



CONFIDENTIAL TEST REPORT

Results for: Mike D. Sample

Date tested: June 1, 2005

Available through:



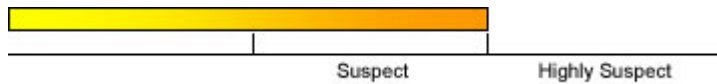
Employment Technologies
CORPORATION

Name:	Mike D. Sample	Test ID:	Mike0001	Date:	6/1/2005
Company:	DeGarmo Group	City:	Bloomington	State:	IL

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

Response Validity

Suspect and Highly Suspect scores indicate that applicants' 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 Teller. This applicant scored in the **Marginally Low** range.



Work Tolerance Dimensions

Listed below are the dimensions of Work Tolerance that comprise the TFI 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
Attention to Detail			✓
Adhering to Bank Policies			✓
Working Under Time Pressure		✗	
Adhering to Task Procedures		✗	
Coworker Relations			✓
Stressful Situations		✗	
Customer Service		✗	
Problem Solving		✗	
Sales Demands			✓

Section B

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

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



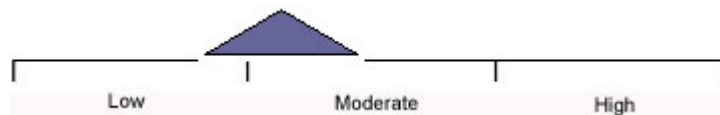
This applicant will at times tend to be somewhat inattentive to details, perhaps impulsive, unconventional, and flexible. They may tend to be slightly resistive to rules and close supervision; however, they may be somewhat spontaneous, venturesome, and open-minded. They may become somewhat impatient 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 High** in this area.



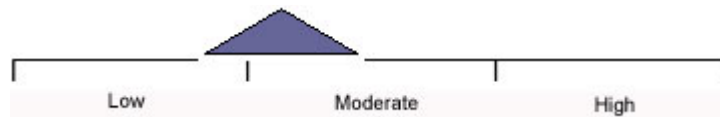
This applicant will generally be somewhat calm, steady, and liked because their moods are fairly consistent. They will generally seem relaxed, even-tempered, and peaceful in their daily interactions with others, only occasionally exhibiting negative emotions or a sour mood. They are not likely to complain often about physical discomforts or "being out of sorts."

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



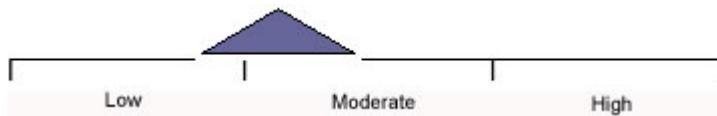
This applicant will tend to be somewhat reserved, quiet, passive, and perhaps lethargic at times. They may have some difficulty interacting with strangers, finding it somewhat laborious to "carry" the conversation. They may be able to answer others' questions, but generally will not readily initiate 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 may describe them as joyless and timid.

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 Low** in this area.



This applicant may be somewhat critical and independent, at times being resistant when directed to do something. They also may be viewed as especially direct, and somewhat cold. They may use pressure to get results, and give directions rather than make suggestions, especially if combined with a high Ambition score. This can cause stress for coworkers. They will reluctantly admit making mistakes, and may resist team-building efforts. Coworkers may view them as somewhat arrogant and impatient.

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



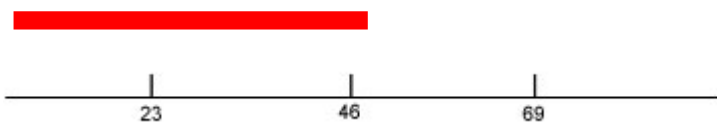
This applicant will tend to be imaginative, active, and creative, but they may become bored and may not pay attention to details. They may bring a fresh perspective to the workplace, but if not managed effectively this may disrupt performance at times. This applicant thinks about the big picture, is 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 TFI score ranges from 0 to 92.

Total TFI Score:

▶ **46.04**



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

▶ **High Turnover Risk**

TFI Profile Report Glossary

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

Adhering to Bank Policies: Verifying information provided by customers; Having to arrive at work on time or ahead of time; Wearing proper attire, etc.

Adhering to Task Procedures: Following standardized procedures to resolve a problem; Knowing the answers to many questions; Learning additional duties in order to assist customers, etc.

Attention to Detail: Remaining focused and detail orientated during hectic times; Recording information accurately; Completing paperwork to process customer transactions, etc.

Coworker Relations: working as part of a team; Being friendly and cooperative, etc.

Customer Service: Greeting others in a pleasant, friendly manner; Requesting information from customers as required; Referring customers to coworkers when appropriate, etc.

Problem Solving: Analyzing options before making a decision; Reviewing and interpreting information to make a decision; Reading materials to make an informed judgment, etc.

Sales Demands: Explaining the features and benefits of products to customers; Recommending merchandise base on customer needs and desires; Being required to meet a sales quota, etc.

Stressful Situations: Having to accept criticism without getting upset; Being courteous and friendly to rude or difficult people; Having to remain calm in a crisis situation, etc.

Working Under Time Pressure: Working at a very fast pace; Having one task interrupted by another task; Having to think 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 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.