

Vince Sample

Position: Sample Test Portfolio
Test Date: May 23, 2022
Event ID: ABC-D1Fg-2H3l-jklmN



PERSONALITY TEST

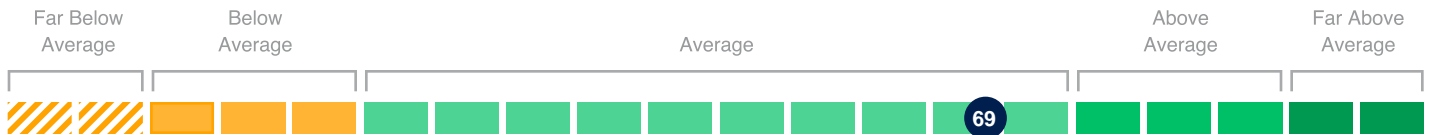
Illustrait

Illustrait provides insights into an individual's competency potential in areas of specific relevance to a particular role. This information can be used in areas such as: recruitment and selection, development and coaching, and promotion decisions.

Results Summary

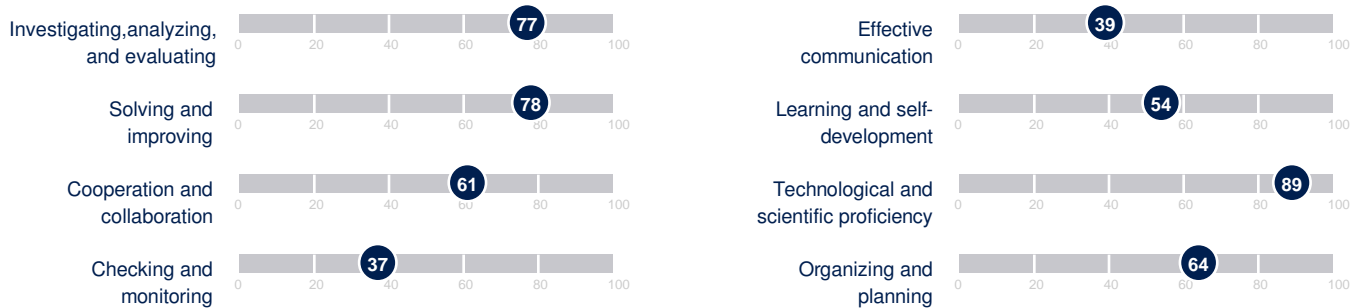
69th Percentile
Average

Results Details



Vince's competency alignment was higher than 69 percent of the population. Higher competency scores indicate a greater likelihood of the candidate having personality traits and preferences that are aligned with the competency requirements of the job.

Competency Score Summary



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Competency Score Details

Effective communication

39th Percentile

Average

The Effective communication competency describes someone's capability to communicate effectively to audiences and with a wide variety of people.

Vince's results suggest:

- They may be reasonably good at adjusting their communication in anticipation of others' reactions.
- They may not be overly comfortable communicating complex ideas and may not be the most engaging speaker.

Learning and self-development

54th Percentile

Average

This competency describes a person's likely capability and interest in learning or self-development opportunities. People who score highly should proactively seek and implement feedback, and identify and improve upon their weaknesses.

Vince's results suggest:

- They are somewhat likely to enjoy learning new things and may engage in ongoing self-development.
- They may sometimes seek feedback to help their learning and be moderately comfortable if that feedback is critical or negative.
- They are moderately likely to believe that successes are within their control, meaning they may feel reasonably confident that concerted effort will improve their abilities.

Competency Score Details (continued)

Technological and scientific proficiency

89th Percentile
Above Average

The Technological and scientific proficiency competency describes a person's capacity to apply and learn new scientific and technical knowledge or skills.

Vince's results suggest:

- Their moderate interest in learning and self-development suggests they may sometimes seek chances to improve their technical or scientific knowledge.
- They should be quite effective at applying their scientific or technical skills or knowledge to help them complete their tasks.

Organizing and planning

64th Percentile
Average

This competency describes a person's likely effectiveness at organizing or structuring their work and making long-term plans.

Vince's results suggest:

- They are reasonably likely to consider long-term objectives when making plans.
- They may generally work in an organized and structured way.

Competency Score Details (continued)

Investigating, analyzing, and evaluating

77th Percentile
Above Average

The Investigating, analyzing, and evaluating competency describes a person's likely capacity to critically evaluate, analyze information or data.

Vince's results suggest:

- They should be reasonably analytical in their approach.
- They are moderately likely to see things from different perspectives when investigating problems.
- Their comfort with identifying flaws and errors suggests they should have the capacity to critically evaluate information or arguments.

Solving and improving

78th Percentile
Above Average

The Solving and improving competency describes the likely capacity of a person to develop solutions to complex problems and turn problems into opportunities to enhance products or services.

Vince's results suggest:

- They are likely to be relatively comfortable identifying solutions to problems.
- They may be relatively focused on improving existing products, services, or processes at work.
- They are likely to be comfortable developing innovative, new ideas which could help them solve problems or make improvements.

Competency Score Details (continued)

Cooperation and collaboration

61st Percentile
Average

This competency describes a person's capacity for cooperating and collaborating with others and working effectively within a group or team to achieve outcomes. People who score highly are likely to be collaborative, value others' contributions, and seek consensus when making decisions.

Vince's results suggest:

- They are likely to have a moderate preference for working with others, which may mean they are reasonably comfortable collaborating with others.
- They are somewhat inclined to seek others' opinions and perspectives on different work matters.
- They may be reasonably cooperative given their moderate tendency to compromise when others disagree.

Checking and monitoring

37th Percentile
Average

The Checking and monitoring competency describes a person's capacity to check and monitor their own or others' work for accuracy and quality.

Vince's results suggest:

- They are very unlikely to be concerned with monitoring their work, people, or processes to ensure adherence to procedures, policies, and regulations.
- They are comfortable reviewing and evaluating their own or others' work, plans, or processes to find any potential weaknesses or errors.
- Their moderate detail-orientation suggests that they should be reasonably effective at checking the fine details of work.

Interview Questions

The following interview questions are based on the competencies selected for the role and the individual's results on those competencies. The questions reflect areas that you may choose to investigate further if the candidate progresses to an interview.

Effective communication

- Describe a time where you had to express an idea that you knew would be popular with some people but unpopular with others. How did you approach this? What was the outcome?
- Imagine you had to make a presentation in front of all of the employees at your organization. How would you be feeling? How would you prepare for this?
- Describe a time you were giving a presentation and noticed that the audience was distracted or not paying attention. What do you think was causing this? What did you do to try and re-engage the audience?

Learning and self-development

- Describe a time where you went out of your way to learn more about something that would be useful for your job. What did you learn? How did this impact your performance at work?
- Describe your approach to professional development. How do you ensure you are staying up to date with advancements and new developments in your field?

Technological and scientific proficiency

- Tell me about a time you have taken the initiative to use science or technology to enhance your work or work tasks. How did including science or technology improve your work or ability to complete the task?
- Describe a situation where your role has required you to use technology you are unfamiliar with. What approach did you take to become proficient?

Organizing and planning

- Talk about a time at work when you needed to plan ahead in order to complete a long-term work objective. How did you make your plan, taking into account resources or time?
- Please talk about a situation where you struggled to stay organized or follow your plan. What did you do to bring structure and order back to your work?

Interview Questions (continued)

Investigating, analyzing, and evaluating

- Describe a time when you had to analyze a large amount of information from multiple sources. How did you approach the management and integration of this information?
- Discuss a time where you had conflicting information on an issue. What was your process in determining which information was reliable?

Solving and improving

- Describe a time where you turned a problem into an opportunity to improve a product or service at work. What did you do? What was the outcome?
- Describe a time at work when you identified a pattern of problems and implemented a solution. How did you identify the underlying cause of the problems? What was your solution?

Cooperation and collaboration

- Describe a time where you had to work with others on a project that required many different roles. How were these roles determined amongst the team? What was the outcome?
- Talk about a time when you needed to collaborate on a task or project with a coworker who disagreed with your approach. What steps did you take to try and reach a consensus? What was the outcome?

Checking and monitoring

- Tell me about a time when you needed to inspect the quality of a product, process, or service at work. How did you ensure this was done accurately?
- When checking or monitoring work (your own or others), what are the most important things you are concerned about?
- Describe a time when your work had to comply with strict procedures or policies. What steps did you take to ensure you were following these procedures and policies appropriately?

Validity & Response Style

Illustrait contains an internal Scatter Score which is designed to detect response patterns which deviate from an expected response pattern. The Scatter Score can be used to detect respondents who may have been careless or inattentive, as well as those attempting to present themselves in an overly positive light.

Scatter Score

TYPICAL

The individual's Scatter Score indicates they responded in a manner that is similar to other people with a similar personality. They are unlikely to have responded carelessly or been attempting to present themselves in an overly positive light.