

# Professional Interpretive Assessment Report

## Candidate: Sample Candidate

Position Applied For: Sample Position

January 2021

Prepared for:

Client Organisation

Prepared by:

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# Recommendation

**Supported** – options are; strongly supported, supported, partially supported, and not supported.

## strengths

- A result in the above average range (82<sup>nd</sup> percentile) for Numerical Reasoning suggests that Sample Candidate has highly developed computational and analytical abilities. She can be expected to be fast, accurate, and comfortable dealing with a range of numerical data and information.
- Sample Candidate has profiled in the above average range (73<sup>rd</sup> percentile) for Abstract Reasoning. This suggests that she is likely to be capable of working on both strategic and tactical tasks and be able to foresee the possible outcomes of her decisions.
- A very high result in 'Absence of Greed' suggests that Sample Candidate is likely to not be especially motivated by greed and is unlikely to be interested in material gain in the workplace.
- A low result overall in 'Emotionality' suggests that Sample Candidate is likely to be an emotionally stable individual. She is likely to be able to cope with problems or challenges without becoming anxious or stressed and should be able to maintain her own wellbeing, even when making decisions which may adversely affect other people.
- High levels of 'Extraversion' suggest that Sample Candidate is more likely than most to be socially comfortable and enjoy working with others. Sample Candidate should get along well with others and present as an optimistic and lively individual in the workplace.
- Profiling with very high levels of 'Absence of Anger', Sample Candidate is more likely than most to control her temper and not become easily angered or frustrated in her day to day interactions with people at work. She is also less likely to hold a grudge and be willing to forgive and forget if someone has done something that she hasn't liked in the workplace.
- Sample Candidate has profiled with high levels of 'Conscientiousness', suggesting she is likely to be a hard worker who is motivated to achieve. Her results suggest she is likely to be thorough and concerned with the detail of her work.
- A very high result in 'Openness to Experience' suggests that Sample Candidate is more likely than most to be open to new ideas and innovation, and be supportive of change in the workplace. Some might describe Sample Candidate as a 'change agent' with a result this high.
- Sample Candidate is likely to be sympathetic towards others and be generous in her assistance of those that may need her help.

## values

- Sample Candidate's values assessment results show that her highest values are:
  - 80<sup>th</sup> percentile in Rule Respecting, suggesting that Sample Candidate believes that rules are important and that people should follow rules in the workplace.
  - 72<sup>nd</sup> percentile in Ambition, indicating that Sample Candidate believes it is important to advance her career at work.
  - 60<sup>th</sup> percentile in Safety, indicating that Sample Candidate believes that people should be kept safe and that safety should be important in her workplace.

## development areas

- Sample Candidate has profiled with a low result in 'Genuineness'. While this is on the cusp of being in the average range, a low score in this facet suggests that she may be likely to flatter others or pretend to like them in order to obtain favours.
- A low result in 'Unlikely to be Harsh' suggests that Sample Candidate may be critical or blunt and evaluative of others in the workplace. We understand that there have been some challenges with this team and harshness is unlikely to sit well with the team. Sample Candidate may need to be brought up to date with the history of the team and provided with some guidance about the team's style.

## summary

In SACS' professional opinion, Sample Candidate's results support her application for the role of Sample Position. The areas we recommend be further explored are her low results in 'Genuineness' and 'Unlikely to be Harsh' and that a conversation is had with Sample Candidate about the style of the team. We have also provided some example behavioural questions below that may be helpful in exploring these areas further through other selection information.

## recommended areas for further exploration

Low score in Genuineness:

- **Behavioural Question:** Please give an example of where you have needed to provide honest and courageous feedback to an employee, colleague or stakeholder. What was the situation and what was the outcome?
- **Look for:** Evidence of courage and confidence in this situation as well as awareness of the importance of doing so.

Low score in Unlikely to be Harsh:

- **Behavioural Question:** Please give an example of where you have demonstrated an appropriate sensitivity to the feelings of others in a situation at work. How do you decide how strict to be?
- **Look for:** Look for a balance appropriate to the role – neither harshly evaluative nor unduly lenient.

**Important:** Please do not provide a copy of this report to the candidate. Should the candidate wish to receive feedback on their results, please refer them to SACS Consulting.