

PSYCHOMETRIC ASSESSMENT REPORT

SACS Consulting

SAMPLE CANDIDATE

20 January 2023

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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
Honesty Humility	Low
Personality	Medium
Values	Low
Counterproductive Work Behaviours	Low
Occupational Health & Safety	Low
Emotional Intelligence	Low
Engagement	Medium
Gender	Low
Ethnicity	Low
Age	Low
Disability	Low

Need Help Interpreting?

Do you want the opinion of a psychologically trained professional? If so email 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.

Intelligence - Australian Council for Education Research

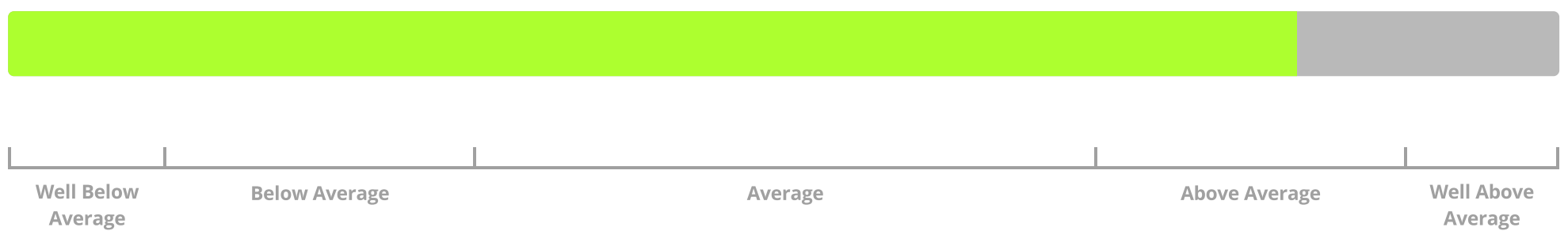
A high result is better in all cases

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

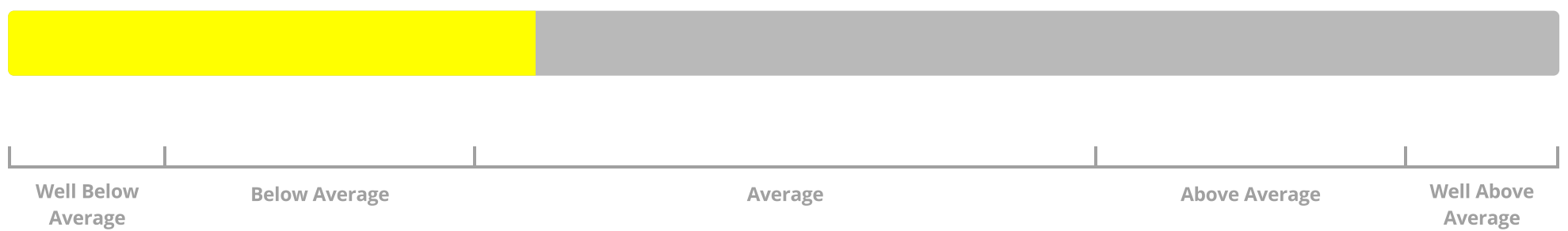


Reference Group Professional Population

Percentile **83 - Above Average**

Numerical Reasoning ⓘ

The capacity to use numbers and arithmetic at work

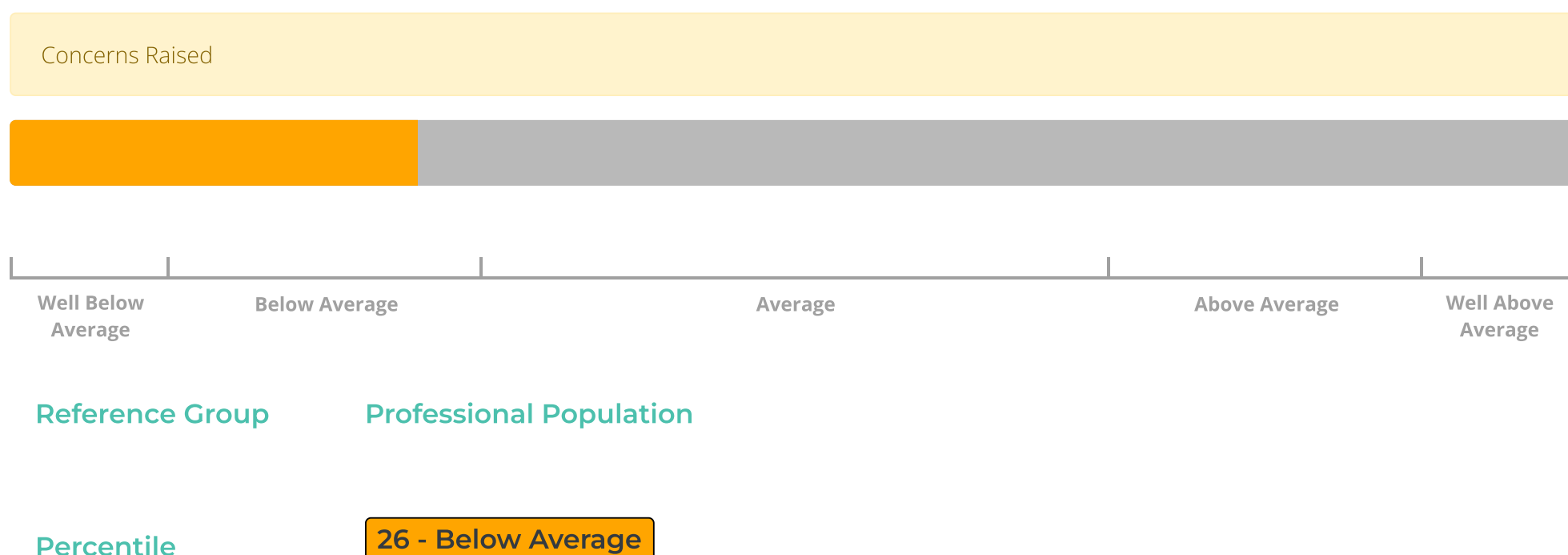


Reference Group Professional Population

Percentile **34 - Average**

Abstract Reasoning 📌

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



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.

Behavioural Questions

Throughout this report suggested behavioural interview questions will be created when a candidate's scores suggest potential concerns. Behavioural questions are not generated for measures where it "depends on job" whether a high or low score is better. If you wish to see behavioural questions for these items you can find them in the interpretive manual for this assessment which is available on the SACS portal – see your administrator to access. These questions can be asked of candidates themselves or their referees.

Behavioural Questions

Abstract Reasoning

Please give an example of where you needed to develop a strategy to resolve an issue at work. How did you tackle it and what was the outcome?

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
Honesty Humility ⁱ	High is better	68	Very High
Sincerity ⁱ	High is better	70	Very High
Greed Avoidance ⁱ	High is better	51	Average
Fairness ⁱ	High is better	64	High
Modesty ⁱ	High is better	70	Very High
Emotionality ⁱ	Low is better	40	Low
Fearfulness ⁱ	Low is better	51	Average
Anxiety ⁱ	Low is better	34	Very Low
Dependence ⁱ	Low is better	41	Low
Sentimentality ⁱ	Low is better	49	Average
Extraversion ⁱ	Depends on role	60	High
Social Self Esteem ⁱ	Depends on role	64	High
Social Boldness ⁱ	Depends on role	59	High
Sociability ⁱ	Depends on role	54	Average
Liveliness ⁱ	Depends on role	57	High
Agreeableness ⁱ	Depends on role but low is of concern	52	Average
Forgiveness ⁱ	Depends on role but low is of concern	56	High
Gentleness ⁱ	Depends on role but low is of concern	49	Average
Flexibility ⁱ	Depends on role but low is of concern	47	Average
Patience ⁱ	Depends on role but low is of concern	52	Average

Conscientiousness ⓘ	High is better	58	High
Organisation ⓘ	High is better	59	High
Diligence ⓘ	High is better	53	Average
Perfectionism ⓘ	High is better	46	Average
Prudence ⓘ	High is better	62	High
Openness to Experience ⓘ	Depends on role	55	Average
Aesthetic Appreciation ⓘ	Depends on role	59	High
Inquisitiveness ⓘ	Depends on role	58	High
Creativity ⓘ	Depends on role	53	Average
Unconventionality ⓘ	Depends on role	44	Low
Altruism ⓘ	Depends on role	61	High

Personality Risk: **Medium**

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

Counterproductive Work Behaviour		Score	Meaning
Total	Low is better	36	Low
Interpersonal i	Low is better	35	Low
Organisation i	Low is better	40	Low

Admissions

- When I Am At Work I Have Sometimes Found Myself Distracted By Activities Such As Conversing With Colleagues On Non Work Related Matters

Counterproductive Work Behaviour Risk: **Low**

Options are Low, Medium, High - Low is better

Occupational Health and Safety

Below is an assessment of the candidate's risk rating in respect of Occupational Health and Safety behaviours. The assessment is based on a mathematical equation which is calculated from the candidate's scores on the HEXACO Personality Inventory and the Schwartz Personal Values Questionnaire. Research has demonstrated that safety behaviour can be predicted with 37% accuracy using this method, very high by comparison with other methods.

The scores are the form of:

- An overall assessment, which reflects the likelihood that the candidate will behave appropriately in respect of OH&S behaviour
- 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

Occupational Health and Safety index (Prediction Model)		Score	Meaning
Overall	High is better	61	High
Safety Motivation ⓘ	High is better	61	High
Safety Compliance ⓘ	High is better	63	High
Safety Participation ⓘ	High is better	58	High

Occupational Health and Safety Risk: **Low**

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 i	Low is better	38	Low
Ethnicity i	Low is better	37	Low
Age i	Low is better	42	Low
Disability i	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.

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.

■ Concerns raised
 ■ Neutral
 ■ Favourable

Recognising and Interpreting Emotions	High is better	Score	Meaning
Recognising Emotions i	High is better	65	High

Recognising Emotions Risk: Low

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 i	High is better	60	High

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 Job	Score	Meaning
Using Emotions for Decision Making ⓘ	Depends on Job	50	Average

Prediction of Engagement

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. Knowing an employee's predisposition to engagement before they are hired is valuable knowledge. The score for engagement below is a prediction based on a mathematical model developed from the above research project and is based on the candidate's personality and values scores.

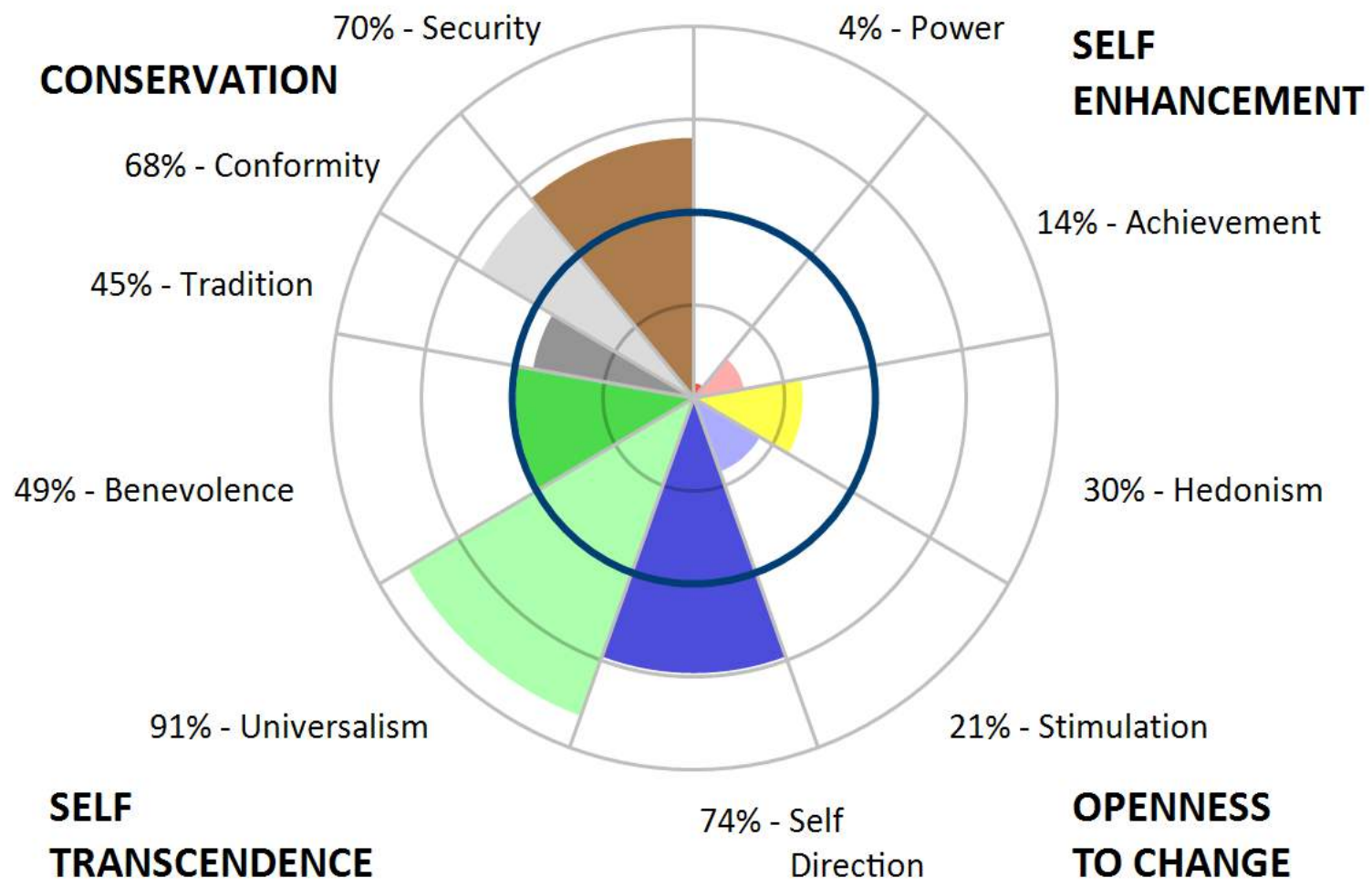
■ Concerns raised
 ■ Neutral
 ■ Favourable

Prediction of Engagement		Score	Meaning
Engagement ⓘ	High is better	55	Average

Prediction of Engagement Risk: **Medium**

Options are Low, Medium, High - Low is better

Schwartz Personal Values Questionnaire



Values Risk: **Low**

Options are Low, Medium, High - Low is better.

Explanation of Values Terminology

Self-Direction: ⓘ

Freedom of thought and action.

Stimulation: ⓘ

Excitement, novelty, and change.

Hedonism: ⓘ

Pleasure or sensuous gratification.

Achievement: ⓘ

Success according to social standards and focus on career achievement and career progression. Low levels of achievement do not indicate an individual is unable to achieve in the workplace. Rather they suggest a lack of a strong focus on achieving career success and career progression and that other issues are more important to them.

Power: ⓘ

Control over resources and people.

Security: ⓘ

Safety, stability and order.

Tradition: ⓘ

Maintaining and preserving cultural, family and/or religious traditions.

Conformity: ⓘ

Avoidance of violating informal or formal social expectations. High levels of Conformity do not suggest a sheepish obedience. Instead it represents an individual's level of respect for the rules of groups they belong to and is a crucial ingredient in teamwork.

Benevolence: ⓘ

Promoting the welfare of one's in-groups.

Universalism: ⓘ

Understanding, appreciation, tolerance, and protection for the welfare of all people and for nature. High levels of Universalism suggest that an individual has a strong focus and commitment towards social justice and/or environmental sustainability.