

Fahad Rehman

Position: Assistant Manager/Associate/Executive - Sales

Test Date: Oct 12, 2021

Event ID: EMP-Stv3-WkKX-bBLiD

  **SCORE RANGES MET**

72

Talent Signal

Talent Signal

The Talent Signal is an easy way to compare candidates within a job by using a single weighted average of the candidate's score.

Based on a weighted average of the following tests:

UCAT

EPP

WPP

UCAT

Universal Cognitive Aptitude Test

Measures cognitive aptitude, or general intelligence

  **In Range**

36

Raw Score

98

Percentile



Sales - Pakistan

Suggested Score Range (12-40)



EPP

Employee Personality Profile

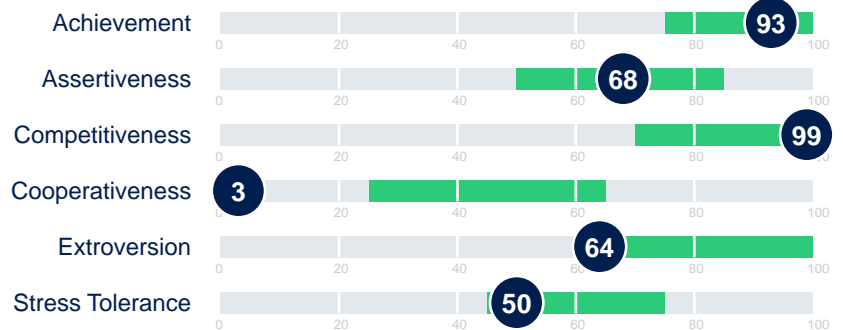
General personality assessment that measures twelve personality traits

  **In Range**

88%

Sales and Business Development
Match

 **Warning: Invalid Result**



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Candidate
Summary

||| ✓ SCORE RANGES MET

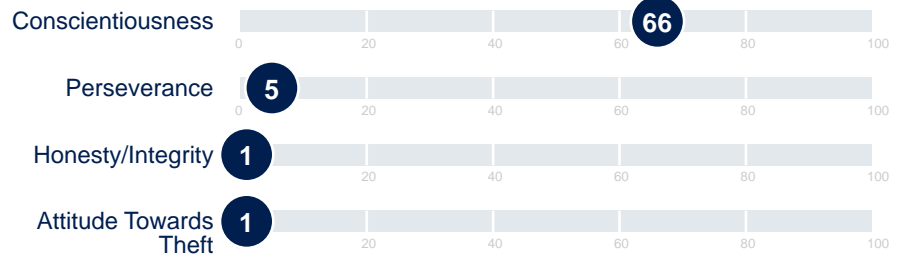
WPP

Workplace Productivity Profile

Risk assessment used to predict whether applicants will be conscientious, productive, and reliable

Low

Applicants who receive Low ratings tend to be more laid back and less cautious than those who receive higher ratings





APTITUDE TEST

Universal Cognitive Aptitude Test

The UCAT measures cognitive aptitude, or general intelligence. This test provides an indication of a subject's ability to solve problems, digest and apply information, learn new skills, and think critically. Cognitive aptitude is one of the most accurate predictors of job success for any position.

Results Summary

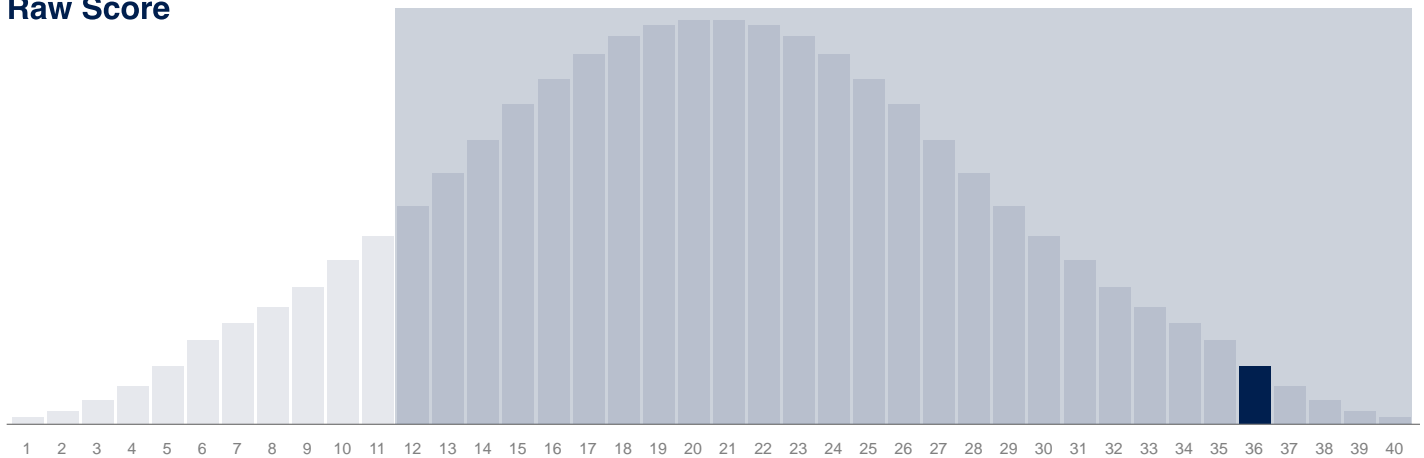
36

Raw Score

98

Percentile

Raw Score



**Selected
Score Range**



Sales - Pakistan

Score Range: Sales - Pakistan: 12-40

  **In Range**

Results Details

Fahad Rehman achieved an overall score of 36, which means Fahad answered 36 questions correctly. This corresponds to a percentile rank of 98, meaning Fahad scored better than 98% of the people who have taken this test. Below are details of how Fahad performed in specific sub categories.



**Logic & Analysis
Percentile** **99**

Ability to use logic and reasoning to solve problems and interpret data.



**Numerical Reasoning
Percentile** **98**

Ability to reason using numbers and numerical concepts.



**Attention to
Detail Percentile** **99**

Ability to focus on detail-oriented tasks with thoroughness and accuracy.



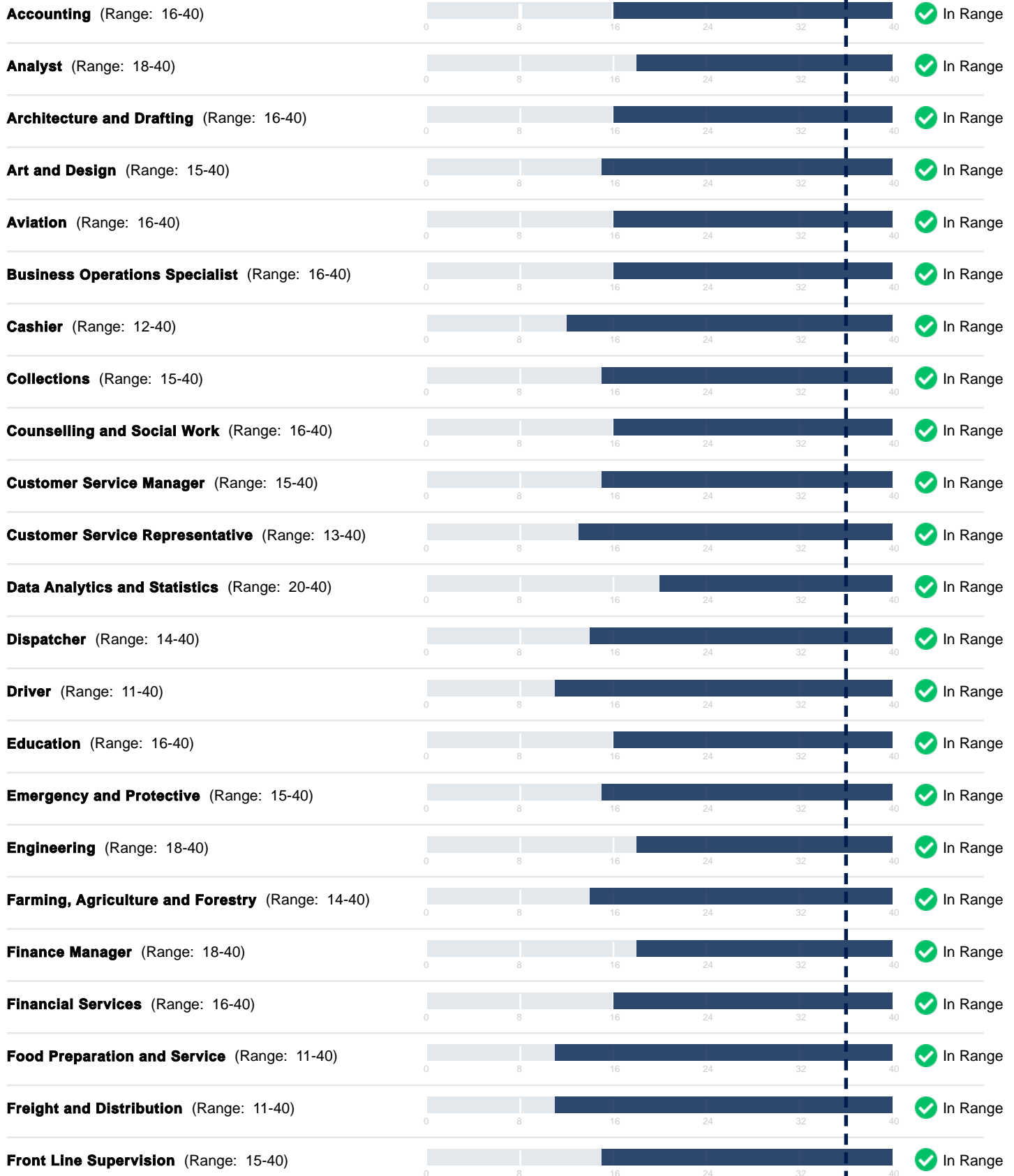
**Spatial Reasoning
Percentile** **72**

Ability to visualize, make spatial judgments, and problem solve.

Suggested UCAT Score Ranges by Position

*Based on national norms compiled by Criteria Corp.

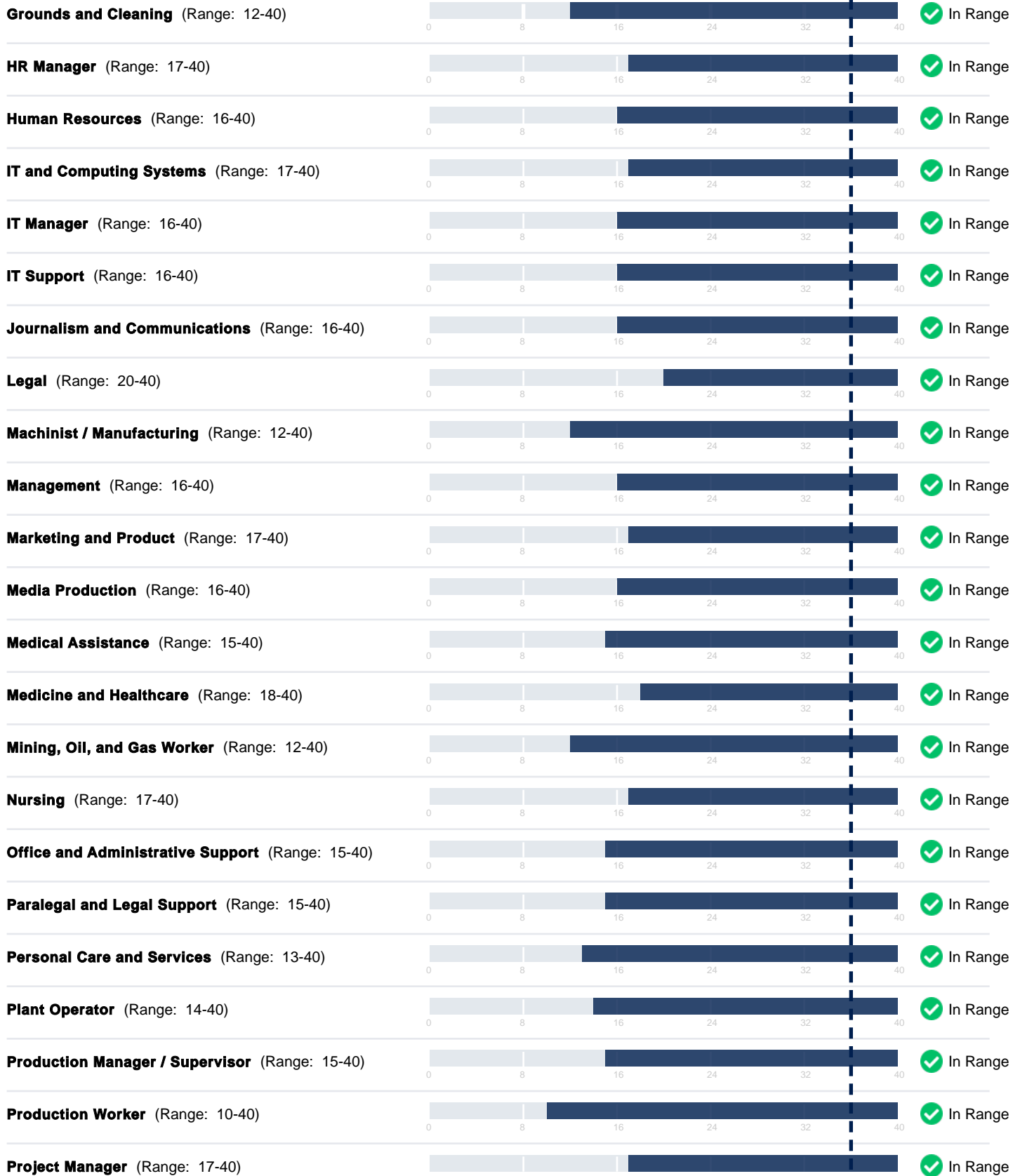
Fahad Rehman | Score: 36



Suggested UCAT Score Ranges by Position

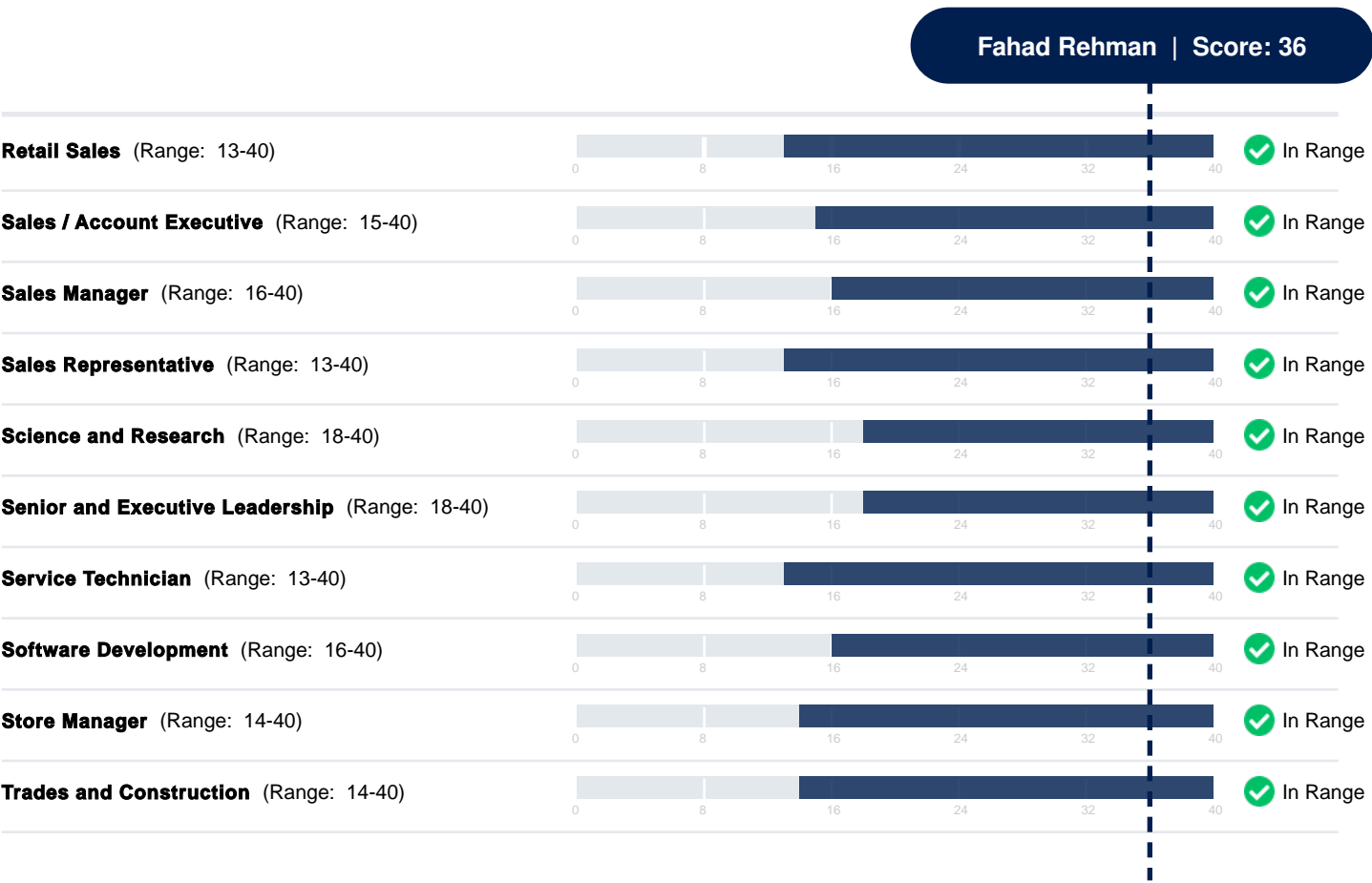
*Based on national norms compiled by Criteria Corp.

Fahad Rehman | Score: 36



Suggested UCAT Score Ranges by Position

*Based on national norms compiled by Criteria Corp.



Fahad Rehman

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PERSONALITY TEST

Employee Personality Profile

The EPP is a personality assessment that measures twelve traits. Scores for each trait are expressed as a percentile ranking, which reflects how a person scored on that trait relative to other test-takers. There are no “high” or “low” scores on the EPP; rather, people with certain traits tend to be a better fit for certain jobs. The EPP contains a series of job families that assess how good a fit a person’s personality is for a given position.

SEE PAGE 6

 **Warning:**
Invalid Result

88%

Score Range Match

Score Details

**Selected
Score Range**



Custom Score Range: Pakistan Sales

Job Family Match %: Sales and Business Development Match

  **In Range**



Achievement



Assertiveness



Competitiveness



Conscientiousness



Cooperativeness



Extroversion



Managerial



Motivation



Openness



Patience



Self-Confidence



Stress Tolerance



Score Explanation

Achievement Percentile

93



The Achievement (ACH) scale score reflects an individual's ability to follow through and complete tasks and to achieve specific goals. It is also related to the amount of interest that a person has in intellectual or conceptual work. The ACH score in the 93rd percentile for this person indicates he or she consistently achieves and follows through. This person is likely to perform at an above average level at work or in a career, and has an above average level of attention or energy available for intellectual reasoning or conceptual work. This person is likely to be successful in academic activities. The ability to perform and follow through is likely to be apparent at work or in this individual's career history.

Assertiveness Percentile

68



The Assertiveness (AST) scale score provides a gauge of an individual's directness in expressing himself or herself and in dealing with others. This person's AST score in the 68th percentile indicates an individual who is moderately assertive. He or she may be assertive in some situations and not in others.

Competitiveness Percentile

99



The Competitiveness (CMP) score reflects the need to win, to perform better than others, or to surpass standards of achievement or performance. This individual's CMP score in the 99th percentile suggests that he or she values competition.

Conscientiousness Percentile

55



The Conscientiousness (CON) scale is an indicator of a person's tendencies with respect to being deliberate, self-disciplined, organized and dependable. This person's score in the 55th percentile suggests he or she is reliable, hard-working, careful, and organized. Individuals with scores in this range tend to be goal-oriented, dependable and persistent in work settings.

Cooperativeness Percentile

3



The Cooperativeness (COP) score indicates a person's level of comfort in working closely with others and in taking the lead from others. A low COP score does not necessarily indicate uncooperativeness, but may indicate independence or aggressiveness in dealing with others. This COP score in the 3rd percentile suggests that this person is likely to be strongly committed to his or her own views, and may take an independent, aggressive role in a work situation. This individual may sometimes be seen as overly aggressive in taking the lead in some work situations.

Extroversion Percentile

64



The Extroversion (EXT) scale score indicates the degree to which a person sees himself or herself as socially outgoing. For this individual, the EXT score in the 64th percentile indicates a person who is moderately extroverted. This person may be seen to be as extroverted and outgoing as the average person in business or social situations.

Managerial Percentile

72



The Managerial (MGT) score represents the degree to which a person's work strengths combine with his or her achievement, motivation, interpersonal strengths, and inner resources in a pattern similar to that of individuals in managerial and supervisory roles. This individual's MGT score in the 72nd percentile suggests that his or her general characteristics are moderately similar to those of individuals in management or supervisory roles. This person is likely to be able to delegate authority and to have some ability to inspire and motivate others. This person may be seen as having moderately good overall management potential.

Motivation Percentile

83



The Motivation (MOT) scale score is intended to represent a person's inner drive, commitment to achieve, and the strength of inner emotions, needs, and values. This MOT score in the 83rd percentile indicates a person whose motivation or inner drive is relatively high for certain personally important goals and not for others.

Openness Percentile

95



The Openness scale measures the extent to which an individual is imaginative and creative, as opposed to down to earth and conventional. The Openness score of 95th percentile indicates that this individual is likely to be experimental, intellectually curious, and creative. They tend to be drawn to thinking about abstract ideas and the "big picture." Such individuals will often be open to change, and sometimes not as detail-oriented as those with lower Openness scores.

Patience Percentile

96



The Patience (PAT) scale indicates a person's ability to effectively cope with frustration encountered in completing tasks or in conflict-laden situations. This individual's PAT score in the 96th percentile suggests that he or she is more patient than most.

Self-Confidence Percentile

98



The Self-Confidence (SCN) score is an indicator of the level of confidence and self-assurance an individual brings to his or her work. The SCN score in the 98th percentile suggests this person is, in general, self-confident and self-assured.

Stress Tolerance Percentile

50



The Stress Tolerance scale measures the ways in which people respond to stress. The Stress Tolerance score of 50th percentile indicates this individual will generally be calm and even-tempered, though they may sometimes respond emotionally to events when under stressful conditions. People who score in the middle range for Stress Tolerance generally do not worry too much about how others perceive them, and are able to accept constructive criticism.

Criteria Job Family Matches

Percentage match for various jobs based on profiles compiled by Criteria Corp.



Management and Leadership

75%

Key Job Responsibilities:

Planning, directing and overseeing the operations and fiscal health of a business unit, department or operating unit within a company. Overseeing and leading the work of a group of people. Develop personal growth opportunities, coach, counsel and discipline employees.

Example Job Titles:

Director, Chief, Executive, Supervisor

Higher scores in Managerial, Competitiveness and Assertiveness traits are characteristic of the Management and Leadership positions. Low to medium scores in Cooperativeness are also appropriate, because being too accommodating can be a hindrance to effective and objective decision-making. People in these positions also tend to have above average scores on Extroversion.



Accounting and Finance

61%

Key Job Responsibilities:

Collecting data, examining and investigating variances, compiling data and outlining key trends. Prepare asset, liability and capital account entries by compiling and examining account information. Recording and reporting cash flow of a company. Preparing financial reports and processing payroll.

Example Job Titles:

Auditor, Budget Analyst, Forensic Accountant, Staff Accountant

A higher score on Conscientiousness is characteristic of Accounting and Finance. People in these positions tend to be considerably more introverted than the general population, reflecting the fact that their jobs do not often require a high degree of social stimulation. They also tend to have lower than average scores on Openness, reflecting a preference for the traditional and conventional over the experimental or creative.



Administrative and Clerical

36%

Key Job Responsibilities:

Handling office tasks, filing, reporting and presentations. Managing and distributing information within an office. Answering phones, taking memos. Sending and receiving correspondence. Typing, binding, scanning. Arranging travel and writing letters and emails for other staff.

Example Job Titles:

Administrative Assistant, Executive Assistant, Administrative Coordinator, Administrative Manager, Administrative Specialist, Legal Secretary, Human Resources Administrator, Secretary, Support Assistant, Billing Coordinator, Accounting Clerk, Bookkeeper, Office Manager

The Administrative and Clerical job family benchmark includes high scores on Cooperativeness and Conscientiousness, which have been linked to high performance in these positions. High scorers on Cooperativeness tend to be accommodating and easy to manage, and high scorers on Conscientiousness tend to be structured, careful and reliable.



Analysis, Planning and Consulting

84%

Key Job Responsibilities:

Gathering, interpreting and using complex data to develop actionable steps that will improve processes and enhance outcomes. Assess company and client needs, receive information, evaluate it looking for areas of improvement. Design technical solutions. Collect and store data on sales numbers, market research, logistics, and processes, and presents in ways to help business and companies make better decisions.

Example Job Titles:

Business Analyst, Product Owner, Product Manager, Project Manager, Systems Analyst, Process Owner, Management Consultant, Marketer

Openness is one of the most prominent traits in the Analysis, Planning and Consulting group reflecting an affinity for problem solving and intellectual curiosity. This group also tend to score high on Achievement and on Conscientiousness, and slightly higher than average on Assertiveness.



Tellers and Clerical Finance

41%

Key Job Responsibilities:

Handling customer financial transactions like deposits, withdrawals, transfers, money orders, etc. Counting cash, answering phones and filing deposit slips. Balancing numbers at end of day.

Example Job Titles:

Coin Teller, Commercial Teller, Exchange Teller

The Tellers and Clerical Finance job family is characterized by high scores on Cooperativeness and Patience, which is typical for a customer service-oriented position. This group also tends to have much lower than average scores in Assertiveness and Openness.



Account Collection and Receivables

73%

Key Job Responsibilities:

Collecting payments on past due bills, resolving customer billing problems and reducing accounts receivable delinquency. Making outbound collection calls in a professional manner while maintaining customer relations. Mailing and faxing of documents to customers and accounts receivables.

Example Job Titles:

Collections Clerk, Collections Account Manager, Accounting Specialist

Traits typical of the Account Collection and Receivables group are very similar to those of the Sales and Business Development group, as Competitiveness, Assertiveness and Extroversion are correlated with success in both groups. High scores on Conscientiousness and Stability are also assets for Account Collection.

Criteria Job Family Matches

Percentage match for various jobs based on profiles compiled by Criteria Corp.



Client and Customer Service

38%

Key Job Responsibilities:

Supporting customers by providing helpful information, answering questions and responding to complaints. Front line of support for clients and customers to ensure satisfaction with a product or service. Suggests information, processes orders, prepares correspondence and fulfill customer needs. Can generate sales leads, builds relationships through interactive communication.

Example Job Titles:

Call Center, Client Support, Customer Engagement, Customer Advocacy, Support Agent, Support Specialist, Technical Service Engineer, Technical Customer Support Expert, Guest Service Agent, Service Desk Support

People in Client and Customer Service tend to score high on Cooperativeness and Patience, which are important for ensuring positive customer experiences. Conscientiousness is also important, as high scorers on Conscientiousness tend to be reliable and careful, assets for those in Client and Customer Service. This group also tends to have lower than average Openness scores.



Front Desk and Reception

51%

Key Job Responsibilities:

Handing front office reception, administration duties, greeting guests, answering phones and handling company enquiries, sorting and distributing mail. Schedule travel and meeting for executives. Service visitors. Maintain telecommunication system.

Example Job Titles:

Office Assistant, Secretary, Welcome Coordinator, Concierge

Front Desk and Reception is similar to the Customer Service profile. High scores in Conscientiousness, Cooperativeness, and Patience are important in this position, with lower to mid-range scores in Assertiveness.



Healthcare Practice and Support

27%

Key Job Responsibilities:

Verifies patient information, records medical history and confirms purpose of visit. Prepares patients for examination, performs preliminary physical tests including blood pressure, weight, temperature. Filling out insurance forms, handling correspondence, scheduling appointments.

Example Job Titles:

Dental Assistant, Registered Nurse, Phlebotomist, Dental Hygienist, Veterinary Assistant & Technician, Physical Therapy Assistant, Clinical Laboratory Technician

Similar to the Customer Service profile, high scores on Conscientiousness and Cooperativeness are an asset in Healthcare Practice and Support positions. High scores on Conscientiousness are important, as deliberate, careful, and detail-oriented people will be more likely to prosper in these positions. Below average scores in Openness are also typical.



Production and Manufacturing

38%

Key Job Responsibilities:

Manufacturing goods in an assembly line, feeding materials into machinery, assembling items, packaging or storing items. Operate machinery to assist in the production process. Assist in lifting, carrying and moving heavy loads are required. Unloads, sorts and stocks shipments.

Example Job Titles:

Assembler, Welder, Machinist, Operator, Quality Control Inspector, Woodworkers, Warehouse, Tool and Die Maker, Quality Assurance

Conscientiousness and Cooperativeness have been shown to positively correlate with high performance in Production and Manufacturing. People with high scores on Conscientiousness tend to be careful and dependable, and high scorers on Cooperativeness can be easier to manage.



Software Engineering and Development

87%

Key Job Responsibilities:

Developing and testing programming applications. Develop documentation to support application maintenance. Researching, designing, implementing and managing software programs. Writing and implementing efficient code. Maintaining and upgrading existing systems.

Example Job Titles:

Computer Programmer, Electrical Engineer, Software Developer, Computer Systems Analyst, Database Administrator, Software Quality Assurance Engineer, Network System Administrator

Software Engineering and Development employees tend to be significantly more introverted than the general population, reflecting the fact that their day-to-day jobs often do not require extensive social interactions. The group generally has much higher than average scores in Openness, reflecting their high degree of intellectual curiosity and a willingness to experiment.

Selected Job Family



Sales and Business Development

88%

Key Job Responsibilities:

Serving customers by selling products and services, using solid arguments to prospective customers. Obtain orders, establish new accounts by planning daily work schedule to call on existing potential sales outlets. Achieve agreed upon sales targets and outcomes within schedule.

Example Job Titles:

Sales Representative, Sales Development Representative, Sales Executive, Sales Consultant, Sales Associate, Account Manager, Relationship Manager, Sales Engineer, Recruiter

High scores in Competitiveness, Achievement and Extroversion are shown to correlate with success in Sales and Business Development. People in this group tend to be more assertive than average, and commonly have lower than average Cooperativeness scores, as being too accommodating can be a liability in effective sales closing.

Interview Questions

Achievement

Fahad scored in the range for Achievement. Questions to confirm this include:

- Tell me about your experience in defining long-range goals. Be specific and discuss how you set a particular goal, how you measured progress towards the goal, and how successful you were.
- Describe a time at work when you set a series of small goals to achieve a bigger underlying goal.
- Talk about your strategy at work to ensure that you are able to follow through in completing all of your various tasks, projects, and goals.

Assertiveness

Fahad scored in the range for Assertiveness. Questions to confirm this include:

- Please discuss a time when you felt you were being ignored by managers, and how you tried to present ideas to those who you felt were not paying attention to you.
- Tell me about an instance when you heard a manager or coworker say something you disagreed with, or that was incorrect; what did you do?
- How do you typically decide whether or not you should speak up about an issue at work?

Competitiveness

Fahad scored in the range for Competitiveness. Questions to confirm this include:

- How do you measure your own success in a job?
- Discuss how you approach evaluating the quality of your own work when given no clear criteria for success by your manager.
- Discuss your preferences on having your work be appraised against objective standards versus being appraised against your coworkers.

Cooperativeness

Fahad scored below the range for Cooperativeness. Questions to explore this include:

- Please provide specific examples of how you have handled (work) situations where you had to be accommodating towards someone with whom you strongly disagreed.
- Please describe a situation in which you have been able to successfully work with someone you didn't like.
- Tell me about a time when you disagreed with a coworker on how to get a task completed.

Extroversion

Fahad scored below the range for Extroversion. Questions to explore this include:

- Talk about an example of when you had to be proactive and outgoing in order for a work project to be successful.
- Tell me about a time at work when you needed help or guidance but did not know who to ask. What did you do?
- Describe a project you completed at a previous job that required you to consult with coworkers or customers for information. How did you approach these interactions, and what was the result?

Stress Tolerance

Fahad scored in the range for Stress Tolerance. Questions to confirm this include:

- Stress can be a natural part of many work environments; describe a situation where stress impacted you on the job, and how you handled it.
- Please discuss a time when you were given unexpected negative feedback, and how you responded.
- Describe a time when your workload was unusually high; how did you feel at the time, and how did you handle it?



Assessment Error

This report may be invalid and should be used with caution. The Inconsistent Responding score of 3 suggests that the individual may have been inattentive or careless in making responses.

Validity & Response Style

The Validity and Response Style scales represent the individual's level of attention to the meaning of EPP statements (Inconsistent Responding) and tendency toward positive (Self-Enhancing) or negative (Self-Critical) self-presentation.

Inconsistent Responding (INC)

3

THIS REPORT MAY BE INVALID AND SHOULD BE USED WITH CAUTION. The Inconsistent Responding (INC) score of 3 indicates that this person may not have paid appropriate attention to the meaning of EPP statements when giving responses, and may have responded carelessly or in a completely random fashion.

Self-Critical Score (CRT)

54

In addition, the **Self-Critical (CRT) score** in the **54th percentile** suggests that this individual may, at times, be introspective and is open to being self-critical, and his or her standards for self-evaluation may be based on unusually high expectations. These scores may indicate a person who can be both self-critical and self-confident. They may also occur when responses have been made carelessly or without regard to item content.

Self-Enhancing Score (ENH)

99

This person obtained a **Self-Enhancing score (ENH)** in the **99th percentile**. This style of self-presentation is much more positive than that of most others. This can be a characteristic of job applicants and others trying to make a good impression in business, social, or other situations. It may also reflect a high level of self-confidence. Others are likely to describe this person's self-regard as highly positive.

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RISK TEST

Workplace Productivity Profile

The WPP is a risk assessment that is used to predict whether an applicant will be a conscientious, productive, and reliable employee. It measures traits relating to work habits, integrity, and perceived risk of engaging in counterproductive work behaviors such as theft.

Results Summary

Low

Overall Rating

Results Details

Applicants who receive Low ratings tend to be more laid back and less cautious than those who receive higher ratings. He/She is also classified as a higher risk for engaging in counterproductive work behaviors such as theft, absenteeism, or time-wasting. This does NOT mean that the test is stating that Fahad has or will engage in these counterproductive behaviors, only that his/her relatively lenient attitudes towards such behaviors makes him/her a higher risk for engaging in such behaviors. See the body of this report for more details.

Score Details



Work Habits



Integrity



Validity & Response Style

The WPP contains an internal validity scale known as the Self-Enhancing Scale which is designed to detect and, where applicable, correct for instances in which individuals exhibit tendencies to “fake” the test, or present themselves in a overly positive light.

Self-Enhancing Score (ENH)

59

Fahad's score of 59th percentile on the Self-Enhancing scale means that Fahad showed no tendency to self-enhance, and was generally forthright and candid in his/her style of self-presentation. Because Fahad exhibited no tendency to self-enhance, his/her scores have not been adjusted.

Score Explanation

Conscientiousness Percentile

66



This scale is an indicator of a person's tendencies with respect to being deliberate, self-disciplined, organized and dependable. High scorers tend to be reliable, hard-working, and goal-oriented. They also are likely to be organized and to be rule-followers. Low scorers tend to be less cautious, and are often described by others as laid back, fun-loving and colorful: in a work environment, however, they may be less goal-oriented, and can be impulsive and not inclined to plan things in advance. Fahad's score of 66th percentile is in the high range for Conscientiousness.

Honesty/Integrity Percentile

1



This scale measures a person's beliefs in the importance of adhering to rules and laws, and with respect to the value of honesty. High scorers favor the consistent application of laws and moral rules, and tend to place a high value on honesty and integrity in their dealings with others. They also tend to be respectful of authority. Lower scores tend to endorse more flexible attitudes to rules, often allowing for exceptions. They also tend to be distrustful of others. Fahad's score of 1st percentile is in the low range for Integrity/Honesty.

Perseverance Percentile

5



This scale measures a person's tendencies with respect to being diligent, having consistent interests, and persevering in the face of adversity. High scorers tend to be diligent, hard working and goal-oriented, and not easily discouraged; they also maintain consistent interests and focus on long-term goals. Low scorers tend to change interests frequently, and may be more inclined to change courses rather than press on when faced with setbacks or adversity. Fahad's score of 5th percentile is in the low range for Perseverance.

Attitude Towards Theft Percentile

1



This scale provides an indication of a person's attitudes towards theft, fraud, and other forms of dishonest financial dealings. Individuals who score highly in this scale show little tolerance for theft or fraud. They do not see theft or fraudulent behavior as common or excusable, and they do not report any inclination of their own to carry out theft. They are deemed to be at relatively low risk of engaging in counterproductive work behaviors. Low scorers on this scale see theft and fraud as commonplace in the workplace and are less adamant in denying that they would engage in counterproductive work behaviors. Fahad's score of 1st percentile is in the low range for Attitudes Towards Theft.