



# CONFIDENTIAL TEST REPORT

Results for: Mike D. Sample

Date tested: June 1, 2006

Available through:



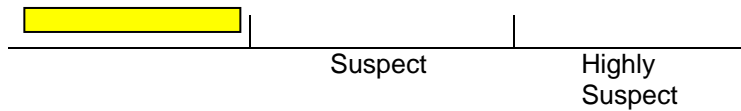
**Employment Technologies**  
CORPORATION

**Name:** Mike D. Sample      **Test ID:** Mike0003      **Date:** 6/01/2006  
**Company:** Sample      **City:** Bloomington      **State:** IL

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

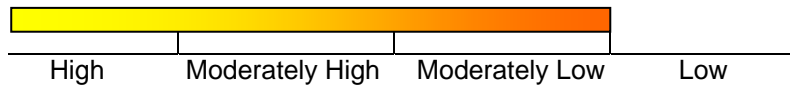
Response Validity

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 Retail Sales Representative. This applicant scored in the **Moderately Low** range.



A Moderately Low Work Tolerance score indicates that the applicant is likely to be frustrated by a number of **Retail Sales** job activities. Prolonged or intense exposure to these activities will likely lead to job dissatisfaction, and possibility voluntary turnover.

Work Tolerance Dimensions

Listed below are the dimensions of Work Tolerance that comprise the RSFI 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
<b>Adhering to Policies &amp; Procedures</b>			
<b>Attention to Detail</b>			✓
<b>Customer Relations</b>			✓
<b>Customer Service</b>			
<b>Emotionally Stressful Situations</b>			
<b>Irregular Work Schedule</b>			
<b>Negative Customer Relations</b>			✓
<b>Performance Management</b>			✓
<b>Physical Demands</b>			✓
<b>Processing Transactions</b>			
<b>Selling Process</b>			
<b>Using Electronic Equipment</b>			✓
<b>Working Under Time Pressure</b>			✓

**Section B**

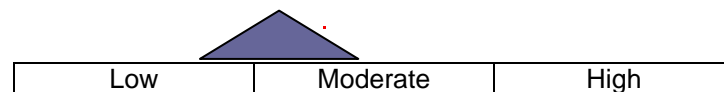
Personality: Results reflect the applicant's self-reported personality styles.

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



This applicant will tend to be organized, dependable, cautious, dignified, and thorough, following rules well and being relatively easy to supervise. This applicant will tend to work hard for the company, follow work procedures, plan work in advance and anticipate changes in workload. They also may tend to get bogged down at times in details. As coworkers, they tend to be respected for their dependability. On the other hand, they may seem formal, inflexible, and perhaps overly conforming. They likely will tend to be reliable and conscientious, but somewhat inflexible at times.

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



This applicant may experience some negative emotions more often or more intensely than higher scoring counterparts. They will at times be tense, somewhat self-critical, remorseful, moody, and prone to becoming irritated by daily hassles. While 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 **Low** in this area.



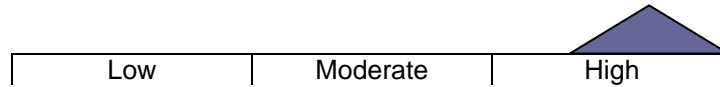
This applicant will tend to be reserved, quiet, passive, and lethargic. They generally will not interact well with strangers, finding it laborious to "carry" the conversation. They may be able to answer others' questions, but generally will not initiate interactions with others. They will generally not call attention to themselves and they likely prefer to work alone. If the job requires frequent interpersonal interactions with others, they may with time become frustrated or uncomfortable. In addition, those with whom they do interact are likely to describe them as joyless and timid.

**Ambition** - Mike D. Sample scored **High** in this area.



This applicant is active, leader-like, and upwardly mobile. They tend to be energetic, competitive, and eager to advance themselves. This applicant will be restless and unhappy after a while in any job with little chance for upward mobility. They may at times intimidate others with their drive and energy, and they could get involved in organizational politics. They will assert their opinions in a confident manner. Ambition differs from Agreeableness in that persons with high scores seem hard-working and achievement-oriented, rather than enjoying the company of others for its own sake. They may often have an agenda for their interactions with others.

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



This applicant will likely be friendly, warm, sociable, popular, and they tend to foster trust in others. In this way they are likely to be regarded as a “straight shooter,” and sought out for council on various matters. They listen to others’ concerns without becoming impatient, and they tolerate views different than their own. They get along well with most people, and succeed in jobs that require positive social interaction. They may be viewed as self-confident, but never arrogant. They tend to build and maintain coalitions at work, encourage cooperation and teamwork, and earn the trust of their coworkers through loyalty.

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



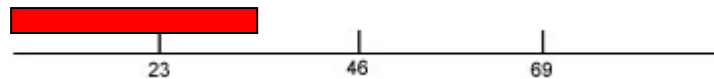
This applicant will tend to be practical, narrow, conventional, and down-to-earth. They will generally think in concrete terms rather than conceptualizing the systems around them. Thus others may view them as thinking in a shallow way about the world around them. They may tolerate routine or “boring” tasks, deriving satisfaction from rigid structure. They may resist innovation, avoid providing others with feedback about performance, and be overly decisive and rather short-sighted at times. They tend to be “set in their ways,” and sometimes viewed as socially awkward in novel social and professional situations.

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 RSFI score ranges from 0 to 92.

**Total RSFI Score:**

**34.00**



Final Rating – Based on the results above, Mike D. Sample has received a rating of:

► **High Turnover Risk**

## RSFI Profile Plus Report Glossary

---

**Response Validity:** Suspect and Highly Suspect scores indicate that applicants may have attempted to deliberately distort their responses to appear more favorable. Applicants receiving these scores may have inaccurate and unrealistic view of themselves. On occasion, Suspect or Highly Suspect scores can be the results of random or careless responding.

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

**Adhering to Policies and Procedures:** Following instructions or orders even when disagreeing with them; Verifying information provided by customers; Having to meet quality standards for services; Arriving at work on time or ahead of time, etc.

**Attention to Detail:** Studying all aspects of projects to understand them fully; Paying close attention to detailed specifications; Remaining attentive to details over extended periods of time, etc.

**Customer Relations:** Representing the organization to customers; Serving customers in stores; Dealing directly with the public; Having contact with others by telephone; Making people feel welcome and at ease; Having face-to-face contact with others, etc.

**Customer Service:** Explaining what information means and how it can be used; Describing merchandise to customers; Explaining operation of merchandise; Gathering customer information; Providing others with accurate information, etc.

**Dealing with Stressful Situations:** Having to accept criticism without getting upset; Being confronted with conflicts; Being courteous and friendly to rude or difficult people; Choosing words with care when speaking with others, etc.

**Irregular Work Schedule:** Working on holidays; Working different shifts each week or month; Working on weekends; Adjusting to unplanned changes in work schedules or priorities, etc.

**Negative Customer Relations:** Handling complaints; Dealing with angry people; Dealing with unpleasant people, etc.

**Performance Management:** Earning income based on sales performance; Being evaluated according to closely monitored statistics; Competing with coworkers, etc.

**Processing Transactions:** Preparing sales contracts; Processing credit transactions; Receiving payments for merchandise; Maintaining records related to sales; Processing paperwork, etc.

**Selling Process:** Selling product insurance; Convincing others to buy merchandise/goods; Acting as a sales agent with specific objectives; Performing product demonstrations; Recommending merchandise based on customer needs and desires, etc.

**Using Electronic Equipment:** Using a computer to enter, retrieve, or process data efficiently; Reading scripts and processing information on a computer; Entering information in electronic/magnetic form; Using a keyboard to enter information into a computer; Reading information from a computer screen, etc.

**Working Under Time Pressure:** Working in potentially stressful situations; Solving problems while under pressure; Making decisions quickly; Doing more than one task at a time, etc.

**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 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 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.