



selector insight
candidate feedback report

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1. Introduction

This report is based upon Selector Insight, an online psychometric test. Further information about Selector products can be found at www.selectorgroup.com.

The report contains an interpretation of your responses to Selector Insight. To do this, your responses have been compared with a large pool of people who have also completed Selector Insight. The purpose of the report is to provide you with meaningful feedback about your results.

There is no ideal or unideal universal profile. Instead, some abilities and temperaments are better suited to some roles than others. This report is generally only valid for 12–24 months after completion, as changes, work or life circumstances can have an impact.

Selector Limited offers training and best practice guidelines to our distributors. When used in a selection process, psychometric assessment results are just one part of the 'information package'.

2. Ability assessment

Overall reasoning provides insight into how you reason with information, solve problems, grasp information and importantly how you best learn.

Especially when what you are being asked to do is novel and complex, you are likely to learn best through repetition, consolidating your learning one step at a time, with hands-on practice, and one in which coaching support is available until you have mastered new learning.

Relative strengths and weaknesses

Your overall reasoning results are made up of three component tests: numerical, verbal, and logical reasoning. Your results for each have been compared to determine your own pattern of strengths and weaknesses. You scored highest in logical reasoning and lowest in numerical reasoning.

Tips to improve numerical reasoning

- Practise and consolidate numerical skills
- Expose yourself to all kinds of possible types of data presentation, for example financial newspaper sections
- Adopt and practice a systematic problem-solving strategy

Tips to further improve verbal reasoning

- Undertake word games (e.g. crosswords) and increase exposure to complex text
- Include reading for recreation
- Adopt a comprehension strategy (e.g. mind-mapping)

Tips to further improve logical reasoning

- Read about and adopt one of the many deductive, inductive, and abductive approaches to reasoning
- Incorporate working memory and brain training exercises into every day

3. Personal styles

Competitiveness

This scale measures the preference to compete or co-operate with others and how likely one is to compare themselves against others as an indicator of success.

Your responses indicate that you consider yourself relatively competitive and have a need to be the best and/or do your own personal best. It is likely that you will at times compare your successes against others. You may be motivated by specific targets and/or performance-based pay.

Extroversion

This scale measures the extent to which a person draws energy from interacting with others, and the way they will present in social situations.

You are likely to be perceived by others as someone who enjoys conversation and is engages with others, as well as someone who is relatively comfortable in social interactions.

Openness to ideas

This scale reflects the degree of interest in new ideas, approaches and experiences.

Your answers indicate that you are likely to consider yourself reasonably pragmatic. You are likely to follow established ways of working and may be somewhat skeptical when confronted with new approaches. However, there will be times where you express an interest in new approaches.

Orderliness

Orderliness is the degree to which one tends to be conscientious, organised, dependable and structured.

You appear to much prefer a flexible, unconstrained approach to work. You are likely to be comfortable with changes in scheduling, value spontaneity and deal with issues as they arise. Sometimes you may see creating and working to structured plans as imposing unnecessary constraints. You may complete tasks in a last-minute rush and miss detail.

Self-confidence

This scale measures the extent to which a person's sense of value, or worth, is based on their own views or on the opinion of others.

You are likely to experience reasonable levels of self-confidence, thereby you will usually feel confident in sharing your ideas and opinions with others. Like most people, you will occasionally hold back with others to maintain their perception of you.

Teamwork

The teamwork scale measures the preference for working independently versus collaboratively.

Your preference is to work independently, and you are very likely to consider working collectively as inefficient. You are likely to rarely rely on the team for decision-making or task completion and feel comfortable without high levels of support. You may at times forget or avoid informing the team.

Tolerance

This scale measures the degree to which one is likely to moderate their emotions with patience and tolerance.

Your answers indicate you are more likely than most to experience feelings of frustration, for example when you feel others are not putting in the same effort or ability. You are quite possibly easy to read when you are feeling tense or annoyed.

4. Ideal work environment

Autonomy

Autonomy refers to the degree of importance placed on working without supervision and being able to directly influence the nature of one's work.

Compared to others you are slightly more likely to feel comfortable in a role where there is the opportunity to self-manage and where you have some decision-making latitude. You are likely to be relatively confident without guidance and supervision, and you are likely to dislike feeling closely supervised.

Complexity

This scale refers to the degree of importance placed on challenging and complex work content. "Challenging and complex" is relative to the individual.

You are more likely to prefer a role that is familiar and does not require being overly challenged. In fact, you are likely to find significant challenge and a steep learning curve as overwhelming. This may be confidence-related, and it could be that you prefer new learning to be incremental and at your pace.

Interaction

The interaction scale is a measure of how important regular interaction in the work environment is.

You prefer as little interaction in the workplace as possible. Solitary work environments are preferred or interactions which are purposeful and brief. Where adequate solitude is not available at work you are likely to require this down-time outside work.

Physical

This scale regards the degree of preference for outside or physical work; also, preference for exploratory activities involved in the role.

You prefer a role that has limited outside, physical, and exploratory elements.

Predictability

This scale indicates the degree of preference for structure, stability, and organization of the workplace.

You prefer ambiguity and have no need for defined processes and procedures. You appear to prefer to work without the constraint of systems and structure. This is likely to mean you cope in an uncertain work environment and can respond to situations as they arise. On the other hand, organization and structure could create some efficiencies in the way you work.

Pressure

Pressure measures the degree to which individuals prefer work which regularly stretches and challenges them. It also gives insight into the importance of work/life balance.

Your answers indicate you prefer constant work pressure and being challenged by having to meet deadlines. You are likely to be viewed by others as very committed, hard-working, willing to work some overtime where necessary and to work at pace. You will need pressure to keep you engaged. Outside life may at times be secondary to work life.

5. Stress reaction

Stress reaction refers to your pattern of behaviours when under stress.

You have indicated that when under stress you experience *more* or *much more* than usual:

- Worrying about letting others down
- Feeling annoyed or irritated
- Getting pains in the lower part of their back
- Having difficulty thinking clearly
- Finding their mind going blank
- Having trouble remembering things
- Just wanting to be left alone
- Withdrawing into their own thoughts

Stress responses can sometimes be beneficial. That uncomfortable feeling could compel you to push through. However, when it is excessive and persists over a long period of time this can lead to chronic stress. Most individuals experience some reaction to stress from time to time whether that be through anxiety, withdrawal, distraction or physical changes. With awareness of how you react under stress, consider which work settings are more or less likely to induce these responses. Also consider whether there are more effective coping processes.

6. Job ideals in comparison to others

Compared to others who have answered, you are **more likely** than most to value a role that:

- lets you sell products or services
- is a friendly place to work
- lets you participate in decisions that affect your work
- involves working long hours
- lets you compete against others
- involves high levels of stress

Compared to others who have answered, you are **less likely** than most to value a role that:

- lets you be creative
- calls on you to use leadership skills
- involves working as part of a team
- lets you work with your hands
- has a clear job description
- offers good retirement and health benefits
- allows you to work on one task at a time
- offers opportunities for further education and training
- involves investigation and analysis
- lets you work outdoors
- lets you help others
- involves working with equipment or machines
- has well-defined procedures and rules to follow
- offers regular hours of work
- involves working with numbers
- has regular staff meetings
- lets you physically build or fix things
- is in a workplace that is organised and efficient
- offers secure employment
- requires high accuracy and attention to detail
- provides regular feedback on your performance
- involves complex problem solving
- keeps you physically fit
- has managers who give you clear directions
- gives proper training on how to do the job