Score Report Guide

Illustrait®

Workplace Behavior Assessment

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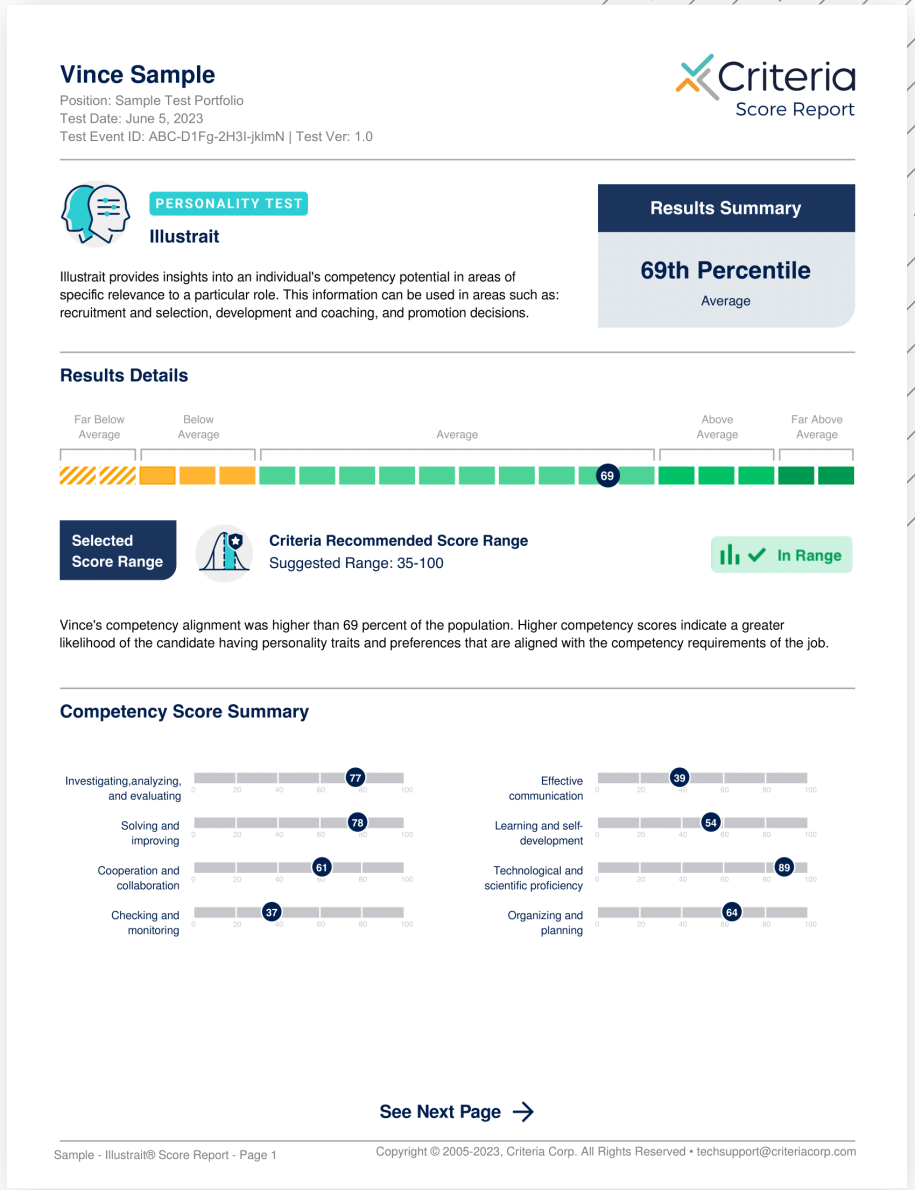
Criteria

AT A GLANCE

Illustrait®

- **Illustrait** is a targeted and adaptive assessment that only assesses the competencies you choose. In addition to the competencies that you select, Illustrait can assess the preferred ‘work style’ of the candidate.
- Each competency score provides valuable insight into a candidate’s fit to a role and how they are likely to behave in the workplace.
- Scores for each competency are presented as percentile rankings relative to our global norm group.
- The assessment contains 60 questions on average and 90 questions on average when the Work Styles questions are added.
- **Illustrait** is not timed, but it takes most candidates about 5 minutes to complete, and about 10 minutes if Work Styles is added.



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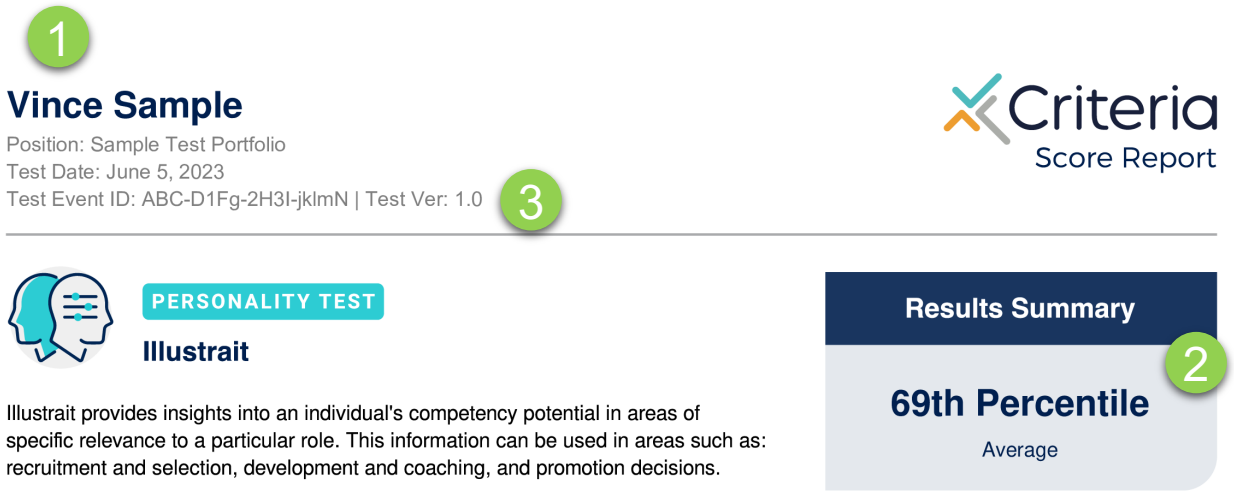
Candidate Information and Results Summary



1. The top of the first page of every **Illustrait** report displays the candidate's information, including the candidate's name, position applied for, the date the candidate took the assessment, and the Test Event ID.
2. The Test Event ID is given to candidates at the beginning of their assessment and is used if they encounter any issues during the test. They simply return to www.oda1.com, enter their Event ID, and then they can continue their assessment from where they left off.
3. The Results Summary will indicate the degree of personality alignment between candidates' results and the competencies you have selected. The higher the percentile score, the greater the alignment to the role you are recruiting for.

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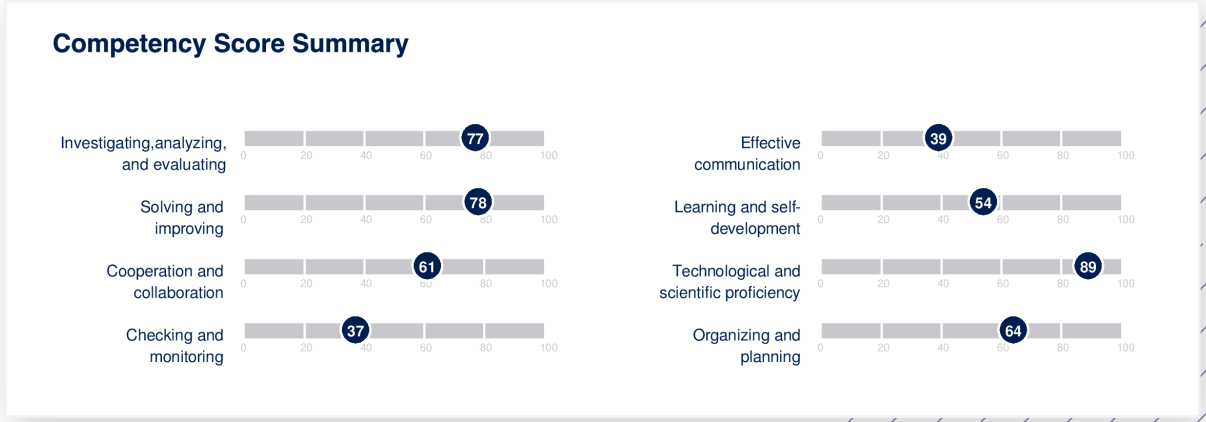
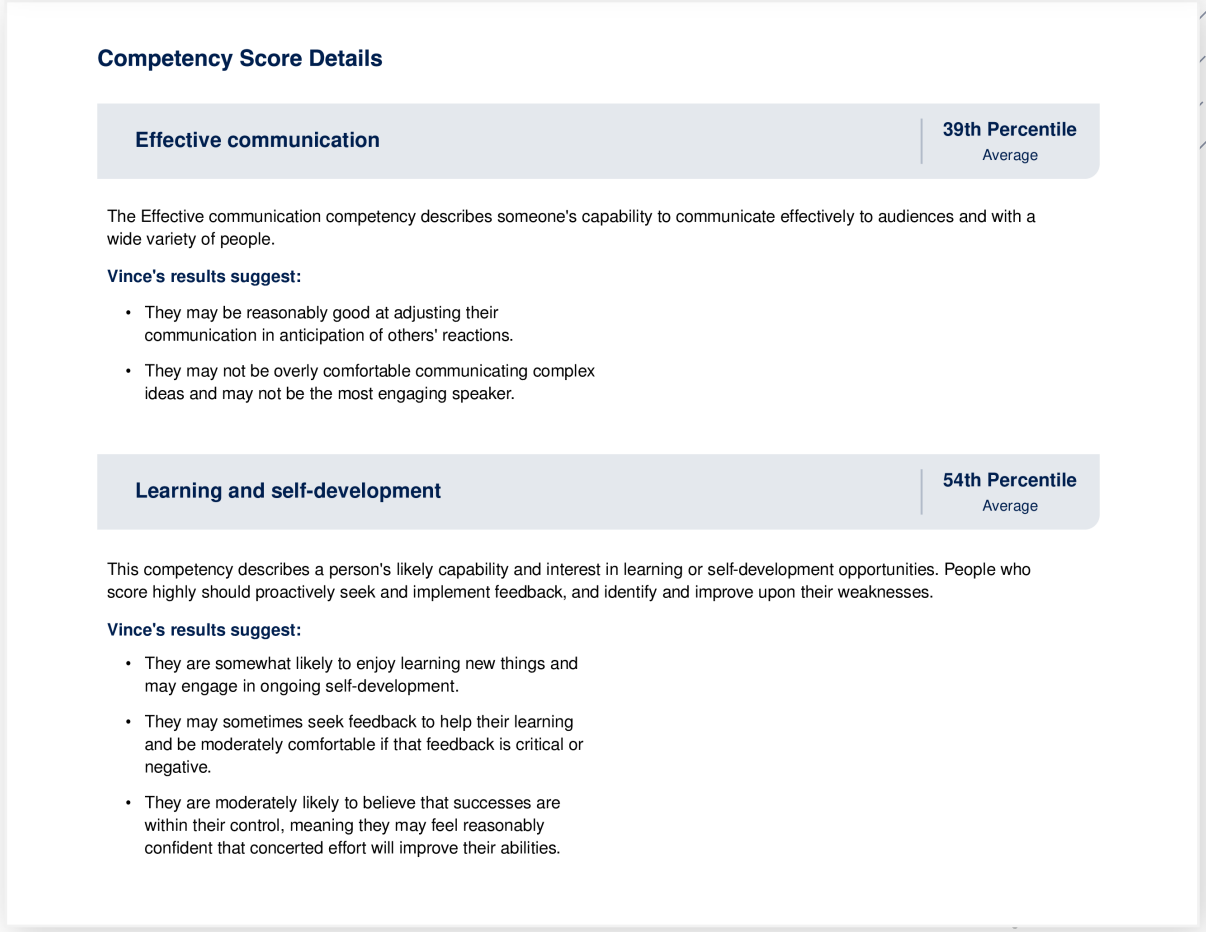
Competency Score Summary & Details

- The **Score Summary** section on the first page is where you'll find an overview of the candidate's percentile scores for each of the competencies that were assessed.
- Each **competency** is labeled to the left of each scale and the blue circled number is the percentile ranking of the candidate for that competency.
- None of the scores reflect "good" or "bad" scores or qualities about an individual. Instead, they indicate an individual's level of comfort and interest when engaging with activities in the workplace that relate to each competency, relative to others in the global norming group.
    - For example, this candidate scored in the 54th percentile on the Learning and self-development competency. This means that the candidate is more comfortable and interested than 54% of the people in our global norming group when it comes to proactively seeking and implementing feedback and identifying and improving on their weaknesses.
- The **Competency Score Details** section on the second page provides a detailed analysis of what the candidate's score on each competency means. This will help to paint the 'picture' of how they are likely to engage with activities in the workplace that align with the competency.





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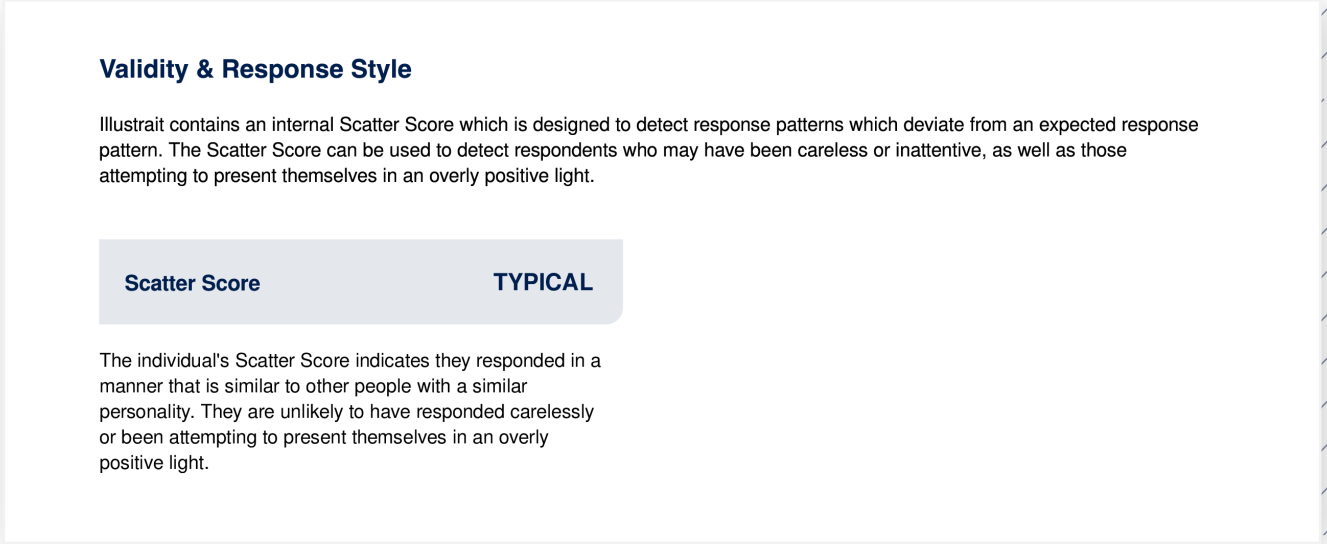
Validity and Response Style



Illustrait's adaptive engine allows the assessment to detect when an applicant is responding in a way that suggests that they are not paying adequate attention to the meaning of the questions or may be attempting to "game the test" by answering more favorably.

The Scatter Score on the last page of the report will indicate if the candidate's results are typical of someone who has paid attention to the assessment and who has responded in an open and honest manner.

The **Scatter Score** indicators will display one of two outcomes:

1. A **TYPICAL** scatter score indicator suggests that the candidate has responded in a way that demonstrates adequate attention and that they have been open and honest in their responses.
2. An **ATTENTION** scatter score indicator suggests that the candidate may have responded in an inattentive or careless manner, or that the candidate may not have been open and honest in their responses. This calls into question the validity of the assessment data.

When a candidate receives an ATTENTION indicator for their Scatter Score, we recommend that you take care when interpreting their results, as they may be less reflective of their true personality. Further, we recommend that you confirm the findings of the assessment through other methods, such as a thorough interview and reference checking.

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How to Identify an Invalid Result

Illustrait has a built-in validity check based on the consistency and socially desirable nature of responses. The results section of the platform, Summary Report, and Score Report will all display messages indicating that the results are invalid. These messages may appear differently depending on whether you view the results on the PDF or online within the platform.

In the platform:

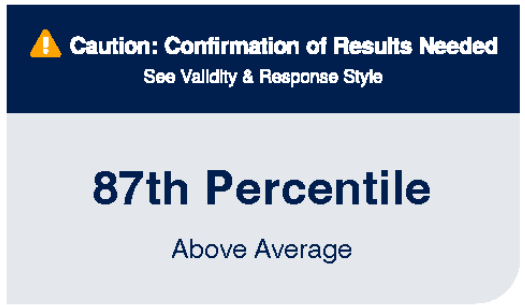
When viewing tests within the platform, in the Results section of your account, you will be able to see if the test results have been flagged as invalid by our validity check system – the test will appear with red error symbol to signify an invalid responding style.

In the Summary Report:

The overall percentile section of the Summary Report will provide a warning of the invalid result.

In the Score Report:

The overall percentile section of the Score Report will provide a warning of the invalid result:



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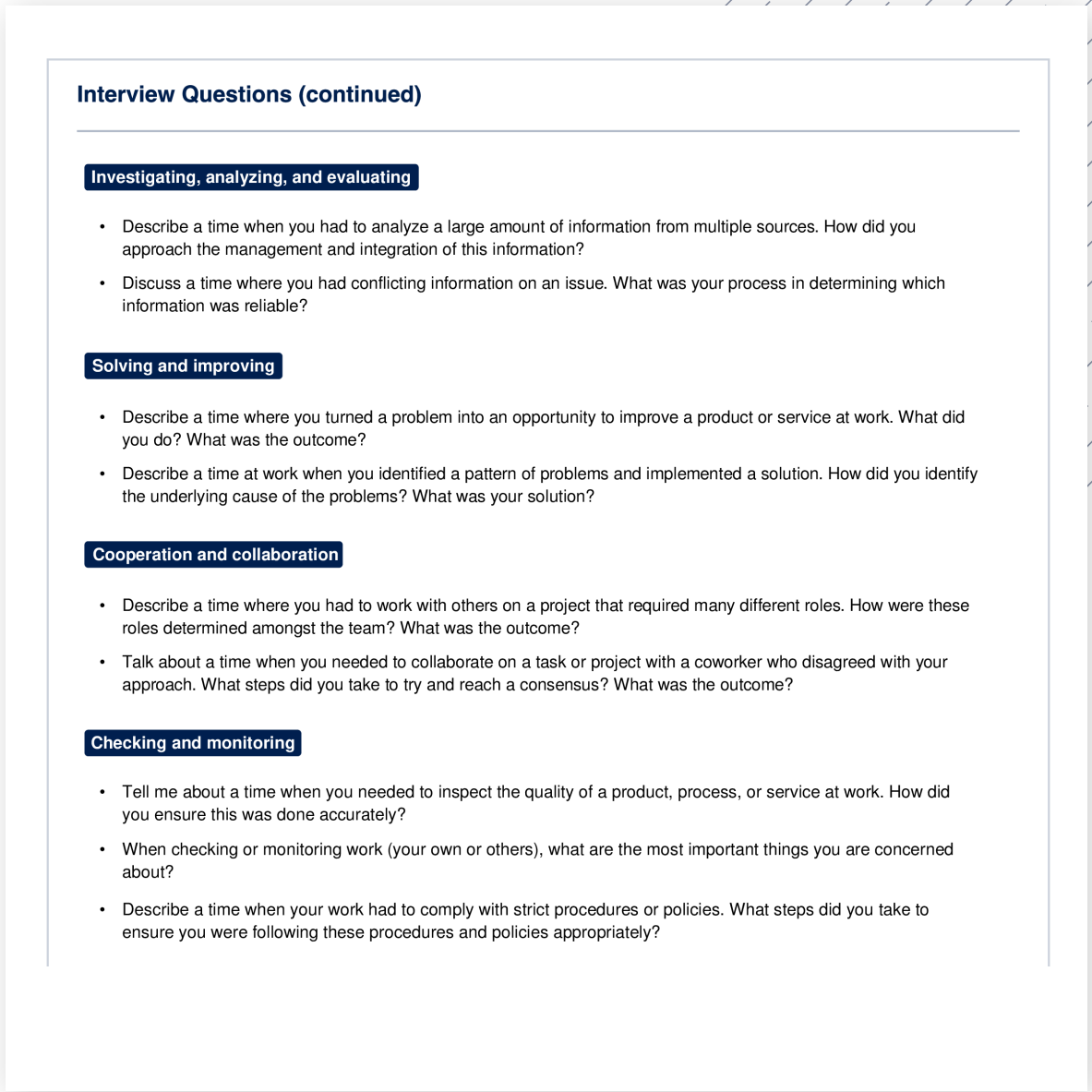
Interview Questions

- The last section of the score report will provide you with sample interview questions to use during a face-to-face or phone interview with the candidate.
- These questions are customized around the candidate's scores for particular competencies.
- For example, the candidate to the right received a lower score for the Checking and monitoring competency. In response to this, the interview questions prompt the candidate to talk about how they check the accuracy of a product, process or service.
- In another example, this candidate received a high score for the Solving and improving competency, so the questions allow the candidate the opportunity to confirm that strength.



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?

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For Further Information

If you have any questions or would like more detailed information regarding a particular score report, please contact your Customer Success Manager. Their contact information is available in the lower left corner of your account in Criteria's platform, but you can also reach out to the general support line at (877) 909-8378, or support@criteriacorp.com.

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