



BENCHMARK REPORT



EMPLOYER REPORT For Hiring, Training & Coaching

John Doe - Sample Report

Benchmark: Laborer

May 12, 2017

Safety Personality Defined

- This section is a summary of the individual's **safety-related personality traits** calculated from the assessment questionnaire.
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors.

SQ™ Score:

Mr. Sample Report's primary traits:

71

- Scores range from 0 to 100
- Lower scores tend to be riskier
- Higher scores tend to be safer

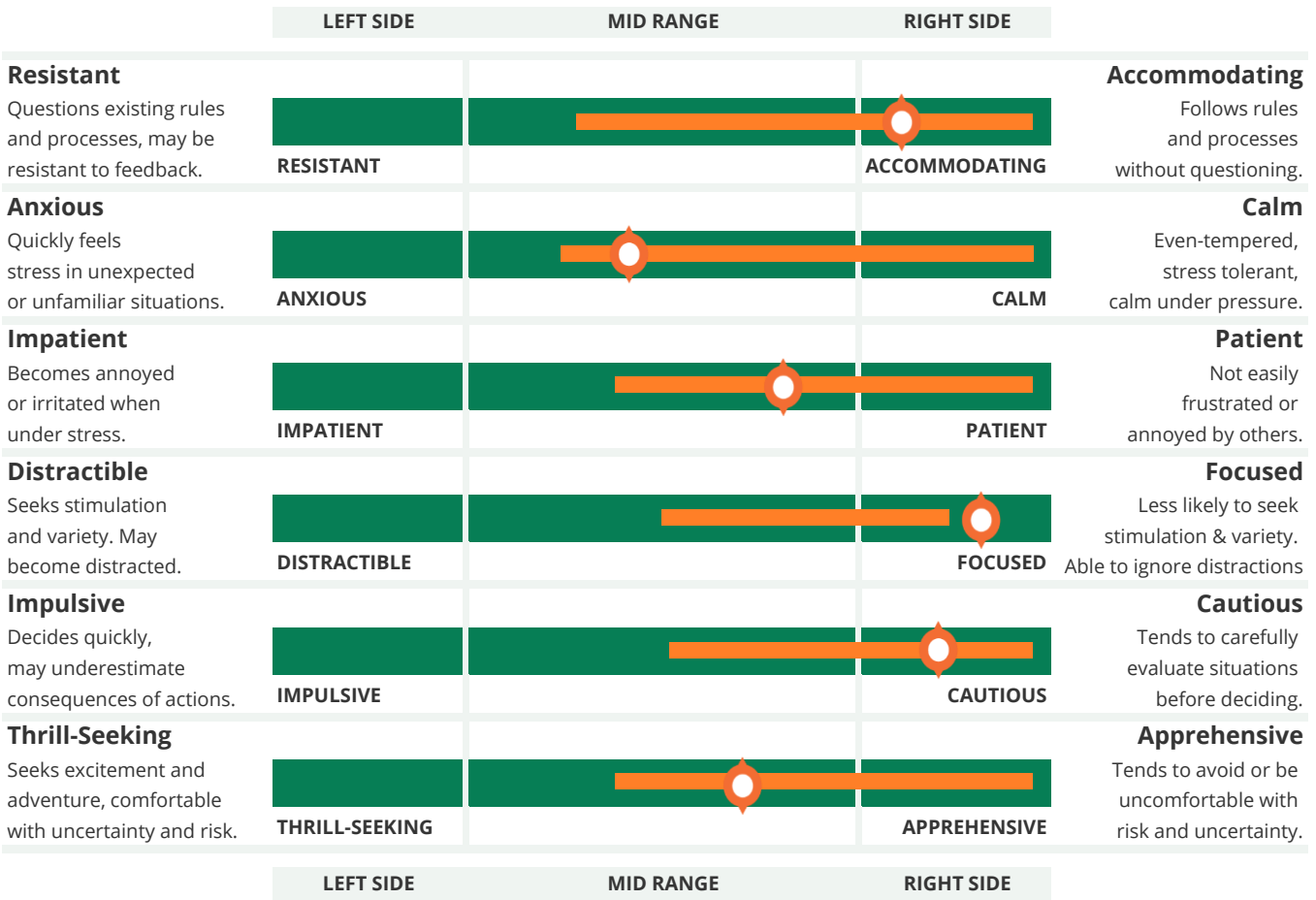
Focused

Cautious

Accommodating

These are the most extreme scores from the personality profile below.

Mr. Sample Report's Safety Personality Profile:



Mr. Sample Report's Validity

Acceptable

- If the validity category is "Caution":
- Interpret the results above with caution
 - Verify results with interview and reference questions



Marker:
Represents this person's results.



Benchmark:
Represents the average range of this profession.

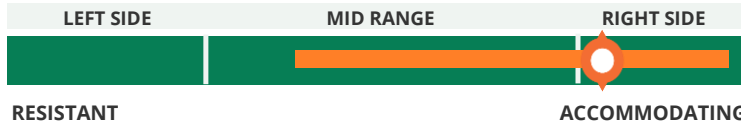
Disclaimer:

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Dimension 1: Resistant vs. Accommodating

Resistant

Questions existing rules and processes, may be resistant to feedback.



Accommodating

Follows rules and processes without questioning.

Mr. Sample Report scored on the Right Side of Resistant vs. Accommodating.

This area measures rule-following and openness to new ideas, re-training and coaching. People who score on the right side are open to new ideas, coaching and re-training and tend to follow rules and processes without questioning them.

Positive aspects of how Mr. Sample Report scored:

- Will accept and follow existing rules and procedures
- Open to hearing feedback and coaching
- Accepts changes in procedures or re-training

Suggested Interview Questions to probe "Fit"

- Tell me about a situation where you felt that if you followed standard rules and procedures it might be unsafe. How did you handle the situation? Did you tell anyone?
- Tell me about a time when you shared an idea to improve safety. What was the situation and what was your idea?

Safety risks and tips for managing Mr. Sample Report:

- May hesitate to stop and question things
- May "blindly" follow rules even when standard procedures aren't appropriate
- May hesitate to point out areas for improvement

Dimension 2: Anxious vs. Calm

Anxious

Quickly feels stress in unexpected or unfamiliar situations.



Calm

Even-tempered, stress tolerant, calm under pressure.

Mr. Sample Report scored in the Mid Range of Anxious vs. Calm.

This area measures a person's ability to handle stress and think clearly under pressure. People who score in the mid range can usually handle stress well when in unexpected, uncomfortable or unfamiliar situations.

Positive aspects of how Mr. Sample Report scored:

- Able to work effectively when under normal levels of stress
- Seen as balanced and stable
- Receptive to feedback and coaching

Suggested Interview Questions to probe "Fit"

- Give me an example of a time when you had to complete high pressure or stressful tasks at work. What was the situation and what did you do?
- Give me an example of a time when you had to decide what to do extremely quickly in order to avoid an accident. Describe the situation in detail.

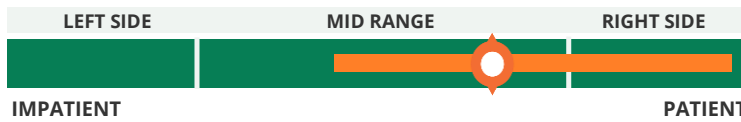
Safety risks and tips for managing Mr. Sample Report:

- Would benefit from feedback and coaching
- Should be encouraged to build confidence through skill development
- May need to be reminded to see mistakes as developmental opportunities

Dimension 3: Impatient vs. Patient

Impatient

Becomes annoyed or irritated when under stress.



Patient

Not easily frustrated or annoyed by others.

Mr. Sample Report scored in the Mid Range of Impatient vs. Patient.

This area measures a person's level of emotional control and how stress affects how they deal with others. People who score in the mid range can usually handle stress without becoming annoyed or irritated by others.

Positive aspects of how Mr. Sample Report scored:

- Would respond well to positive feedback
- Will likely be even-tempered under typical job stress
- Will generally be a supportive team member

Safety risks and tips for managing Mr. Sample Report:

- When under extreme stress, may become annoyed by others
- Should be encouraged to speak up if something is bothering him/her
- Would not usually take others' behavior personally

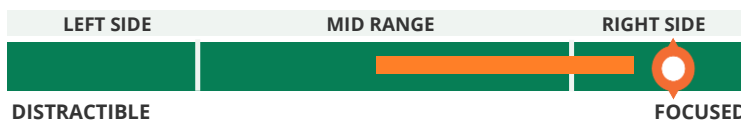
Suggested Interview Questions to probe "Fit"

- Give me an example of a work situation where you let someone know that their behavior was unacceptable. What was the situation?
- Give me an example of a work situation where you became angry about something. What was the situation and how did you handle it?

Dimension 4: Distractible vs. Focused

Distractible

Seeks stimulation and variety. May become distracted.



Focused

Less likely to seek stimulation and variety. Able to ignore distractions.

Mr. Sample Report scored on the Right Side of Distractible vs. Focused.

This area measures a person's level of focus and their need for variety and stimulation. People who score on the right side are able to stay focused and alert when doing routine, repetitive or tedious tasks.

Positive aspects of how Mr. Sample Report scored:

- Well-suited to tasks requiring focus and concentration
- Can persist at repetitive or routine tasks
- Does not require a lot of stimulation and variety

Safety risks and tips for managing Mr. Sample Report:

- May not be comfortable with a lot of change in tasks
- May prefer to follow a routine or set process
- May not be comfortable having to multi-task rather than focus

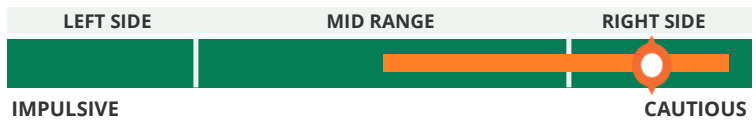
Suggested Interview Questions to probe "Fit"

- Tell me about a time when you had to have a lot of focus and concentration in order to do something correctly. What was the situation and what did you do to stay focused?
- Tell me about a time when you had to do many things at once and you felt overwhelmed. Describe the situation and what you did.

Dimension 5: Impulsive vs. Cautious

Impulsive

Decides quickly, may underestimate consequences of actions.



Cautious

Tends to carefully evaluate situations before deciding.

Mr. Sample Report scored on the Right Side of Impulsive vs. Cautious.

This area measures a person's level of caution when making decisions. People who score on the right side tend to carefully evaluate their decisions before acting.

Positive aspects of how Mr. Sample Report scored:

- Will consider potential consequences of actions
- Would carefully consider options when making decisions
- Would not require frequent compliance monitoring

Safety risks and tips for managing Mr. Sample Report:

- May need to be reminded to think through possible negative consequences of actions
- May need coaching on when to decide quickly and when to decide slowly and carefully
- Would benefit from learning the mistakes others have made

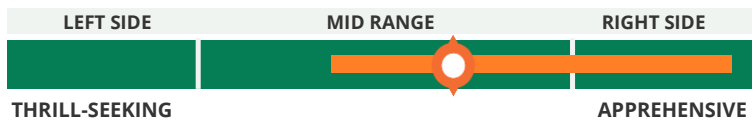
Suggested Interview Questions to probe "Fit"

- Give me an example of when you could have done a task quickly but you decided that taking quick action might be too risky. What was the situation and what did you do?
- Give me an example when you had to make a quick decision about something and made a mistake as a result. What was the situation and how did it turn out?

Dimension 6: Thrill-Seeking vs. Apprehensive

Thrill-Seeking

Seeks excitement and adventure, comfortable with uncertainty and risk.



Apprehensive

Tends to avoid or be uncomfortable with risk and uncertainty.

Mr. Sample Report scored in the Mid Range of Thrill-Seeking vs. Apprehensive.

This area measures a person's level of excitement seeking. People who score in the mid range have an average level of excitement seeking and usually do not prefer risk taking and uncertainty.

Positive aspects of how Mr. Sample Report scored:

- Open to trying new ways of completing tasks
- Not likely to be fearful or afraid of acceptable risks
- Able to recognize risks that can be avoided

Safety risks and tips for managing Mr. Sample Report:

- May benefit from help in recognizing risks he/she may overlook
- May not always recognize when risks should not be tolerated
- May become bored with tasks that he/she has

Suggested Interview Questions to probe "Fit"

- Tell me about a time when you were doing work that you thought was risky. What was the situation and how did you react to it?
- Tell me about a time when you recognized a risk at work that needed to be dealt with. What was the situation and what did you do?

Introduction

This report is a summary of strengths and areas for coaching and development based on responses to the items in the assessment. The report is focused around seven main dimensions addressing different aspects of your workstyle. Keep in mind as you read the report that right side scores are not better than left side scores. There are positive and negative implications for both right side and left side scores, although certain scores are more preferable for certain roles.

Mr. Sample Report's primary traits:



These are the most extreme scores from the personality profile below.

Summary of Mr. Sample Report's results:



Mr. Sample Report's Validity

Acceptable

If the validity category is "Caution":

- Interpret the results above with caution
- Verify results with interview and reference questions



Marker:

Represents this person's results.

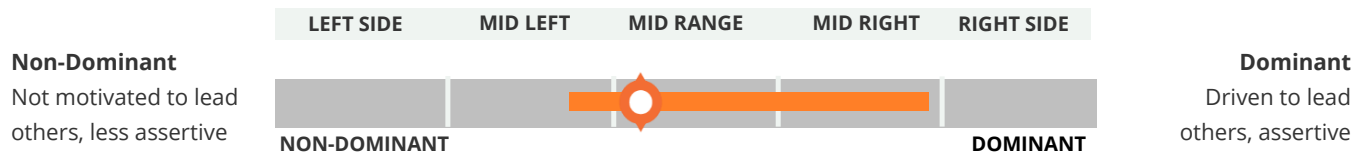
Benchmark:

Represents the average range of this profession.

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Dimension 1: Non-Dominant vs. Dominant



Mr. Sample Report scored in the Mid Range of the Non-Dominant vs. Dominant dimension.

This dimension measures the degree to which a person is driven to take charge and lead others. Mid-range scoring individuals can lead and influence others but are also comfortable as individual contributors.

Positive aspects of how Mr. Sample Report scored:

- A cooperative team member
- Comfortable taking charge if necessary
- Able to collaborate well with others
- Able to direct others if necessary

Job-Fit Considerations – Mr. Sample Report would fit best into a role that:

- Emphasizes collaboration with others
- Involves occasional leadership tasks
- Involves working with a cooperative team
- Does not require being closely monitored

Coaching/developmental areas related to how Mr. Sample Report scored:

- May be uncomfortable being highly assertive
- May prefer a mix of hands-on work and leading others

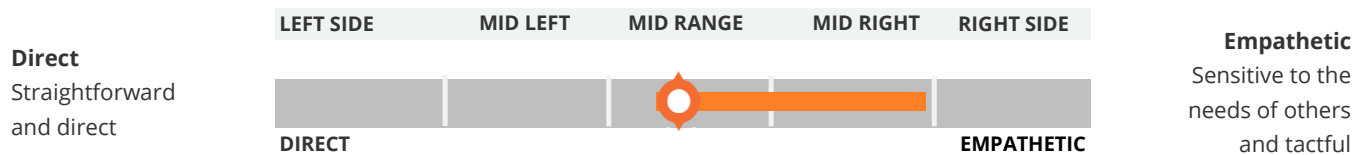
Management considerations for leading Mr. Sample Report:

- Can be given the responsibility of directing others
- Will likely have a cooperative leadership style
- May be uncomfortable being a 'tough' manager when required
- Would benefit from coaching on leadership skills

Interview Questions – Suggested questions to probe into this area to further assess "Fit"

- Give me an example of a situation in the past where you persuaded others to accept something they initially disagreed with. What was the situation and how did you handle it?
- Tell me about a particularly challenging time when you had to influence or convince someone to do something in order to reach your objective. What was the situation and what did you do?

Dimension 5: Direct vs. Empathetic



Mr. Sample Report scored in the Mid Range of the Direct vs. Empathetic dimension.

This dimension measures the degree to which a person is sensitive to the feelings of others and shows empathy. Mid-range scoring individuals are seen as cooperative & agreeable but can be forthright & direct in situations where they feel it is necessary.

Positive aspects of how Mr. Sample Report scored:

- Seen as cooperative and friendly
- Honest and direct
- Will be comfortable voicing opinions
- Will strive to maintain good relations with others

Job-Fit Considerations – Mr. Sample Report would fit best into a role that:

- Doesn't involve constantly being exposed to negative feelings and conflict
- Focuses on both concrete and people issues
- Involves helping others
- Involves being empathetic and sensitive to the needs of others

Coaching/developmental areas related to how Mr. Sample Report scored:

- May feel uncomfortable openly disagreeing with others
- May be uncomfortable dealing with people who are upset or angry

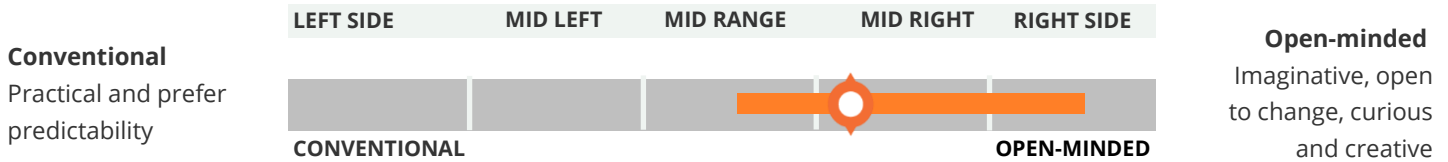
Management considerations for leading Mr. Sample Report:

- Will likely want supportive relationships with co-workers
- Not likely to take constructive criticism personally
- May not feel comfortable facing interpersonal conflict
- Can handle negative information

Interview Questions – Suggested questions to probe into this area to further assess "Fit"

- Tell me about a time when you had to be assertive in order to get something done. What did you do and what was the result?
- Tell me about a time when you helped a co-worker who was experiencing personal problems. What was the situation, what actions did you take, and what were the results?

Dimension 7: Conventional vs. Open-minded



Mr. Sample Report scored in the Mid Right of the Conventional vs. Open-minded dimension.

This dimension measures the degree to which a person is curious, imaginative and innovative. High scoring individuals are creative and comfortable with change. They will likely have a strong preference for variety in their work.

Positive aspects of how Mr. Sample Report scored:

- Open to change and new ideas
- Able to think in 'big picture' terms
- Willing to experiment with new tools and methods
- Good at finding creative solutions to problems

Job-Fit Considerations – Mr. Sample Report would fit best into a role that:

- Requires finding creative solutions to problems
- Allows for innovation and developing new ideas
- Involves exposure to new ideas
- Allows some decisions to be made based on intuition

Coaching/developmental areas related to how Mr. Sample Report scored:

- May need a lot of variety in tasks to remain stimulated
- May over-analyze situations or problems at times

Management considerations for leading Mr. Sample Report:

- Should be given the opportunity to try new approaches to tasks
- Should be included in brainstorming or strategizing
- Would enjoy facing new challenges
- Will be comfortable adapting to change and taking risks

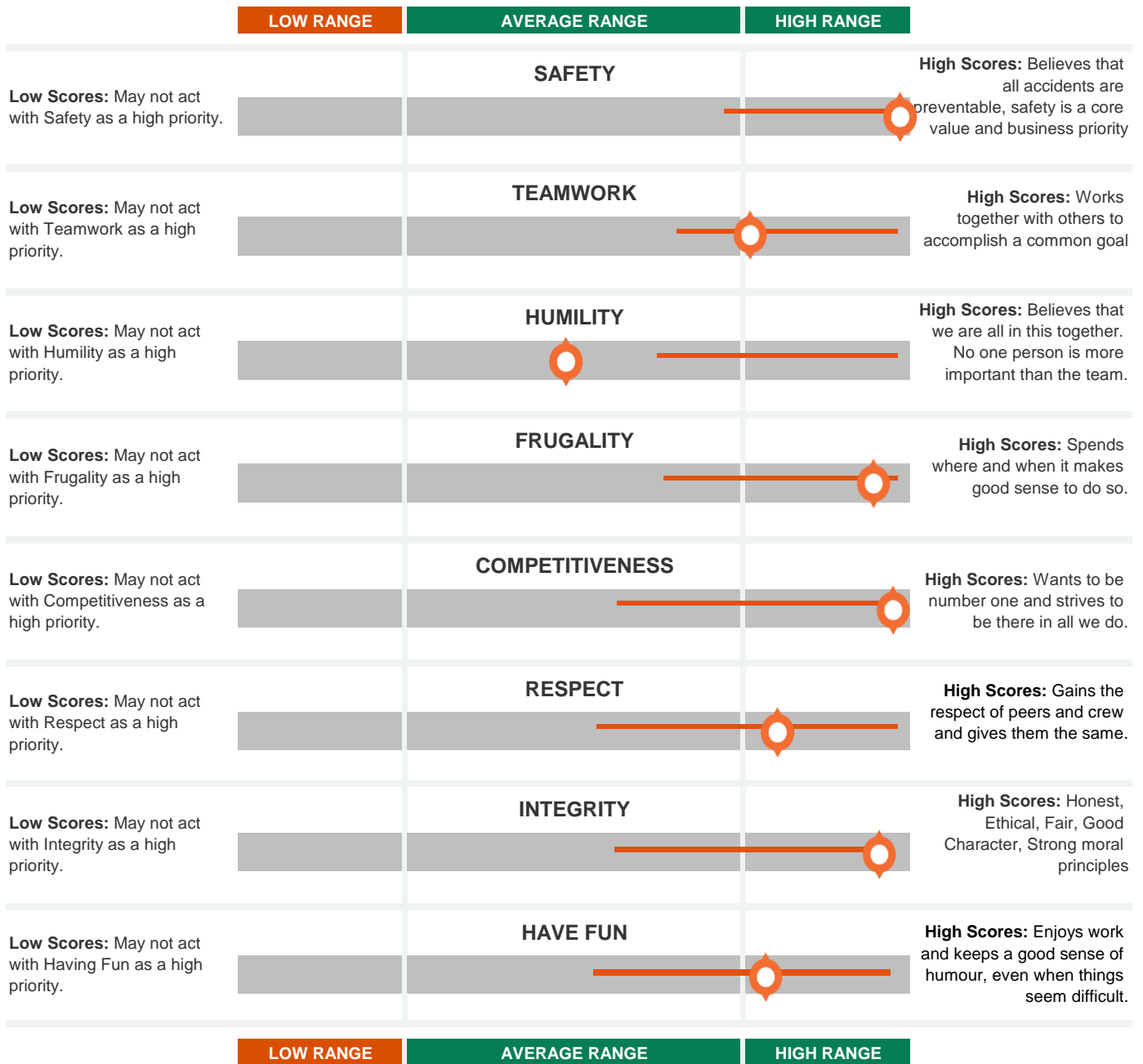
Interview Questions – Suggested questions to probe into this area to further assess "Fit"

- Tell me about a time when you had to do a tedious task or set of tasks. What was the situation and what did you do?
- Give me an example of a time when you needed to be creative or innovative in order to complete a task or objective. What was the situation and how did you respond?

Introduction

- This section is a summary of the individual's **work values** calculated from the assessment questionnaire.
- **Scores in the Low Range indicate potential risks.**
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- These "default settings" can be hard to change, but you can **reduce the risk of negative outcomes** by increasing awareness of risks and actively managing problem behaviors.

John Doe Sample's Profile:



John Doe Sample's Validity

Acceptable

- If the validity category is "Caution":
- Interpret the results above with caution
 - Verify results with interview and reference questions

Benchmark:
Represents the desired range for this organization

Marker:
Represents this person's results. The average results of working adults is at the mid point of each dimension.

Disclaimer:
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Safety

Low Scores: May not act with Safety as a high priority.



High Scores: Believes that all accidents are preventable, safety is a core value and business priority

John Doe Sample scored in the High Range

Suggested Interview Questions to probe "Fit":

- Tell me about a time when you demonstrated that you are a safe worker. Describe the situation and what you did.
- Sometimes we're given deadlines that are too short so we have to take unsafe risks to get things done. Tell me about a time when you felt you needed to do this.

Teamwork

Low Scores: May not act with Teamwork as a high priority.



High Scores: Works together with others to accomplish a common goal

John Doe Sample scored in the Average Range

Suggested Interview Questions to probe "Fit":

- Tell me about a time when someone did something bad to you but you got even with them. Describe the situation and your actions in detail.
- Sometimes we have to be strong leaders and teach others lessons. Tell me about a time when you needed to do this.

Humility

Low Scores: May not act with Humility as a high priority.



High Scores: Believes that we are all in this together. No one person is more important than the team.

John Doe Sample scored in the High Range

Suggested Interview Questions to probe "Fit":

- Give me an example of a time when you changed a behavior or stopped a bad habit. What was it and what did you do to change?
- Give me an example of something about yourself that you'd like to improve. Why would you like to improve it?

Frugality

Low Scores: May not act with Frugality as a high priority.



High Scores: Spends where and when it makes good sense to do so.

John Doe Sample scored in the High Range

Suggested Interview Questions to probe "Fit":

- Tell me about a time when you did something to save money at work. What was the situation, what did you do and what was the result?
- Tell me about a time when someone wasted money or materials and it irritated you. What did they do and how did you react?

Competitiveness

Low Scores: May not act with Competitiveness as a high priority.



High Scores: Wants to be number one and strives to be there in all we do.

John Doe Sample scored in the High Range

Suggested Interview Questions to probe "Fit":

- Tell me about a time when someone did something bad to you but you got even with them. Describe the situation and your actions in detail.
- Sometimes we have to be strong leaders and teach others lessons. Tell me about a time when you needed to do this.

Respect

Low Scores: May not act with Respect as a high priority.



High Scores: Gains the respect of peers and crew and gives them the same.

John Doe Sample scored in the High Range

Suggested Interview Questions to probe "Fit":

- Give me an example of a situation in the past where you spoke your mind even though it would have been easier to keep your opinions to yourself. What was the situation and how did you handle it?
- Give me an example of a time when you demonstrated the ability to be open and honest with your co-workers. What was the situation and what were the results of your actions?

Integrity

Low Scores: May not act with Integrity as a high priority.



High Scores: Honest, Ethical, Fair, Good Character, Strong moral principles

John Doe Sample scored in the High Range

Suggested Interview Questions to probe "Fit":

- Sometimes we need to 'bend the rules' in order to get things done. Give me an example of a time when you needed to do this.
- Tell me about a work situation when you recognized that someone was trying to trick you or take advantage of you. What was the situation and how did you handle it?

Have Fun

Low Scores: May not act with Having Fun as a high priority.



High Scores: Enjoys work and keeps a good sense of humour, even when things seem difficult.

John Doe Sample scored in the High Range

Suggested Interview Questions to probe "Fit":

- Tell me about a time when you had a disagreement with someone at work. What was the situation, what did you do and what was the result?
- Tell me about a time when someone at work did something that irritated you. What did they do and how did you react?

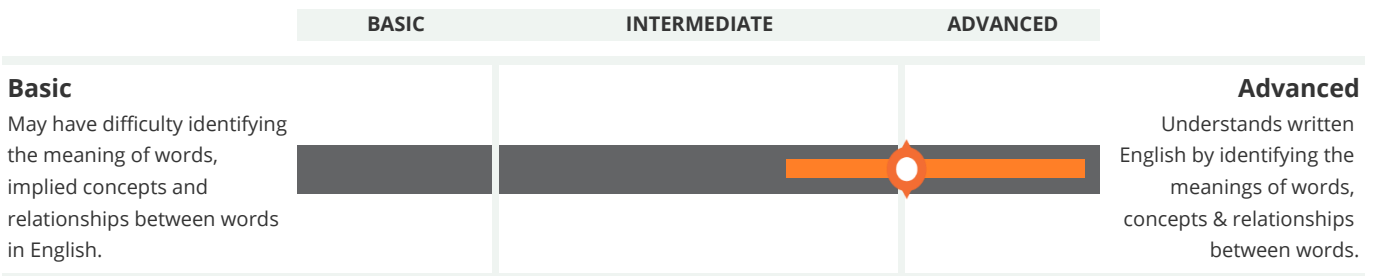
Introduction to Cognitive Quotient (CQ)

- This report is a summary of strengths and areas for coaching and development based on responses to the items in the assessment.
- The report is focused around three main dimensions addressing different aspects of cognitive ability.
- The results in this report are based on research conducted with samples of working adults and can be expected to represent some of the participant's work-relevant characteristics.

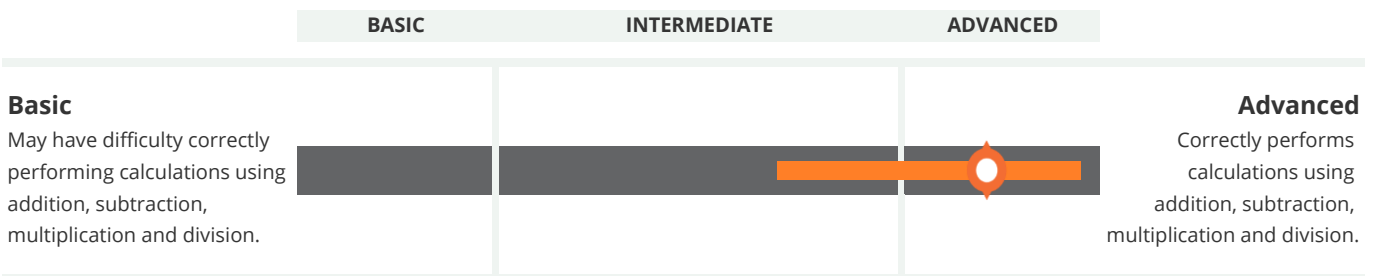
Mr. Sample Report's overall scores:

CQ Score:	LANGUAGE	NUMERICAL	SPATIAL
83 <ul style="list-style-type: none"> • Scores range from 0 to 100 • Low scores indicate basic abilities • High scores indicate advanced abilities 	Advanced	Advanced	Advanced

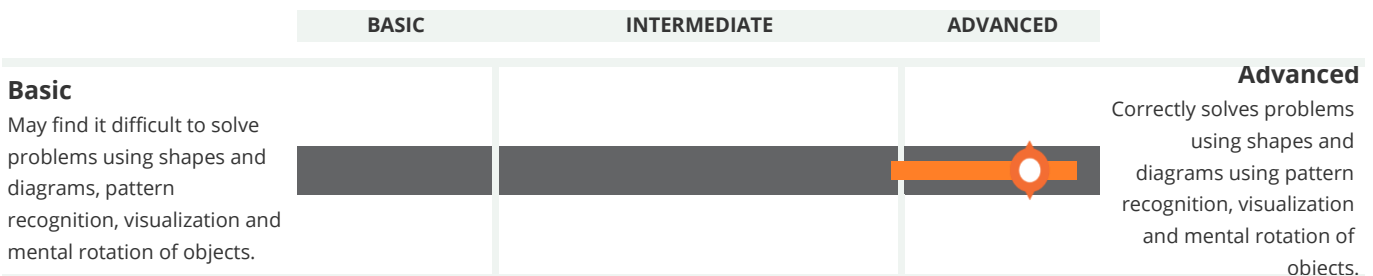
LANGUAGE COMPREHENSION



NUMERICAL SKILLS



SPATIAL SKILLS



Marker:

Represents this person's results. The average results of working adults is at the middle point of each dimension.



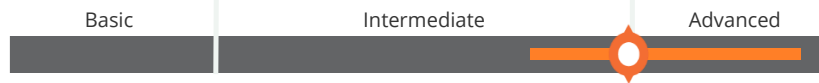
Benchmark:

Represents the average range of this profession.

Disclaimer:

The results in this report are based on research conducted with samples of working adults and can be expected to represent some of the participant's work-relevant characteristics. It is important to remember, however, that these results should not be used as the sole factor for a pass/fail when making a hiring decision and should always be considered in the context of all

LANGUAGE COMPREHENSION



Mr. Sample Report scored in the Advanced Range with a score of 75.

This scale measures a person's ability to understand written English by identifying the meanings of words and the relationships between words. High scoring individuals understand written words and concepts and have an advanced

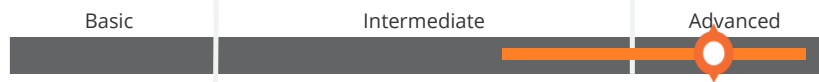
Tips for managing & training Mr. Sample Report:

- Would be able to understand and make correct judgments from written information
- Would understand complicated written material
- Would be able to communicate an accurate message or get a specific point across in writing

Suggested Interview Questions to probe "Fit"

- Describe a time when there was a complicated document that you had to read and understand. What was the document and what did you do to understand it?
- Tell me about a time when you had to put something in writing to make sure that your message was understood. What was the situation and what did you do?

NUMERICAL SKILLS



Mr. Sample Report scored in the Advanced Range with a score of 85.

This scale measures a person's ability to correctly perform calculations using addition, subtraction, multiplication and division. High scoring individuals would be able to perform calculations correctly on the job.

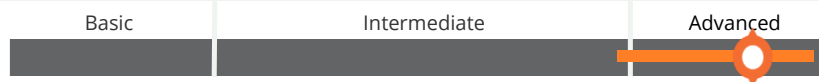
Tips for managing & training Mr. Sample Report:

- Would not require assistance with problems requiring numerical calculations
- Would be able to make correct decisions and judgments based on numerical calculations
- Would likely be able to understand numerical data

Suggested Interview Questions to probe "Fit"

- Tell me about a time when you had to read and understand data in numbers such as financial data or measurements. Describe the situation and what you did.
- Describe an especially complicated number-based problem that you faced in the past. What was the problem and how did you find the solution?

SPATIAL SKILLS



Mr. Sample Report scored in the Advanced Range with a score of 90.

This scale measures a person's ability to solve problems by recognizing patterns of shapes and visualizing how to manipulate objects. High scoring individuals would be able to correctly solve problems involving physical objects or

Tips for managing & training Mr. Sample Report:

- Would be able to solve complex problems where mentally rotating or manipulating objects is required
- Would be able to understand and follow complex diagrams or flowcharts
- Would be able to solve problems requiring visualizing shapes or objects

Suggested Interview Questions to probe "Fit"

- Tell me about a recent time when you had to fix something mechanical and it was very challenging. What was the situation and how did you handle it?
- Give me an example of a task where you had to follow a complicated diagram or flowchart. What was the situation, what did you do, and what were the results?