



Confidential
Candidate Matching Report
For the
A Demo Job Pattern -- One of 1,000+ Available

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Assessments USA & Canada

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Candidate Match to the Position of:

A Demo Job Pattern -- One of 1,000+ Available

This report provides a comparison of selected candidates to the A Demo Job Pattern -- One of 1,000+ Available position. This information will help organize your interviews when more than one candidate is being considered for the same job. The Job Match Percent shown for each candidate represents their match to the position. The highest Job Match score is 95%.

Please select candidates from this list and print their Placement Report. This report will provide interview questions and information for use in the interview.

Please note that this report does not measure or consider candidates' education, training, or experience, nor does it consider job skill requirements.

<u>Candidates</u>	<u>Job Match Percent</u>
Bob Sample	81%
Rick Sample	67%
Joan Sample	66%
Joey Sample	62%
Maria Sample	60%
Marc Sample	45%
Jason Sample	38%

NOTICE:

As discussed in the User's Guide for this product, this job pattern approach to matching individuals to a position provides information of great value and should be an important part of the placement decision. However, the user is reminded that the results from any test should never make up more than a third of the final decision.

Graphic Summary A Demo Job Pattern -- One of 1,000+ Available

Thinking Style

Learning Index				4	5	6				
Verbal Skill					5	6	7			
Verbal Reasoning					5	6	7			
Numerical Ability				4	5	6				
Numeric Reasoning			3	4	5					

Behavioral Traits

Energy Level			3	4	5					
Assertiveness				4	5	6				
Sociability					5	6	7			
Manageability							7	8	9	
Attitude						6	7	8		
Decisiveness		2	3	4	5					
Accommodating						6	7	8		
Independence		2	3	4	5					
Objective Judgment						6	7	8	9	

Occupational Interests

Interests Ranking

Top three interests for this position

Financial/Admin										
People Service										
Creative										

Lowest three interests for this position

Enterprising										
Technical										
Mechanical										

The Job Matching process for Interests is concerned with the top three interests of a Job Match Pattern and how closely a candidate's top three interests match. The three top interests for this Pattern are indicated and ranked from top to bottom.

Profile XT Job Description Employee Description

This position will require:

Learning Index	Employees who can train within normal limits and yet may occasionally require closer attention when learning new material.
Verbal Skill	Employees who communicate within normal expectations and are also comfortable communicating the more complex aspects of their routine functions.
Verbal Reasoning	Employees who interpret routine communications effectively with an ability to analyze more complex verbal information.
Numerical Ability	Employees who utilize basic calculations effectively with little responsibility for complex data or sophisticated numerical analysis.
Numeric Reasoning	Employees who can make decisions based on basic numerical data and who understand the basic implications of charts and graphs that explain such data.
Enterprising	This is not one of the top three interests for this position.
Financial/Admin	Employees who are highly motivated by administrative duties or financial information processing.
People Service	Employees who are highly motivated by a position that offers the opportunity to help others or provide some facilitative service.
Technical	This is not one of the top three interests for this position.
Mechanical	This is not one of the top three interests for this position.
Creative	Employees who are motivated by innovation, yet also possess less creative interests.
Energy Level	Employees who respond to demands on their time and effort but who are most effective in a more relaxed environment.
Assertiveness	Employees who are somewhat willing to lead others, but most comfortable when given the chance to take direction from others.
Sociability	Employees who are moderately social, motivated by the opportunity to present their ideas and suggestions and are encouraged by the opportunity to work in a team environment.
Manageability	Employees who respond enthusiastically to a highly structured environment that requires one to work under the direct supervision of management.

Attitude	Employees who demonstrate a positive attitude, yet are not required to resist the expression of frustration in order to achieve success in their work.
Decisiveness	Employees who are capable of making timely responses but are quite comfortable using a methodical approach to make decisions.
Accommodating	Employees who can appropriately accommodate the needs of customers and co-workers, and also appreciate the occasional need to take a personal position that is different than the group's position
Independence	Employees who demonstrate some level of independence, but function best when provided supervision and structure.
Objective Judgment	Employees who utilize data in order to make deliberate decisions based on the logical application of objectivity and practicality.