



CONFIDENTIAL TEST REPORT

Results for: Mike D. Sample

Date tested: June 1, 2005

Available through:



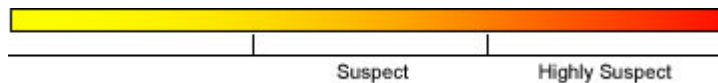
Employment Technologies
CORPORATION

Name:	Mike D. Sample	Test ID:	Mike0003	Date:	6/1/2005
Company:	Sample	City:	Bloomington	State:	IL

The following report is divided into several sections each summarizing the applicant's performance on the CFI.

Response Validity

Suspect and Highly Suspect scores indicate that applicant's self-descriptions were unrealistic. This may have been in an attempt to appear more favorable to hiring managers, or may have been the result of random or careless responses.



Section A

Work Tolerance: Results reflect the applicant's self-reported reactions to core job responsibilities and environmental characteristics. It is a visual depiction of the applicant's tolerance for the job of a Collections Representative. This applicant scored in the **Low** range.



Work Tolerance Dimensions

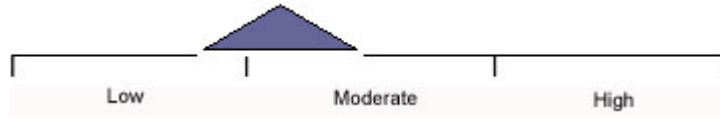
Listed below are the dimensions of Work Tolerance that comprise the CFI Test. Through their responses to items in Section A, applicants receive one of three ratings: Unacceptable, Questionable, or Acceptable. An "Unacceptable" rating indicates that the applicant reported a high likelihood to be frustrated, aggravated, or bothered with work situations associated with the target dimension.

	Unacceptable	Questionable	Acceptable
Routinization			✓
Attention to Detail		🚩	
Working Under Time Pressure			✓
Being Monitored by Others	🚩		
Coping with Criticism			✓
Emotionally Stressful Situations			✓
Exchanging Information with Customers		🚩	
Problem Solving			✓
Using Electronic Equipment	🚩		

Section B

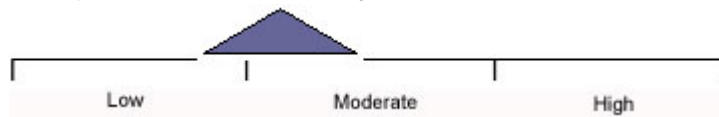
Personality: Results reflect the applicant's self-reported personality styles.

Conscientiousness - Mike D. Sample scored **Moderately Low** in this area.



This applicant will at times tend to be somewhat inattentive to details, perhaps impulsive, unconventional, and flexible. They may tend to be slightly resistive to rules and close supervision; however, they may be somewhat spontaneous, venturesome, and open-minded. They may become somewhat impatient with details, performing in a slightly haphazard fashion at times, exhibit boredom occasionally, and tend to not consistently plan ahead.

Emotionality - Mike D. Sample scored **Moderately Low** in this area.



This applicant may experience some negative emotions more often or more intensely than others. They will at times be tense, somewhat self-critical, remorseful, moody, and prone to becoming irritated by daily hassles. While moderately low scores can sometimes reflect that an applicant is going through particularly difficult times, regardless, such scores do reflect a general tendency to experience negative emotions. This applicant may at times become easily irritated with coworkers, clients, customers, and supervisors, taking criticism or rejection personally, and being tense under strong interpersonal or time pressure. This applicant may have requisite skills to perform aspects of the job well, but their periodic negative emotional experiences may at times sabotage their job performance.

Extraversion - Mike D. Sample scored **Moderately High** in this area.



This applicant may tend to be outgoing, attention-seeking, high-energy, and colorful. They are likely to find it less enjoyable working by themselves because they feed off interactions with others. They will tend to be optimistic, approachable by others, and they will enjoy working in teams. They will likely initiate activities, even being viewed as adventurous, but not foolhardy. They are likely to be the employee that others seek out to interact with and "have a good laugh."

Ambition - Mike D. Sample scored **Moderately Low** in this area.



This applicant will tend to be somewhat quiet, unassertive, and less interested in advancement or competition. This can be interpreted as self-doubt in some situations. They will generally avoid direct competition with others, and this can make them a "team player" in that they will listen and be guided by others' directives. They may lack vision or focus at times, seem indecisive, and avoid telling management about staff concerns.

Agreeableness - Mike D. Sample scored **Moderately High** in this area.



This applicant will tend to be friendly and sociable, and will tend to foster trust in others. In this way they are likely to be regarded as being straightforward and may be sought out for council on various matters. They listen to others' concerns, and they generally tolerate views different than their own. They tend to get along with most people, and succeed in jobs that require positive social interaction. They tend to build and maintain relationships at work, encourage cooperation and teamwork, and earn the trust of their coworkers.

Openness – Mike D. Sample scored **Moderately High** in this area.



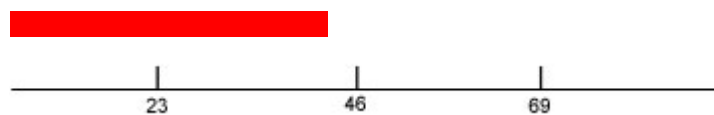
This applicant will tend to be imaginative, active, and creative, but they may become bored and may not pay attention to details. They may bring a fresh perspective to the workplace, but if not managed effectively this may disrupt performance at times. This applicant thinks about the big picture, is open to, and thrives on change and variety. They also may over-analyze problems and have trouble making decisions. Others may perceive them as being bright and knowledgeable, as well as socially perceptive.

Overall Profile

A combination of Section A and B information is used to compute the overall job-fit score and turnover risk rating. The Total CFI score ranges from 0 to 92.

Total CFI Score:

▶ **43.74**



Final Rating - Mike D. Sample has received a rating of:

▶ **High Turnover Risk**

CFI Profile Plus Report Glossary

Work Tolerance: Results reflect the applicant's self-reported reactions to core job responsibilities and environmental characteristics.

Routinization: Following a detailed course of action or standard procedure regularly. Complying with company policies and procedures that include a set sequence of steps regarding work activities. Having little variety and high repetition in work activities.

Attention to Detail: Maintaining focus and concentration on detailed work tasks over extended periods of time. Paying careful attention to detailed specifications.

Working Under Time Pressure: Planning work activities and budgeting time to complete tasks promptly. Quickly learning new information in order to make snap decisions. Working at a very fast pace. Working efficiently to finish tasks on time.

Being Monitored by Others: Having your performance closely scrutinized and evaluated according to closely monitored statistics. Working under constant supervision/regulation.

Emotionally Stressful Situations: Maintaining composure and taking steps to defuse the anger of dissatisfied customers. Using carefully chosen words and diplomacy when speaking with rude or difficult people. Maintaining a professional demeanor when faced with conflict.

Coping with Criticism: Accepting criticism without getting upset. Maintaining composure while being rejected/attacked by others. Tolerating being yelled at for something that was not your fault.

Exchanging Information with Customers: Seeking, receiving, and providing information readily and accurately. Gathering and clarifying information from potential customers. Recommending products, and influencing customers in order to sell appropriate products and services.

Problem Solving: Using reflective inquiry to identify and evaluate options. Interpreting and integrating data in order to resolve issues. Using knowledge obtained in training to answer technical questions from customers. Considering consequences of decisions prior to taking action.

Using Electronic Equipment: Operating electronic equipment including using a keyboard to enter information into a computer. Researching computer databases to find necessary information. Reading statements from a script or computer screen. Sending and receiving information over the telephone.

Conscientiousness: The extent to which one is very organized, dependable, and cautious versus consistently impulsive, unconventional, disorganized.

Emotionality: The extent to which one is calm, confident, and steady under pressure versus tense, self-critical, moody.

Extraversion: The extent to which one is outgoing, attention-seeking, and energetic versus reserved, quiet, and passive.

Ambition: The extent to which one is active, leader-like, competitive, and upwardly mobile versus quiet, and unassertive.

Agreeableness: The extent to which one is friendly, warm, sociable versus skeptical, critical, and independent.

Openness: The extent to which one is imaginative, inventive, active, and creative versus practical, narrow, conventional, and lacking curiosity.

Overall Profile: A combination of Section A and B information is used to compute the overall job-fit score and turnover risk rating. The Overall Profile score is a numerical estimate of job fit.