

Selection

Sarah Sample

Great People Management,
LLC

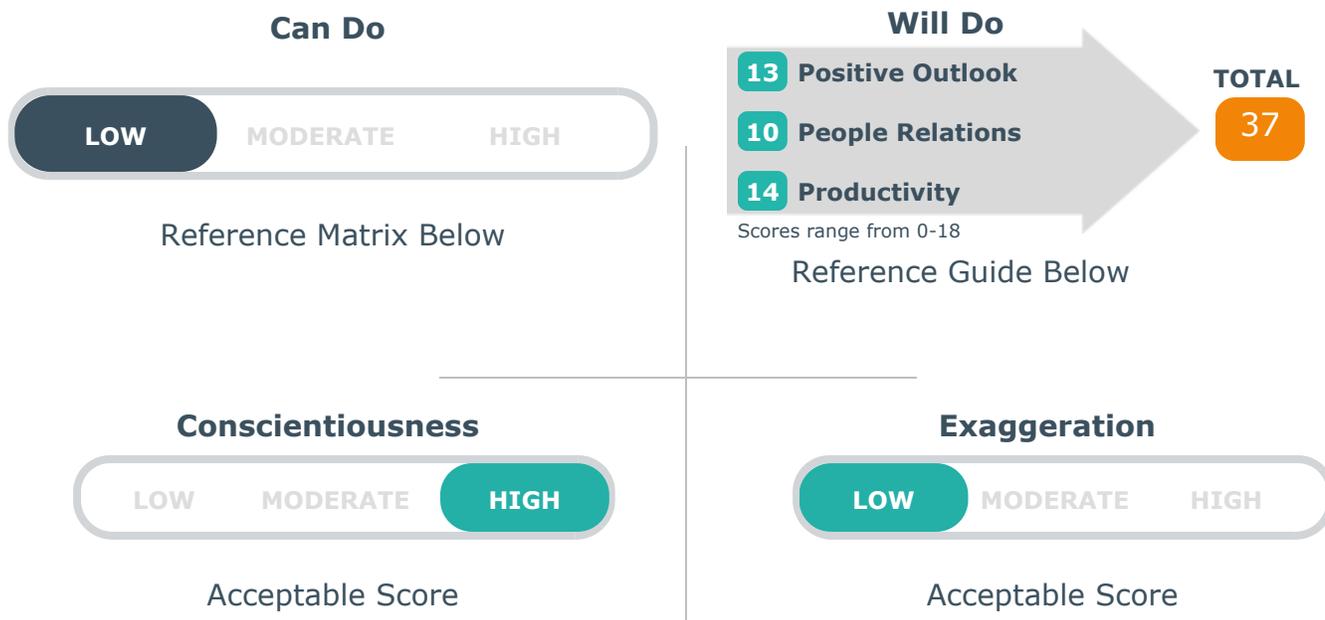
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» Selection Report - Sarah Sample

This report is comprised of two parts; a summary of her scores and employment information to assist in the interview process.

The level of reasoning ability that Sarah has to do this job is indicated by her Can Do score. Match the Can Do score with the level of job difficulty shown in the matrix below. The Will Do score is a representation of her desire to do the job by measuring optimism, people-orientation, and stamina.

Review the Conscientiousness and Exaggeration scores. They are provided to help indicate whether Sarah was honest and forthright.



CAN DO MATRIX	LEVEL OF DIFFICULTY	Low	Moderate	High
	TRAINING/JOB TYPE	Basic	Repetitive	Adaptive

WILL DO GUIDE		Low	High
	POSITIVE OUTLOOK	Skeptical or critical of others	Trusting and optimistic
	PEOPLE RELATIONS	Introverted, reserved	Outgoing, people oriented
PRODUCTIVITY	Relaxed, patient, focused	Eager, energetic, impatient	

Employment Information

Sarah was asked a set of questions regarding her employment history and her attitude regarding workplace theft. She answered the questions as follows:

Question Asked	Her Answer
What is your primary reason for wanting to change jobs?	Better work assignment
When would you be available to start work with us?	In two weeks
How much notice, if any, did you provide your employer when you decided to leave your last job, or plan on providing when you leave your current job?	Two weeks
Have you ever been in a supervisor position?	Yes, more than one time
How would you rate your relationship with your most recent/current supervisor?	Fair
If a company requested you to submit a drug test for illegal drugs based on company policy, would you be willing to do so?	It depends
How many times have you left a job without notice?	I can't remember
What is the combined estimated value of all company supplies and/or equipment you have stolen from companies for whom you have worked?	I'm not sure of the total value

Assessment results should only be a part of the information used in the placement process. For more details, please refer to the Talassure User's Guide.

Interviewing Ms. Sample

Some of the questions answered by Sarah may raise areas of concern that you may want to cover with her. Review this information prior to the interview. You may decide to address these issues or just keep the information in mind.

Question Asked	Her Answer
How often have you had issues with your supervisor at work?	Never
How would your supervisor categorize your overall job performance on your current or last job?	Acceptable, similar to other co-workers
How often have you had issues with fellow co-workers at work?	More than one time
Has a company ever fired you or have you ever quit a job to avoid being terminated?	I'm not sure
Approximately how much money have you stolen from any of your employers?	Less than \$100
When taking money from your employer without anyone knowing it, how often do you plan on paying it back later?	Once
When was the last time, if ever, that you stole money from any of your employers?	Within the last 12 months
Have you ever filed for sick leave even though you weren't sick?	Yes, multiple times
Approximately how long ago was your last separation from a company due to termination or avoiding termination?	Between 1 and 3 years ago
How often have you stolen company equipment or supplies from your employer(s)?	I'm not sure how many times
Taking office supplies or product samples home for personal use is not really stealing.	Agree

Interview Questions

Ms. Sample was asked several questions while taking the assessment. This section displays questions she answered unfavorably. Interview questions are provided for each item to help you investigate these areas of concern.



Do you agree or disagree with the following statement:
Most people are honest and can be trusted.

Ms. Sample was uncertain.

INTERVIEW QUESTIONS

- Why do you believe most people are not honest?
- What would change your thinking about this?
- Would you say that your opinion about this is somewhat speculative, or has someone done something to you? Explain.

NOTES:



How often have you had poor attendance at work?

Ms. Sample selected more than once.

INTERVIEW QUESTIONS

- Did the attendance issue lead to your being terminated?
- What was the reason for your attendance issues?
- What were the consequences?

NOTES:



Do you agree or disagree with the following statement:

Taking something from your company with the intention of paying for it later is not considered stealing.

Ms. Sample Agreed

INTERVIEW QUESTIONS

- Would you say that your opinion about this is somewhat speculative, or have you done something like this yourself, even though you had an excuse?
- What's the difference between stealing and taking company property that you pay for later?
- Would you say that some rules concerning taking company property (even if you DO pay for it later) are too strict? Why?

NOTES:



Do you agree or disagree with the following statement:
As long as you don't get greedy, it's okay to take small amounts of money and/or merchandise from your company without permission

Ms. Sample was uncertain.

INTERVIEW QUESTIONS

- What is your definition of greedy?
- What would you consider a small amount of money or merchandise?
- If you witnessed someone else 'getting too greedy', would you report it?

NOTES:



Most people try to do the right thing when given a chance.

Ms. Sample disagreed.

INTERVIEW QUESTIONS

- Why do you believe that most people will not do the right thing when given a chance?
- Can you give a specific example that supports this belief?

NOTES:



No one should be expected to always tell the truth.

Ms. Sample agreed.

INTERVIEW QUESTIONS

- When is it okay to not always tell the truth? Give a specific example.
- Under what circumstances, if any, should you always tell the truth?
- Under what circumstances, if any, should you never tell the truth?

NOTES: