

# HIGH PERFORMANCE MODEL REPORT

SAMPLE ORGANISATION

SAMPLE CANDIDATE

23 October 2022

# SAMPLE CANDIDATE

## Self Guided Report

This report is designed to help you draw your own conclusions about the psychological profiles of participants you are assessing. This tool should be used for recruitment purposes only and the report cannot be provided to the participant. Feedback should only be provided by a trained assessment advisor, so please do not provide this under any circumstances. If you want more information about how the requirements of a specific role relate to the results of this report, please contact SACS Consulting.


### Risk Summary

This is a brief summary of risk calculations and further explanations are provided within this report.

Area of Assessment	Risk Rating
Intelligence	Medium
Personality	Low
Values	High
Counterproductive Work Behaviours	Medium
Gender	Low
Ethnicity	Low
Age	Low
Disability	Low
Emotional Intelligence	Medium
Engagement	Medium
Resilience	Low
Change Resistance	Medium
Safety Behaviours	Medium

### Need Help Interpreting?

Do you want the opinion of a psychologically trained professional? If so email [assessments@sacsconsult.com.au](mailto:assessments@sacsconsult.com.au) to have this report upgraded into a professionally interpreted recruitment or development report.

To understand what each measure means within this report, please click on the  which appears next to each measure, and you will be taken to a brief explainer video.

# High Performance Modelling Summary

## Aptitudes

35+ for Verbal Reasoning	✓
35+ for Numerical Reasoning	✓
35+ for Abstract Reasoning	✗

## SACS Values

50+ for Social Justice	✓
50+ for Rule Respecting	✗

## SACS Personality

45+ for Social Confidence	✗
45+ for Cheerfulness and Optimism	✓
56+ for Integrity-Modesty	✓
55 and below for Emotionality	✓
45+ for Extraversion	✓
45+ for Absence of Anger	✓
50+ for Conscientiousness	✓

Based on psychometric results, should this candidate proceed?



# Intelligence - Australian Council for Education Research

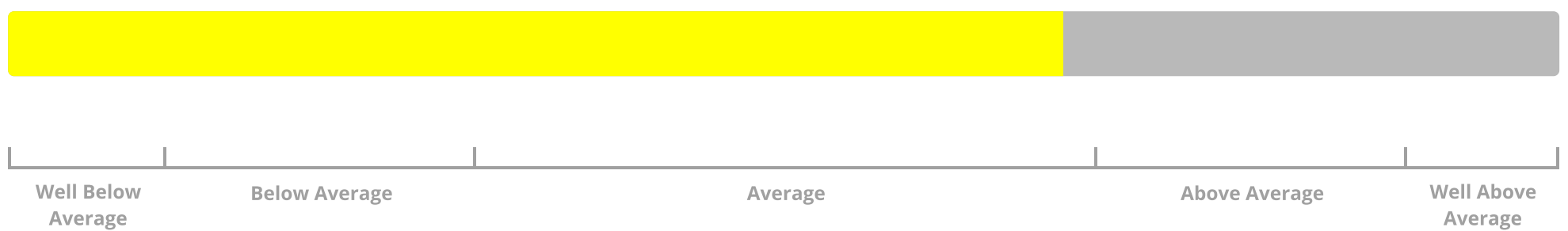
A high result is better in all cases

The nature of the job will determine how important each type of intelligence is. Verbal reasoning is important for jobs which require effective communication, numerical reasoning is important for jobs with a financial or other arithmetic component, and abstract reasoning is important for jobs which have an intrinsic problem solving aspect – say strategy or tactics. Intelligence is recognised as a key predictor of success at work in all types of jobs.

## Verbal Reasoning ⓘ

The capacity to use words at work

■ Well Below Average  
 ■ Below Average  
 ■ Average  
 ■ Above Average  
 ■ Well Above Average

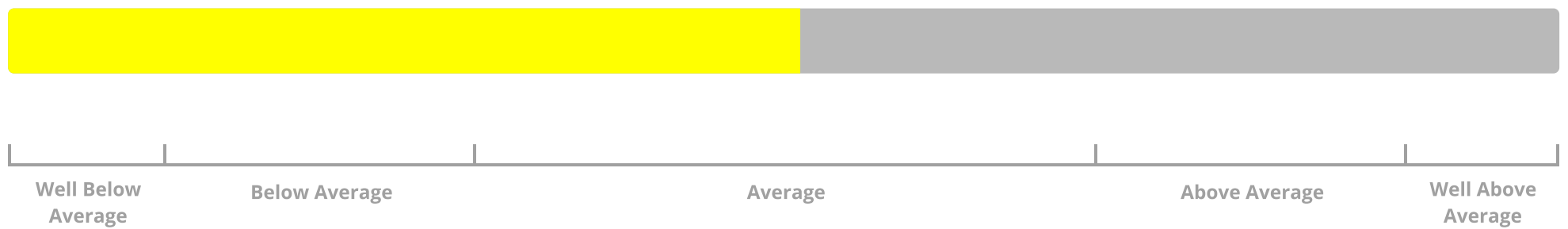


Reference Group      Professional Population

Percentile      **68 - Average**

## Numerical Reasoning ⓘ

The capacity to use numbers and arithmetic at work



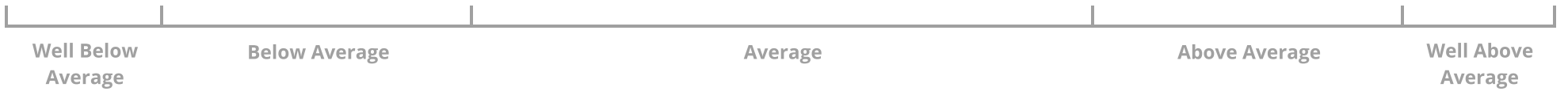
Reference Group      Professional Population

Percentile      **51 - Average**

## Abstract Reasoning i

The capacity to solve problems at work which do not have verbal or numerical elements. Examples are strategic and tactical tasks.

Concerns Raised



Reference Group

Professional Population

Percentile

12 - Below Average

## Intelligence Risk: **Medium**

Options are Low, Medium, High - Low is better

This is a general assessment of the intelligence risk. Consider the specific requirements of your role in the context of this assessment. If you feel that verbal ability is very important for the role you are assessing for and the score is below average you should consider this to be a higher risk even if the assessment is low or medium.

# Personality

Personality is a key determinant of success at work. Different jobs require different personality elements, but there are some personality elements which appear to be crucial for any roles. Below is the table of results for the personality assessment.

■ Concerns raised
 ■ Neutral
 ■ Favourable

Factor		Score	Meaning
<b>Integrity-Modesty</b> ⓘ	High is better	74	<b>Very High</b>
Genuineness ⓘ	High is better	71	Very High
Rule Favouring ⓘ	High is better	80	Very High
Absence of Greed ⓘ	High is better	72	Very High
Absence of Arrogance ⓘ	High is better	71	Very High
<b>Emotionality</b> ⓘ	Low is better	41	<b>Low</b>
Threat Sensitivity ⓘ	Low is better	41	Low
Anxiety ⓘ	Low is better	41	Low
Lack of Independence ⓘ	Low is better	39	Low
Overly Empathic ⓘ	Low is better	43	Low
<b>Extraversion</b> ⓘ	Depends on role	51	<b>Average</b>
Social Confidence ⓘ	Depends on role	43	Low
Happy to be Center of Attention ⓘ	Depends on role	55	Average
Like to be in Company ⓘ	Depends on role	45	Average
Cheerfulness and Optimism ⓘ	Depends on role	59	High
<b>Absence of Anger</b> ⓘ	High is better	62	<b>High</b>
Unlikely to Carry a Grudge ⓘ	High is better	72	Very High
Unlikely to be Harsh ⓘ	High is better	53	Average
Doesn't Have to Have Things their Way ⓘ	High is better	59	High
Slow to Anger ⓘ	High is better	65	High



Conscientiousness ⓘ	High is better	57	High
Likes to be Organised ⓘ	High is better	58	High
Committed to Hard Work ⓘ	High is better	63	High
Detail Minded ⓘ	High is better	54	Average
Makes Decisions Carefully ⓘ	High is better	51	Average
Openness to Experience ⓘ	Depends on role	57	High
Cares about Appearances ⓘ	Depends on role	64	High
Curious About the World ⓘ	Depends on role	58	High
Likes to be Creative ⓘ	Depends on role	51	Average
Comfortable with the Unfamiliar ⓘ	Depends on role	53	Average
Soft Heartedness ⓘ	Depends on role	57	High

## Personality Risk: **Low**

Options are Low, Medium, High - Low is better

# Counterproductive Work Behaviours i

There has been significant research into Counterproductive Work Behaviours (CWBs) which indicates that the more a person has engaged in CWBs in the past, the more likely they are to do so in the future. The CWB scale below assesses ten of the most common CWBs and is normed against a sample of Australian and New Zealand employees from a wide range of employment sectors. The results come in the form of a score and admissions. The score is produced by the combination of items which affect the candidate's results in comparison with the normative sample. The admissions are items which the participant has admitted to, and you should interpret scores by the number (50 is average) and the risk ratings shown. You should interpret the admission information according to your value set as an organisation and judge whether you are comfortable to have an employee who has behaved in this way in the past.

The scores come in three categories - overall CWB risk, Interpersonal CWB risk and Organisational CWB risk. Interpersonal CWBs are those which disadvantage colleagues, such as snubbing and being impolite to others, and Organisational CWBs are those directed against the organisation, such as speaking critically of the organisation to others or taking the property of the organisation.

■ Concerns raised  
 ■ Neutral  
 ■ Favourable

Factor		Score	Meaning
<b>Total</b>	Low is better	49	<span style="background-color: orange; border-radius: 10px; padding: 2px 5px;">Average</span>
Interpersonal <span style="font-size: small;">i</span>	Low is better	48	Average
Organisational <span style="font-size: small;">i</span>	Low is better	50	Average

## Admissions

- No Admissions

## Counterproductive Work Behaviour Risk: Medium

Options are Low, Medium, High - Low is better



# Attitudes Toward Diversity i

These measures assess an individual's attitude towards gender, ethnicity, age and disability. Low scorers tend to have positive attitudes towards individuals from different ethnic backgrounds, are likely to feel comfortable reporting to a female manager, and be accepting and inclusive of working with people who are elderly or have a disability, whereas high scorers tend to have more negative attitudes.

■ Concerns raised  
 ■ Neutral  
 ■ Favourable

Factor		Score	Meaning
Gender <span style="font-size: 0.8em; vertical-align: middle;">i</span>	Low is better	38	Low
Ethnicity <span style="font-size: 0.8em; vertical-align: middle;">i</span>	Low is better	37	Low
Age <span style="font-size: 0.8em; vertical-align: middle;">i</span>	Low is better	38	Low
Disability <span style="font-size: 0.8em; vertical-align: middle;">i</span>	Low is better	34	Very Low

## Gender Risk: Low

Options are Low, Medium, High - Low is better

## Ethnicity Risk: Low

Options are Low, Medium, High - Low is better

## Age Risk: Low

Options are Low, Medium, High - Low is better

## Disability Risk: Low

Options are Low, Medium, High - Low is better

# Emotional Intelligence i

Emotional Intelligence has been shown by international research to be largely driven by personality. Three characteristics of emotional intelligence have been shown to affect a person's performance in jobs which interact with other people – leadership, customer service, stakeholder management, etc. These are the three outlined below.

■ Concerns raised  
 ■ Neutral  
 ■ Favourable

## Recognising and Interpreting Emotions

A core capability of emotional intelligence is the capacity to recognise and interpret emotions in oneself and others. This has an impact on the capacity to build empathy and to function effectively in environments where the ability to interpret emotions is important. The higher the better for this measure.

Recognising and Interpreting Emotions	High is better	Score	Meaning
Recognising Emotions <span style="font-size: 0.8em;">i</span>	High is better	48	Average

### Recognising Emotions Risk: Medium

Options are Low, Medium, High - Low is better

## Optimism and the Ability to Self Regulate Emotions

To be considered to be genuinely high in emotional intelligence a person must be able to manage his or her own emotions. People who can do so are able to pick themselves up when they are down and tend to take an optimistic perspective on their lives. People who have a low capacity to do this tend to depend on others to be lifted out of sadness or other negative emotions. This has a significant impact on issues such as leadership, customer service, and the capacity to contribute to corporate culture.

Ability to Self Regulate Emotions	High is better	Score	Meaning
Self Regulate Emotions <span style="font-size: 0.8em;">i</span>	High is better	60	High

### Ability to Self Regulate Emotions Risk: Low

Options are Low, Medium, High - Low is better

# Using Emotions for Decision Making

The third characteristic for emotional intelligence is the degree to which people factor emotions into their decision making. Unlike the two characteristics above, it cannot be said that a high score is always best. For instance, if you seek rational decision making for a particular role a high score on this dimension is a potential concern.

Using Emotions for Decision Making	Depends on role	Score	Meaning
Using Emotions for Decision Making ⓘ	Depends on role	52	Average

# Engagement i

Below is a prediction of how likely it is that the candidate assessed will be highly engaged in their work. We define engagement in the contemporary sense of the term (eg. Bakker 2011). In this definition the engaged employee brings:

- A sense of energy and vigour to their work
- High levels of dedication and commitment
- High levels of absorption in their work so that time passes quickly.

Employees who are highly engaged can be shown on average to be more productive, create greater customer and client satisfaction and contribute to a number of other organizational positives, such as higher levels of discretionary effort and lower levels of negative behaviours. Engagement levels are affected by the leadership which staff members experience in their organization, but research also shows that engagement is up to 30% caused by a combination of a person's personality and value set as confirmed in a substantial research project completed by SACS in late 2014.

■ Concerns raised  
 ■ Neutral  
 ■ Favourable

Prediction of Engagement	High is better	Score	Meaning
Engagement <span style="font-size: 0.8em; vertical-align: middle;">i</span>	High is better	53	Average

## Prediction of Engagement Risk: Medium

Options are Low, Medium, High - Low is better

# Resilience i

Resilience is the characteristic of being able to bounce back from difficult circumstances. People who are high in resilience have a capacity to self regulate their emotions and to recover quickly from emotional setbacks.

Candidates with high levels of resilience are lower risk hires. Research suggests that they bring a number of positive characteristics. They:

- Are often psychologically healthier
- Can be better at problem-solving
- Are more motivated to solve problems
- Are good at building their own coping strategies
- Do better in jobs where they need to interact with other people

Resilient employees tend to remain resilient and employees who are low in resilience will tend to carry this limitation with them throughout their career. If you have an employee who is low in resilience the question is how extreme is the score. If a person is just under population average then skilled and targeted coaching may cause the person to improve to the point where they should be able to cope reasonably well. If a person's score is significantly below average, say 40 or less then this is a significant risk.

■ Concerns raised  
 ■ Neutral  
 ■ Favourable

Prediction of Resilience	High is better	Score	Meaning
Resilience <span style="font-size: 0.8em; vertical-align: middle;">i</span>	High is better	56	High

## Resilience Risk: Low

Options are Low, Medium, High - Low is better

# Change Resistance Behaviours i

This assessment measures the degree to which the candidate is resistant to change. High scores indicate that the candidate is likely to find change difficult, low scores indicate that the candidate should be relatively comfortable with change.

■ Concerns raised  
 ■ Neutral  
 ■ Favourable

Prediction of Change Resistance	Low is better	Score	Meaning
Change Resistance <span style="float: right;">i</span>	Low is better	51	Average

## Change Resistance Risk: Medium

Options are Low, Medium, High - Low is better



# Safety Behaviours ❗

Below is an assessment of the candidate's risk rating in respect of Occupational Health and Safety behaviours.

The scores are the form of:

- Safety Motivation – how motivated the candidate is to make the workplace safer
- Safety Compliance – the degree to which the candidate is likely to obey your safety rules
- Safety Participation – the degree to which the candidate is likely to willingly participate in your safety efforts
- An overall risk rating which reflects the risks associated with these scores

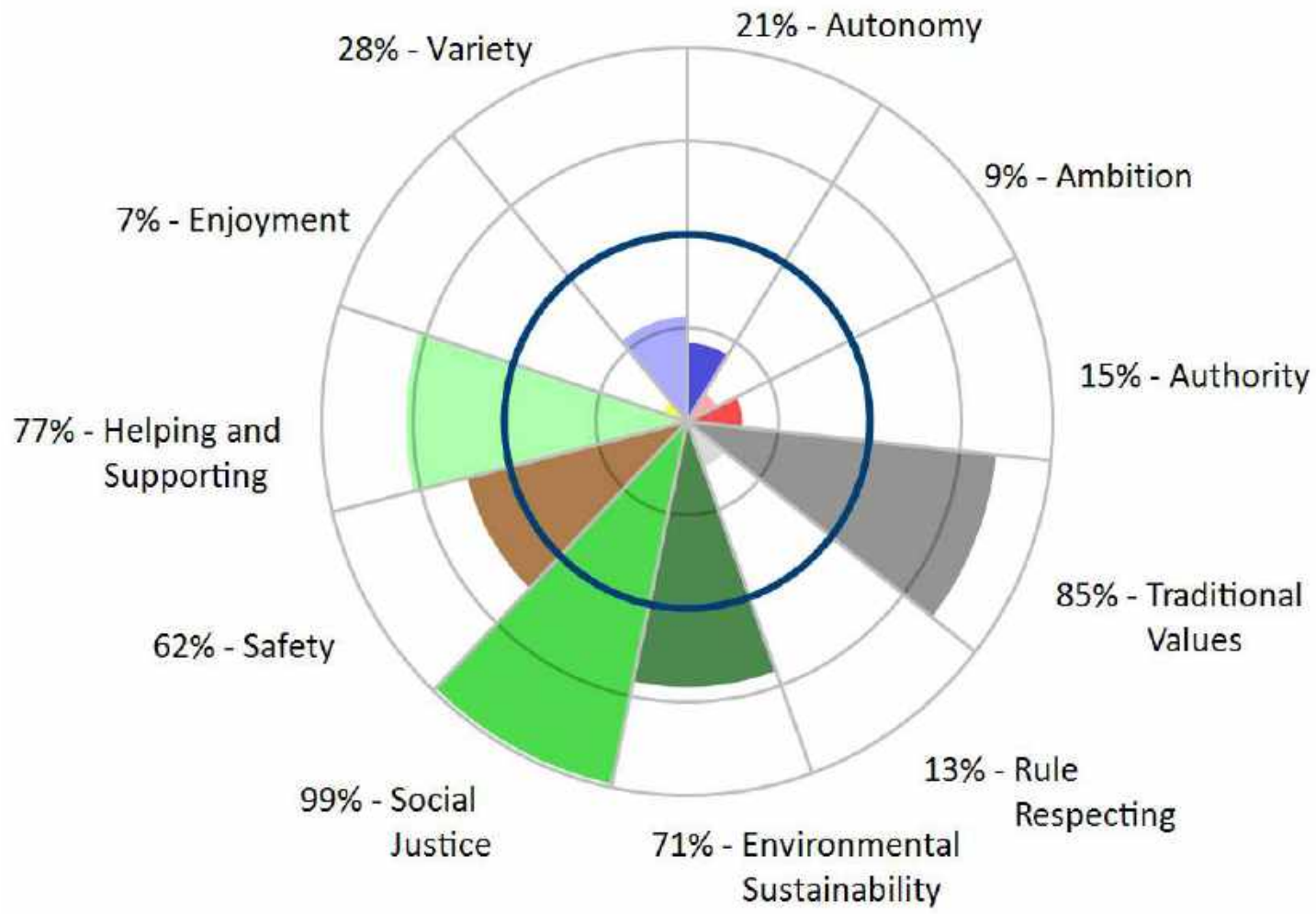
■ Concerns raised  
 ■ Neutral  
 ■ Favourable

Factor		Score	Meaning
Safety Motivation <span style="font-size: 0.8em; vertical-align: middle;">❗</span>	High is better	47	Average
Safety Compliance <span style="font-size: 0.8em; vertical-align: middle;">❗</span>	High is better	49	Average
Safety Participation <span style="font-size: 0.8em; vertical-align: middle;">❗</span>	High is better	49	Average

## Safety Behaviours Risk: Medium

Options are Low, Medium, High - Low is better

# SACS Values



## Values Risk: High

Options are Low, Medium, High - Low is better

## Behavioural Questions

### Rule Respecting

Have you ever found it necessary to get around or ignore organisation rules in order to get an important result? How important are organisation rules?

# Explanation of Values Terminology

## **Autonomy: ⓘ**

Freedom of thought and action.

## **Variety: ⓘ**

Undertaking a wide range of tasks.

## **Enjoyment: ⓘ**

Having enjoyable experiences at work.

## **Ambition: ⓘ**

Career advancement.

## **Authority: ⓘ**

Control over resources and people.

## **Safety: ⓘ**

Commitment to a safe work place.

## **Traditional Values: ⓘ**

Maintaining and preserving cultural, family and/or religious traditions

## **Rule Respecting: ⓘ**

A respect for rules at work.

## **Helping and Supporting: ⓘ**

Assisting others and being able to be relied on by others.

## **Social Justice: ⓘ**

A commitment to fair and equitable social outcomes.

## **Environmental Sustainability: ⓘ**

Nature and its preservation.