

REMOTE WORKER TEST

SACS Consulting

SAMPLE CANDIDATE

14 May 2020

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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	Low
Personality	High
Values	High
Resilience	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.

High Performance Modelling Summary

Aptitudes

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

Resilience

40+ for Resilience	✓
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SACS Values

30+ for Autonomy	✓
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SACS Personality

46+ for Integrity-Modesty	✓
60 and below for Emotionality	✓
65 and below for Extraversion	✓
46+ for Absence of Anger	✗
46+ for Conscientiousness	✓
46+ for Openness to Experience	✗

Based on psychometric results, should this candidate proceed?



Intelligence - Australian Council for Education Research

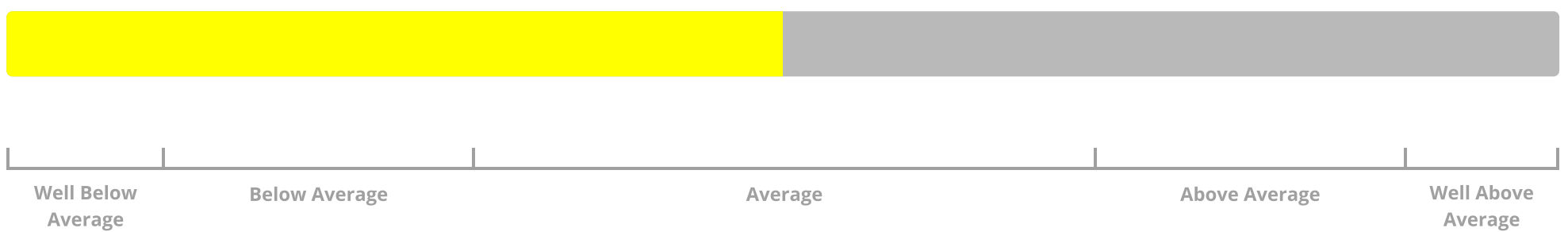
A high result is better in all cases

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

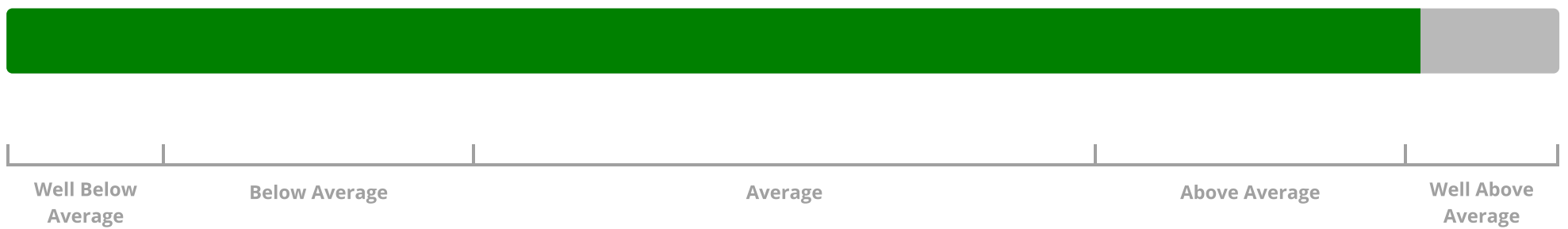


Reference Group Professional Population

Percentile **50 - Average**

Numerical Reasoning ⓘ

The capacity to use numbers and arithmetic at work

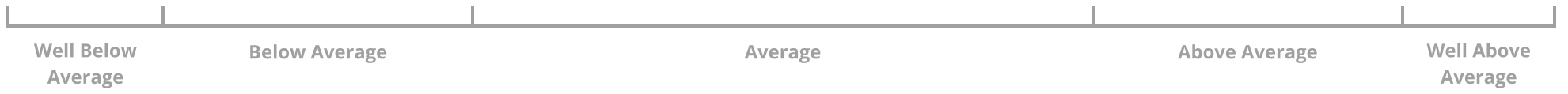


Reference Group Professional Population

Percentile **91 - Well Above 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.



Reference Group

Professional Population

Percentile

79 - Above Average

Intelligence Risk: **Low**

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
Integrity-Modesty ⓘ	High is better	59	High
Genuineness ⓘ	High is better	64	High
Rule Favouring ⓘ	High is better	67	Very High
Absence of Greed ⓘ	High is better	54	Average
Absence of Arrogance ⓘ	High is better	65	High
Emotionality ⓘ	Low is better	36	Low
Threat Sensitivity ⓘ	Low is better	37	Low
Anxiety ⓘ	Low is better	39	Low
Lack of Independence ⓘ	Low is better	46	Average
Overly Empathic ⓘ	Low is better	25	Very Low
Extraversion ⓘ	Depends on role	49	Average
Social Confidence ⓘ	Depends on role	43	Low
Happy to be Center of Attention ⓘ	Depends on role	58	High
Like to be in Company ⓘ	Depends on role	60	High
Cheerfulness and Optimism ⓘ	Depends on role	59	High
Absence of Anger ⓘ	High is better	41	Low
Unlikely to Carry a Grudge ⓘ	High is better	56	High
Unlikely to be Harsh ⓘ	High is better	49	Average
Doesn't Have to Have Things their Way ⓘ	High is better	48	Average
Slow to Anger ⓘ	High is better	34	Very Low

Conscientiousness ⓘ	High is better	52	Average
Likes to be Organised ⓘ	High is better	58	High
Committed to Hard Work ⓘ	High is better	63	High
Detail Minded ⓘ	High is better	37	Low
Makes Decisions Carefully ⓘ	High is better	61	High
Openness to Experience ⓘ	Depends on role	27	Very Low
Cares about Appearances ⓘ	Depends on role	39	Low
Curious About the World ⓘ	Depends on role	51	Average
Likes to be Creative ⓘ	Depends on role	35	Low
Comfortable with the Unfamiliar ⓘ	Depends on role	31	Very Low
Soft Heartedness ⓘ	Depends on role	42	Low

Personality Risk: High

Options are Low, Medium, High - Low is better

Behavioural Questions

Absence of Anger

How have you maintained a balance between asserting your own needs in a work situation versus ensuring that you fitted in with colleagues and ensuring that their needs were met?

Slow to Anger

Please give an example of where you have needed to work with and show patience and tolerance with others in achieving an outcome at work.

Detail Minded

Please give an example of where you have shown high quality standards and a commitment to excellence.

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.

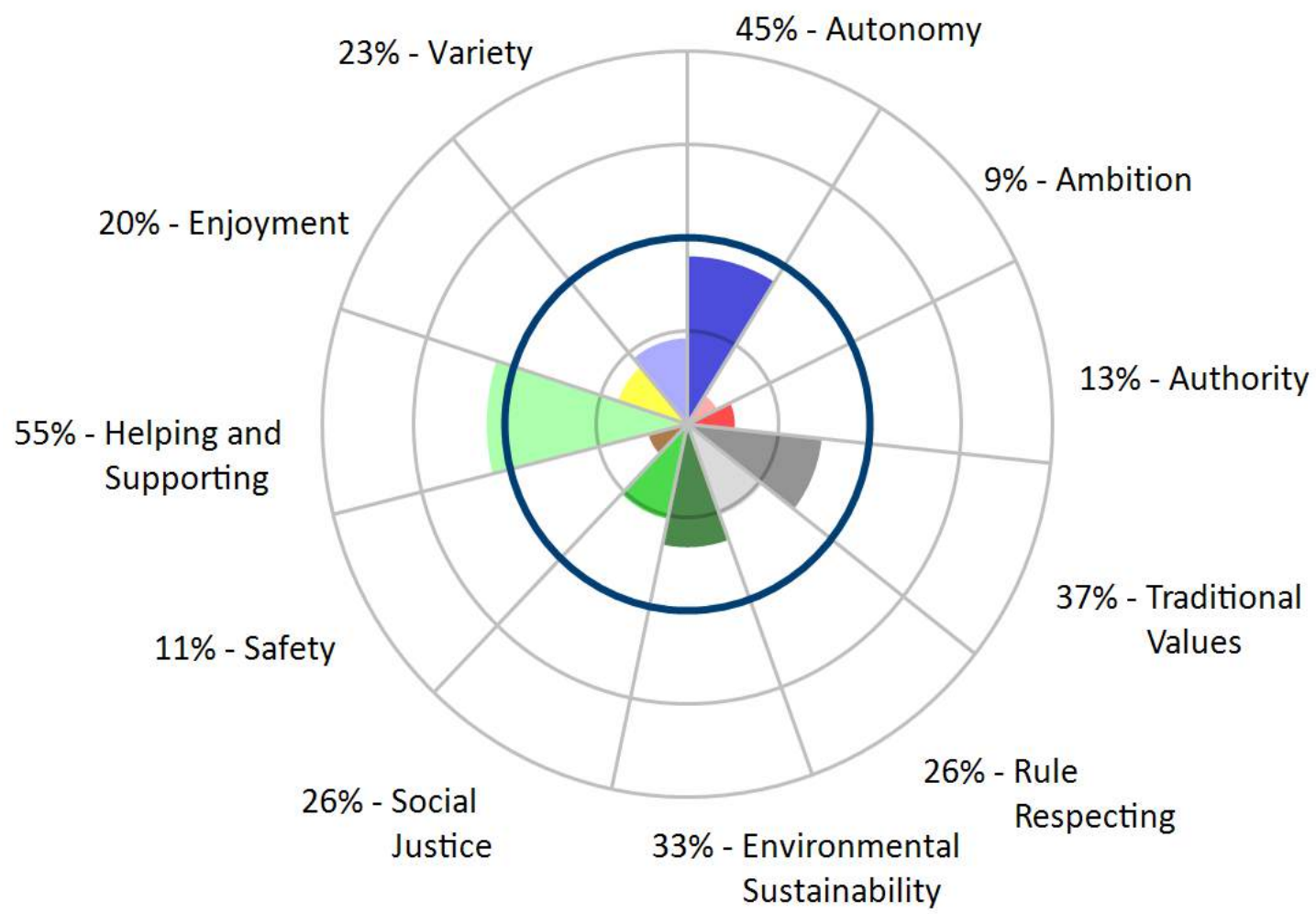
■ Concerns raised
 ■ Neutral
 ■ Favourable

Prediction of Resilience	High is better	Score	Meaning
Resilience i	High is better	58	High

Resilience Risk: Low

Options are Low, Medium, High - Low is better

SACS Values



Values Risk: High

Options are Low, Medium, High - Low is better

Behavioural Questions

Environmental Sustainability

Please give an example of where you have done something to try to make the world a better place – something which you did not have to do.

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?

Safety

Please give an example of where you needed to act to improve something at work. How do you balance the risk of trying something new with the risk of failure?

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.