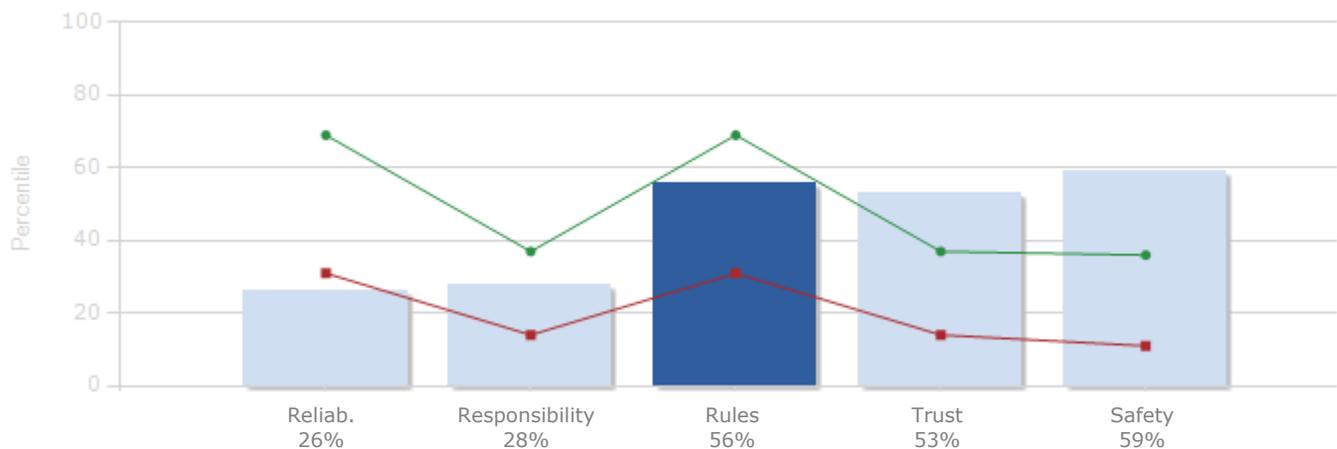


High

### Score Details

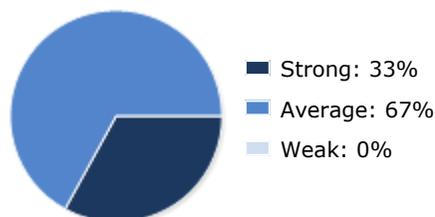
Rules Compliance measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier)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

Joe Sample scored in the **56th** percentile on Rules Compliance (Average), meaning Joe scored better than 56 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 individual may bend the rules here and there.
- May be tempted at times to not follow directives if they strongly disagree with them.
- May follow the more obvious rules and policies in place but may be tempted to take short cuts when possible.
- This individual's rules compliance score is consistent with most other candidates.



# Trustworthiness



Caution



Average

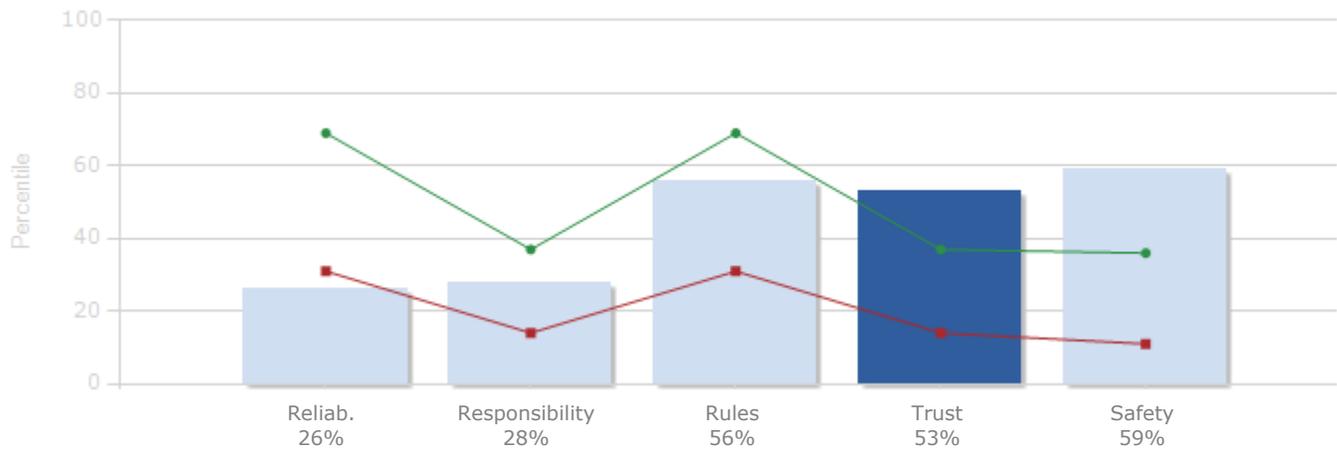


**High**

## Score Details

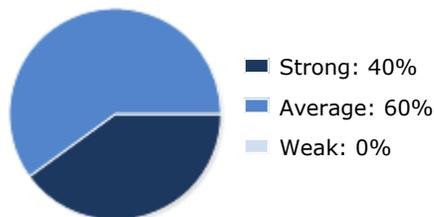
Trustworthiness measures the degree to which the individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs with special emphasis on cash handling jobs and jobs involving confidential or sensitive information.

Joe Sample scored in the **53rd** percentile on Trustworthiness (High), meaning Joe scored better than 53 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.



## Safety



Caution



Average



**High**

### Score Details

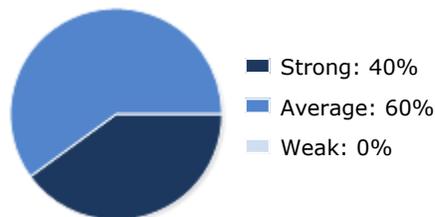
Safety measures the degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment (e.g., tools, forklifts, machinery), including jobs in warehouse, production, assembly and light industrial settings.

Joe Sample scored in the **59th** percentile on Safety (High), meaning Joe scored better than 59 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 Safety behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Safety.



### Expected Job Behaviors

- This individual will be safety conscious.
- Will be conscientious about his/her work and will not take unnecessary risks.
- He/she will behave and work in a safe manner.
- Looks for ways to avoid accidents.



## 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.

### Reliability

- Given the lack of emphasis on planning and goal setting by this candidate, working closely with the individual to establish goals and priorities is a must.
- Consistent supervision to ensure behaviors leading to set goals are accomplished is also recommended.
- Consequences for lack of consistency, punctuality and unreliable behaviors should be in place to stress their importance. Rewards and recognition based on what motivates the individual should also take place when they do exhibit conscientious and reliable behaviors.
- The effects of this individual's unreliable behaviors on team members or his/her department is also of concern, therefore strict enforcement of team/department rules and procedures needs to take place to reduce negative impacts.



### Responsibility

- Candidates who score in this range may need some supervision at times to ensure responsible/dependable behavior.
- If he/she exhibits less than responsible behaviors, point it out to him/her and stress their importance.
- The importance of taking responsibility for one's actions and decisions is critical for both life and work success and therefore these qualities need to be stressed and tied into their daily routines.
- When he/she exhibits responsible, dependable behaviors, reinforce them through praise and appreciation and other rewards that may motivate the individual.



### Rules Compliance

- Supervise him/her on occasion to ensure directives are being followed.
- Offer recognition when he/she follows management's directives particularly when you know he/she has other views.
- Have policies in place for those who break the rules and enforce them consistently.



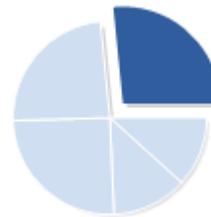
## Trustworthiness

- 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.



## Safety

- The thoughtful and safe manner, in which this individual works, warrants praise and recognition.
- This individual can be utilized in positions that require overseeing issues of safety.
- While being safety conscious is critical for a safe working environment, ensure that this individual's conscientious nature does not slow down other aspects of his/her work or the department's work.
- He/she may be too conservative for jobs involving some degree of risk taking.



## 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.

### Reliability

**Question:**

Discuss events from your work experience where you were held responsible for something you should not have been blamed for.

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

1

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

How important has being organized been in your work success? Is being organized something that is a challenge for you or something you just don't place that much emphasis on?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

How important is it for you to be punctual? Tell me about troubles you have had in past jobs with respect to being punctual. Was it really a big deal?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

Give work related examples of when you were more impulsive than predictable?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

From your work experience, explain how success or failure has been due to luck or bad luck rather than hard work.

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

Tell me about a time when you were not able to reach a goal or objective that was set for you. Why were you not able to accomplish it?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

How much emphasis have you placed on planning for the future? How important is it to set goals to accomplish one's objectives? Please explain your answer.

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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## Responsibility

**Question:**

In the past couple of years, how many times did you call in sick to work just to rest and take some time off?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

What factors that are not related to an illness or disability have caused you to miss work?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

What work-related decisions or actions have you taken that you felt were not in your control?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

Can one have a poor attendance record based on unexcused absences and still be a reliable employee? How many times have you been absent or late to work in the past two years?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

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

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**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:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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## Rules Compliance

**Question:**

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

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

When has it been appropriate for you to bend company rules?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

How many times in the past two years would you say you have called in sick just to take a break from work?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

Describe situations where your supervisor(s) did not treat you fairly or honestly. What occurred and what was the outcome?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

Tell me about a time when you didn't follow company rules and the outcome was positive?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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## Trustworthiness

**Question:**

How easy or difficult has it been for you to trust others at work? What makes you feel this way?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

1

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

Is a small lie okay if it leads to an opportunity you may not have gotten otherwise? Have you ever lied at work to get ahead?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

What justification might there be in a business environment for not being totally honest? When have you not been totally honest at work?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

When is it acceptable to try and get away with what you can at work?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

Is stealing from one's employer ever justified? Please explain your answer.

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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## Safety

**Question:**

From your experience, is it normal to have a workplace accident now and then? Describe accident situations you have been involved in.

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

What do your coworkers do that make you feel they are more careful than you?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

What accidents have you had at work? Please describe each in detail.

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

1

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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**Question:**

When has it been appropriate for you to bend company rules?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

6

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**Sum of Ratings**

**Number of Questions Rated**

**Average Rating**

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

