

Lisa Sample

Position: Sample Test Portfolio

Test Date: Oct 12, 2021

Test Event ID: ABC-1def-gH23-jK4mN | Test Ver: 2.0



PERSONALITY TEST

Workplace Alignment Assessment

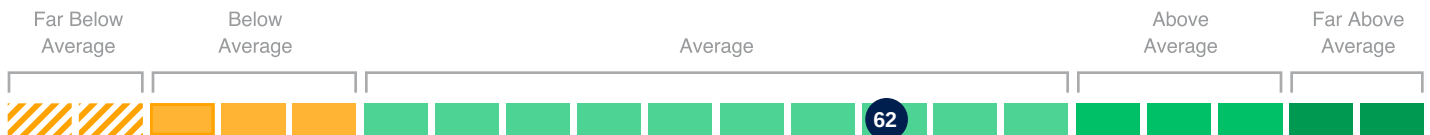
This assessment measures the degree of alignment between a candidate's work-related preferences and the environment provided by the organization. Candidates are more likely to be committed to their employer and put in extra effort during their time at work when their most valued needs and preferences are emphasized by the organization.

Results Summary

62nd Percentile

Average

Results Summary



Selected Score Range



Sample Score Range

Overall Percentile: 50-100

  **In Range**

Lisa's overall Workplace Alignment score was higher than 62% of other people who have completed this assessment previously, which indicates that they are likely to:

- Feel a sense of alignment between what's important to them in their ideal job and what's provided by the organization
- Experience a sense of commitment to the organization
- Generally go above and beyond role requirements to benefit the organization
- Generally feel satisfied with the working environment

Results Details

Of the 20 Work Factors Lisa was asked to rank, the top four were:

- Ability Utilization: Being able to apply relevant qualities and skills
- Moral Values: Working without pressure to compromise one's moral ideals
- Compensation: Receiving remuneration that compares well with that of others
- Security: Encountering stability of employment

Work Factors Profile Match

● Organization

● Candidate

Work Factor	Definition	Level of Importance
Ability Utilization	Being able to apply relevant qualities and skills	
Autonomy	Planning one's work without significant involvement from supervisors	
Creativity	Having the capacity to trial one's own ideas	
Independence	Working independently of others	
Achievement	Gaining a sense of accomplishment from work	
Responsibility	Making decisions on one's own	
Security	Encountering stability of employment	
Working Conditions	Being provided with satisfactory conditions in which to undertake work	
Activity	Being continually occupied with work tasks	
Compensation	Receiving remuneration that compares well with that of others	
Recognition	Being acknowledged and credited for one's achievements	
Variety	Having the capacity to do different things on a daily basis	
Advancement	Having opportunities to advance up the organization's hierarchy	
Authority	Having the capacity to provide direction to others	
Co-workers	Experiencing harmonious relationships with colleagues	
Moral Values	Working without pressure to compromise one's moral ideals	
Policies and Procedures	Receiving fair and equitable treatment from the organization	
Social Service	Having the ability to provide assistance to others	
Supervision – Relations	Receiving support from supervisors when dealing with management	
Supervision – Technical	Receiving comprehensive training from supervisors	

Interview Questions

When comparing Lisa's work factors with the organization's work factors, the largest gap in the work factors is shown below. If there are significant gaps between the candidate's and organization's work factors profiles, then interview questions intended to help explore those gaps will be provided below.

If Lisa proceeds to the interview stage, you may choose to further investigate their response in these areas:

● Organization ● Candidate

Work Factor	Definition	Level of Importance
Supervision – Technical	Receiving comprehensive training from supervisors	

Interview Question: Receiving training from supervisors is something you placed importance on. Can you provide more insight into your expectations and preferences in relation to this?

Supervision – Relations	Receiving support from supervisors when dealing with management	
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Interview Question: You've indicated that receiving support from supervisors is important to you. Can you expand on your views and experiences in relation to this?

Moral Values	Working without pressure to compromise one's moral ideals	
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Interview Question: Maintaining your moral values at work is something you placed importance on. Can you provide more information on your views in relation to this?