

Selector Professional Assessment Report

Mr Trevor Example

Graph Terminology

Percentile: By example, a percentile of 55 indicates the score was higher than 55% of those who have sat the assessment.

Preference: The extent to which the behaviour or activity is preferred, liked or seen as important.

Frequency: The extent to which the behaviour or activity is actually carried out.

Ethical Considerations

IMPORTANT INFORMATION ON THE USE OF ASSESSMENTS

This report is based on information and responses supplied by the candidate and should be viewed as only one source of information about the individual being assessed.

All testing, psychological or otherwise, is subject to variability depending on how an individual feels on the day, how well they have understood the instructions, and so forth. Every effort is made to minimise this variability but it cannot be eliminated and for this reason this report should not comprise the sole source of information for making key decisions regarding a candidate. The report must be used in conjunction with information gained from other sources such as an individual interview or reference checks.

Psychological tests are not designed to predict whether or not a person will succeed in a specific job. They are designed to predict the extent to which an individual will exhibit a specific trait or behaviour. The extent to which that trait or behaviour may be a help or hindrance in a particular job is a separate question which can only be answered by practical experience or research.

Selector PA is designed to give an indication of the styles a candidate can be expected to bring to the workplace or, more specifically, those aspects of their work a candidate is likely to take an interest in and put energy into versus those they enjoy less and are less inclined to invest energy in. In order to gain value from this information it is important that an employing organisation identify where possible a clear profile of the styles shown by other employees that have been both productive and counter-productive in order to make an interpretation of the Selector PA profile in relation to their own organisation.

Selector Limited also recommends that the following practices are observed:

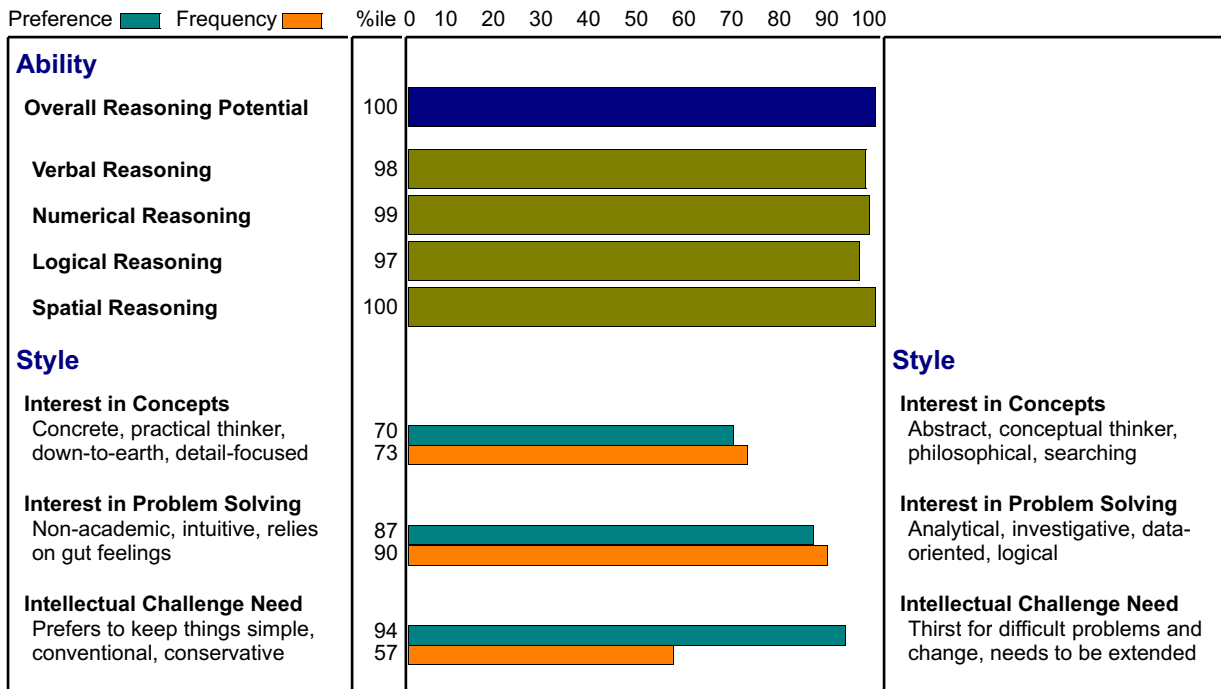
- a) The information will be applied only to the purpose for which the assessment was carried out.
- b) The report will be stored in safe custody or destroyed once its purpose has been fulfilled.
- c) The report will not be released to a third party without prior consultation with and the agreement of the candidate.

The above practices are recommended for the following reasons.

Psychological appraisals have a limited 'life' and are generally carried out to meet a specific purpose. People change over time and can frequently redress deficiencies or lose previously held skills. The only justification for the long term retention of reports is for the purpose of validating the accuracy of the report based on a comparison of predicted versus on-the-job behaviour. Reports should never be retained for the purpose of making personnel decisions some years later.

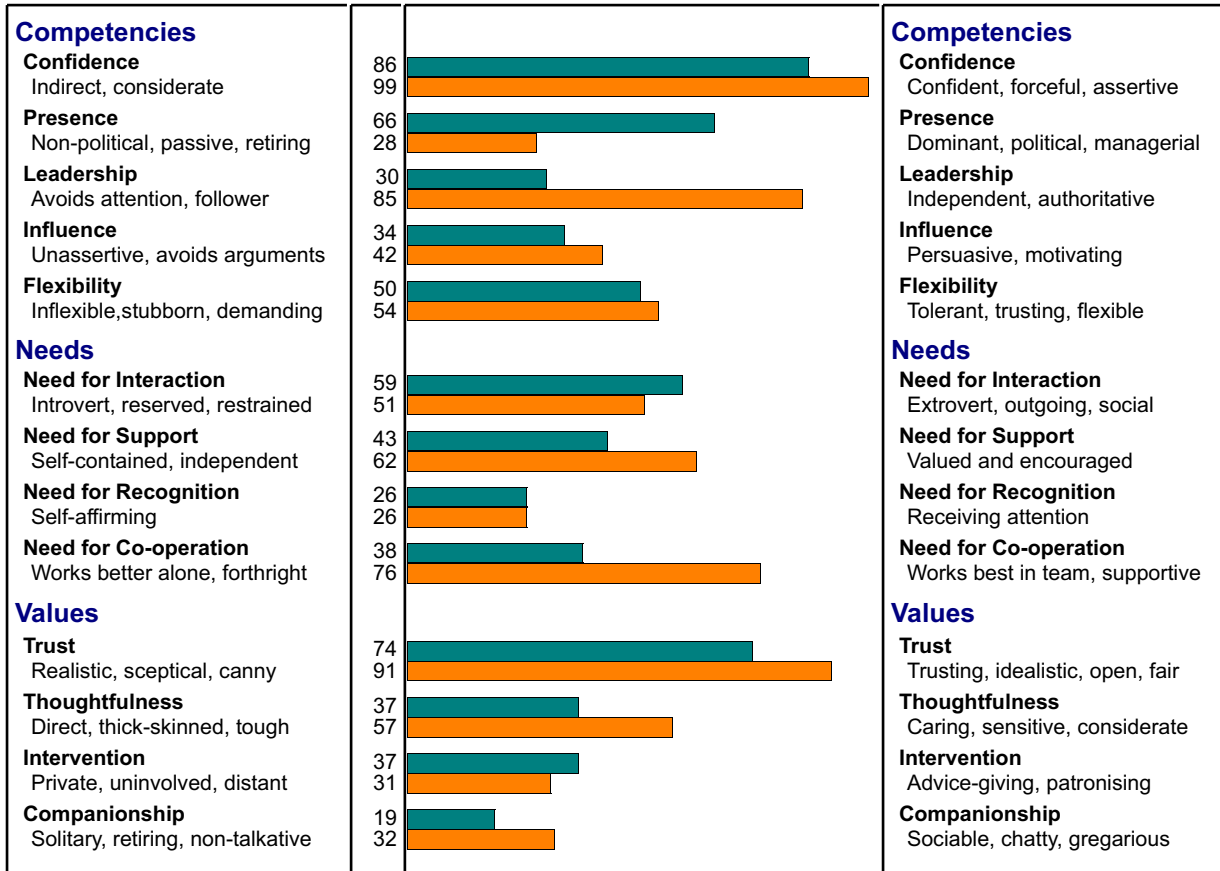
Candidates very often, and quite rightly, see a psychological appraisal report as a very personal and sensitive document. Any suggestion that someone other than a senior manager may have access to the report can engender a very hostile reaction. If reports are to be retained we strongly urge that they be held on a confidential file to which only those with a specific need to know have access.

Reasoning



Interpersonal Style

Preference █ Frequency █ %ile 0 10 20 30 40 50 60 70 80 90 100



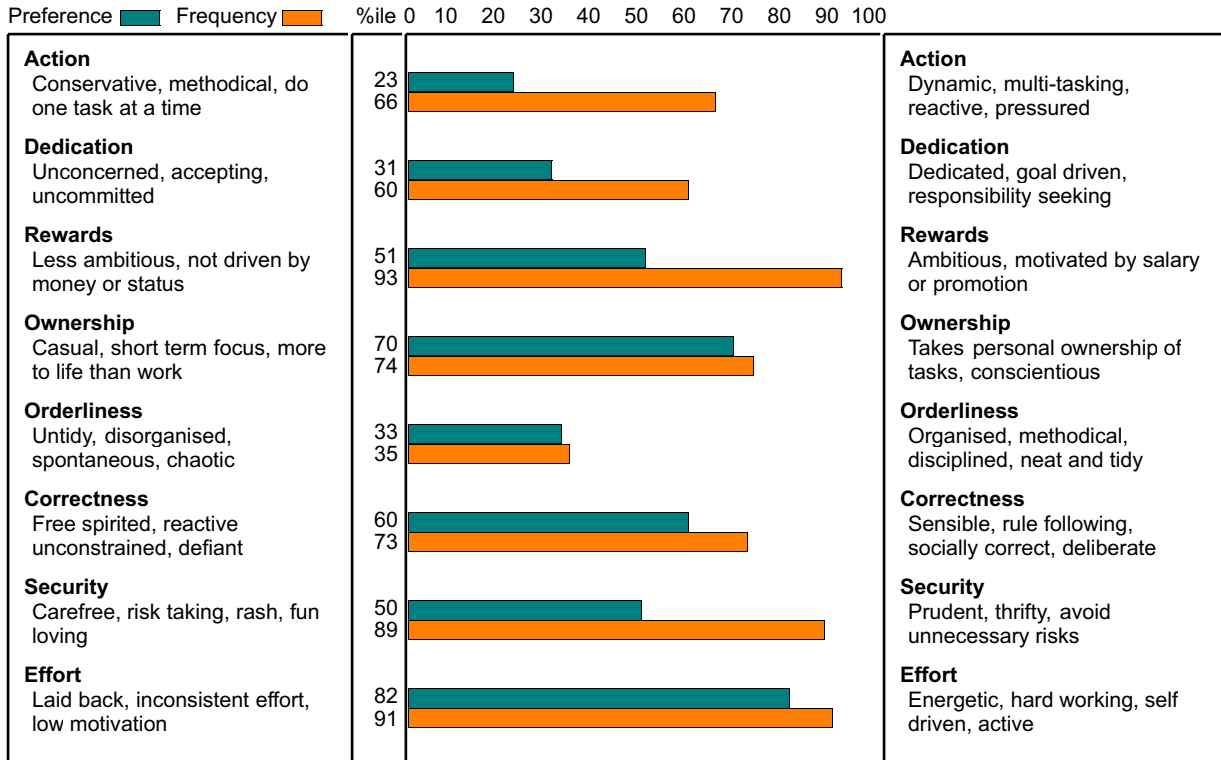
Competencies

- Confidence**
Confident, forceful, assertive
- Presence**
Dominant, political, managerial
- Leadership**
Independent, authoritative
- Influence**
Persuasive, motivating
- Flexibility**
Tolerant, trusting, flexible
- Needs**
- Need for Interaction**
Extrovert, outgoing, social
- Need for Support**
Valued and encouraged
- Need for Recognition**
Receiving attention
- Need for Co-operation**
Works best in team, supportive

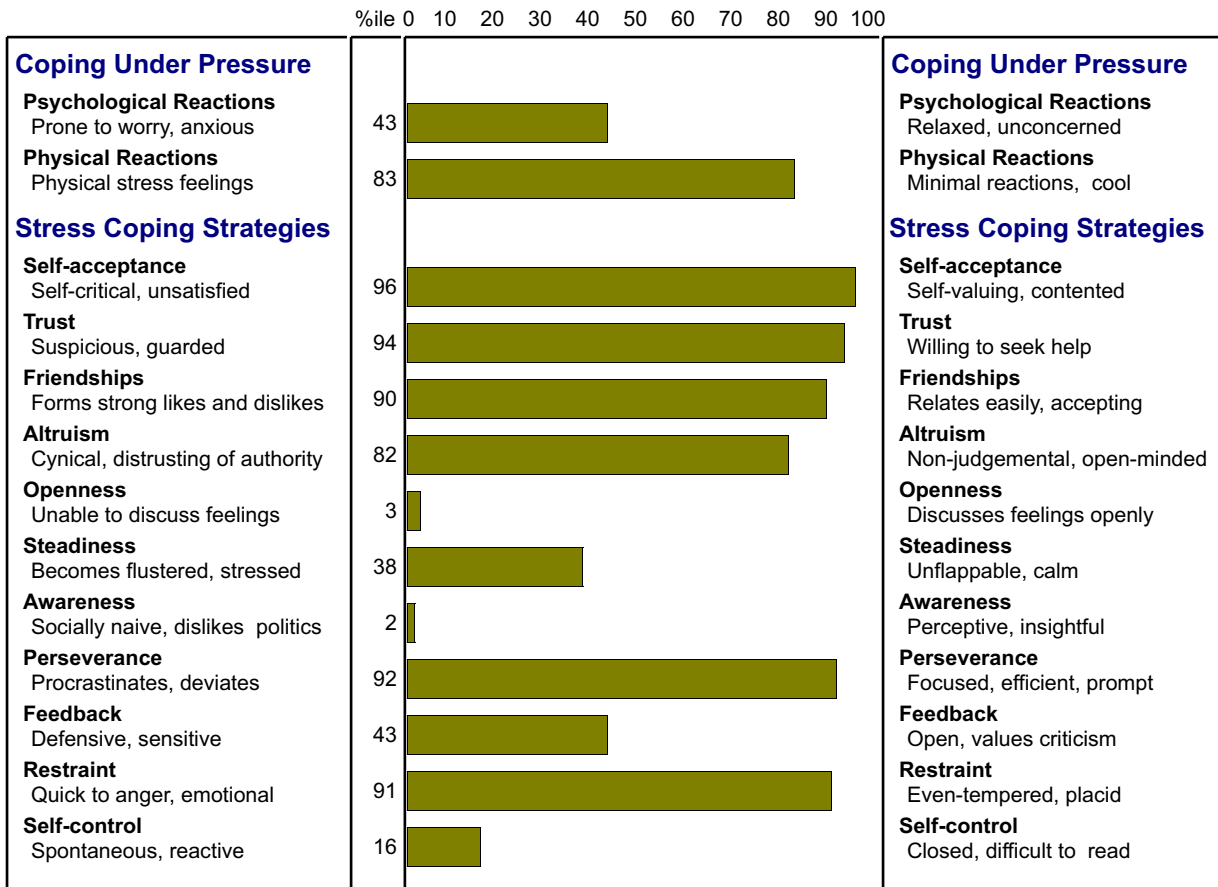
Values

- Trust**
Trusting, idealistic, open, fair
- Thoughtfulness**
Caring, sensitive, considerate
- Intervention**
Advice-giving, patronising
- Companionship**
Sociable, chatty, gregarious

Work Style



Reaction to Stress



Vocational Interests

