

# Vince Sample

Position: Sample Test Portfolio

Test Date: June 5, 2023

Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0



## PERSONALITY TEST

### Workplace Alignment Assessment

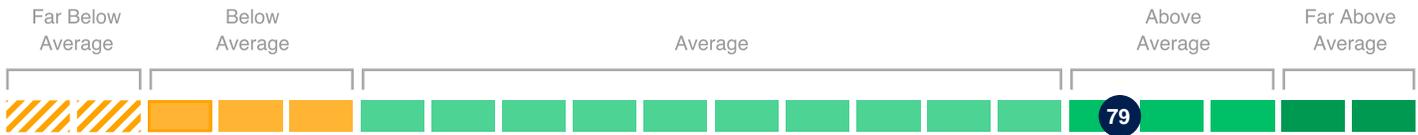
This assessment measures the degree of alignment between a candidate's work-related preferences and the environment provided by the organization. Candidates are more likely to be committed to their employer and put in extra effort during their time at work when their most valued needs and preferences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

### Results Summary

# 79th Percentile

Above Average

## Results Summary



Vince's overall Workplace Alignment score was higher than 79% of other people who have completed this assessment previously, which indicates that they are likely to:

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

## Results Details

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

- Autonomy: Planning one's work without significant involvement from supervisors
- Policies and Procedures: Receiving fair and equitable treatment from the organization
- Independence: Working independently of others
- Supervision – Technical: Receiving comprehensive training from supervisors

# Work Factors Profile Match

● Organization ● Candidate

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

## Interview Questions

When comparing Vince'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 Vince proceeds to the interview stage, you may choose to further investigate their response in these areas:

● Organization ● Candidate

Work Factor	Definition	Level of Importance
<b>Policies and Procedures</b>	Receiving fair and equitable treatment from the organization	

Interview Question: Receiving fair treatment from an employer is something you seem to value. Can you expand on your expectations and experiences in relation to this?

<b>Independence</b>	Working independently of others	
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Interview Question: You've indicated that working independently of others is important to you. Can tell me more about this?