



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

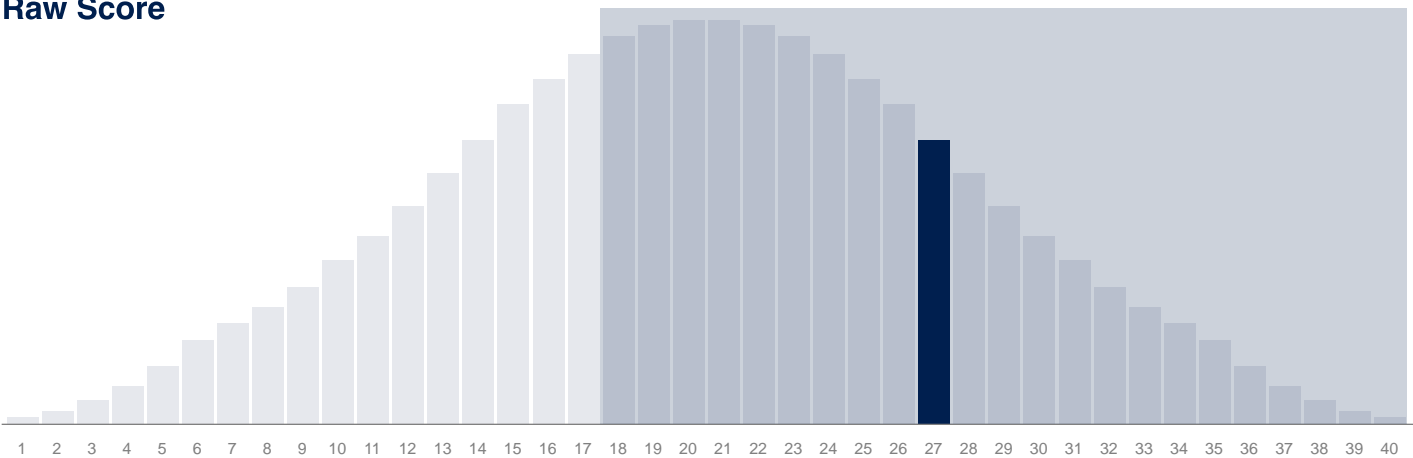
27

Raw Score

80

Percentile

Raw Score



Selected
Score Range



Sales Representative

Score Range: Sales Representative: 18-40

In Range

Results Details

Marc Sodano achieved an overall score of 27, which means Marc answered 27 questions correctly. This corresponds to a percentile rank of 80, meaning Marc scored better than 80% of the people who have taken this test. Below are details of how Marc performed in specific sub categories.



Logic & Analysis
Percentile

73

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



Numerical
Reasoning
Percentile

53

Ability to reason using numbers and numerical concepts.



Attention to
Detail Percentile

83

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



Spatial
Reasoning
Percentile

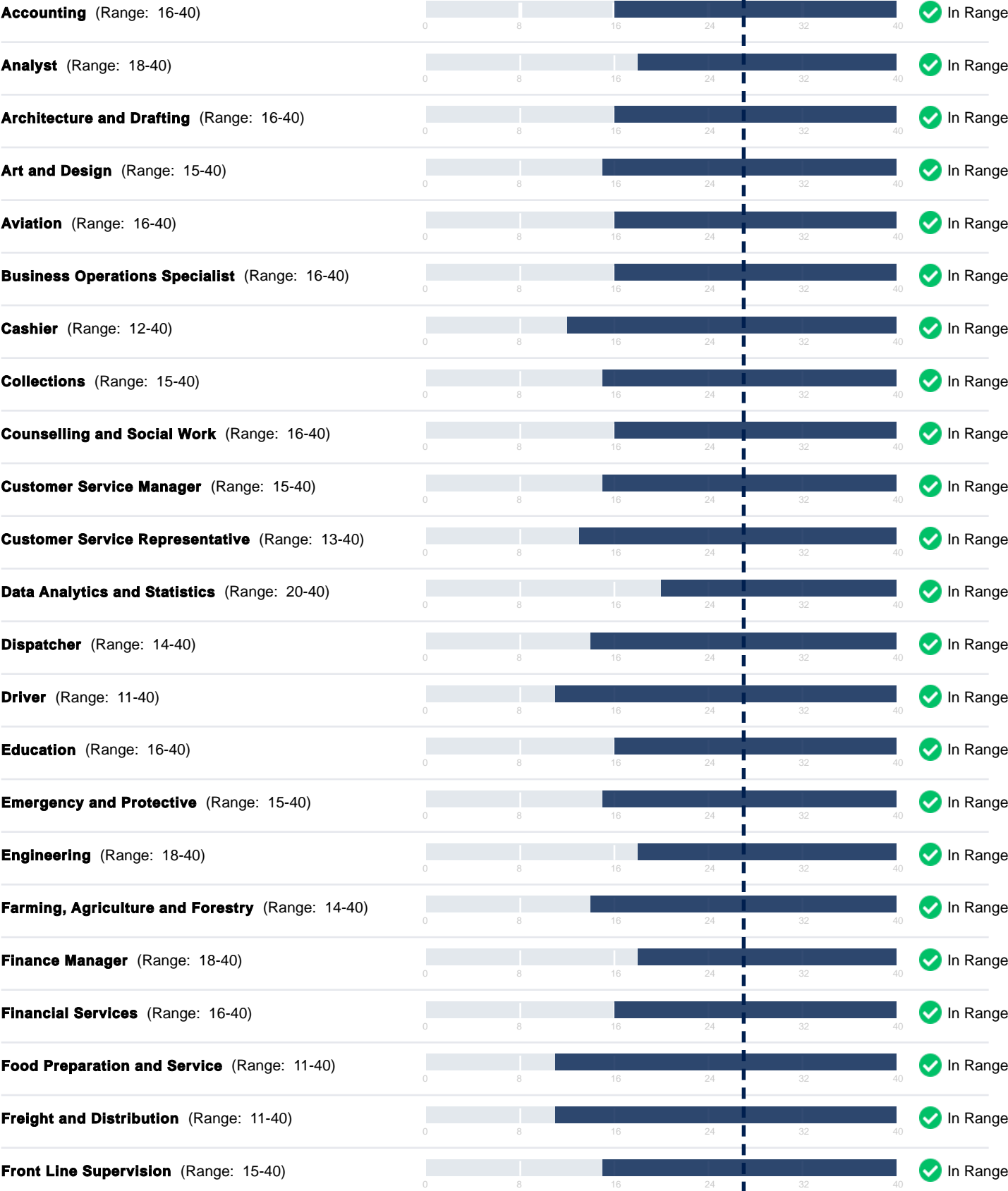
72

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

Suggested UCAT Score Ranges by Position

*Based on national norms compiled by Criteria Corp.

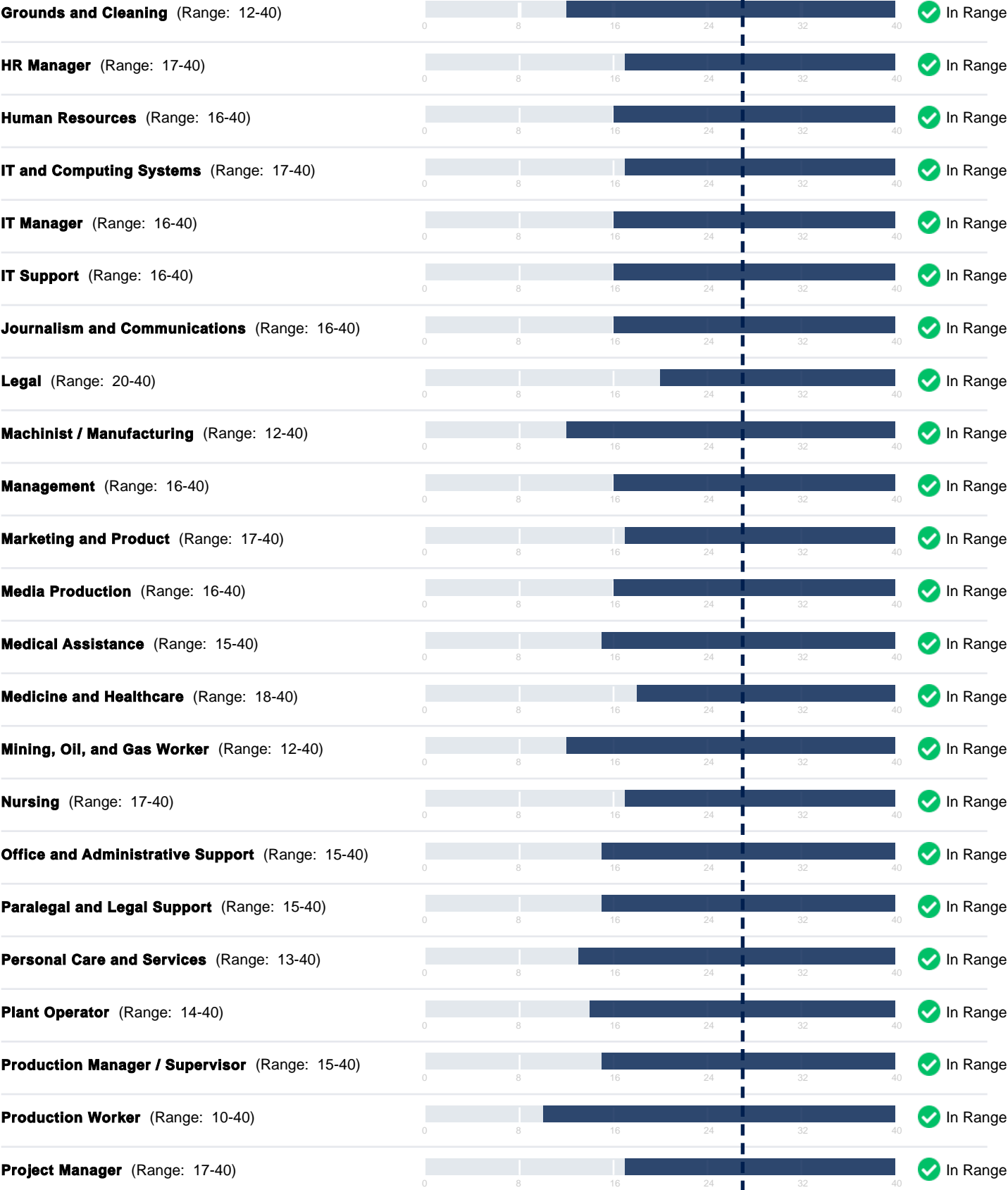
Marc Sodano | Score: 27



Suggested UCAT Score Ranges by Position

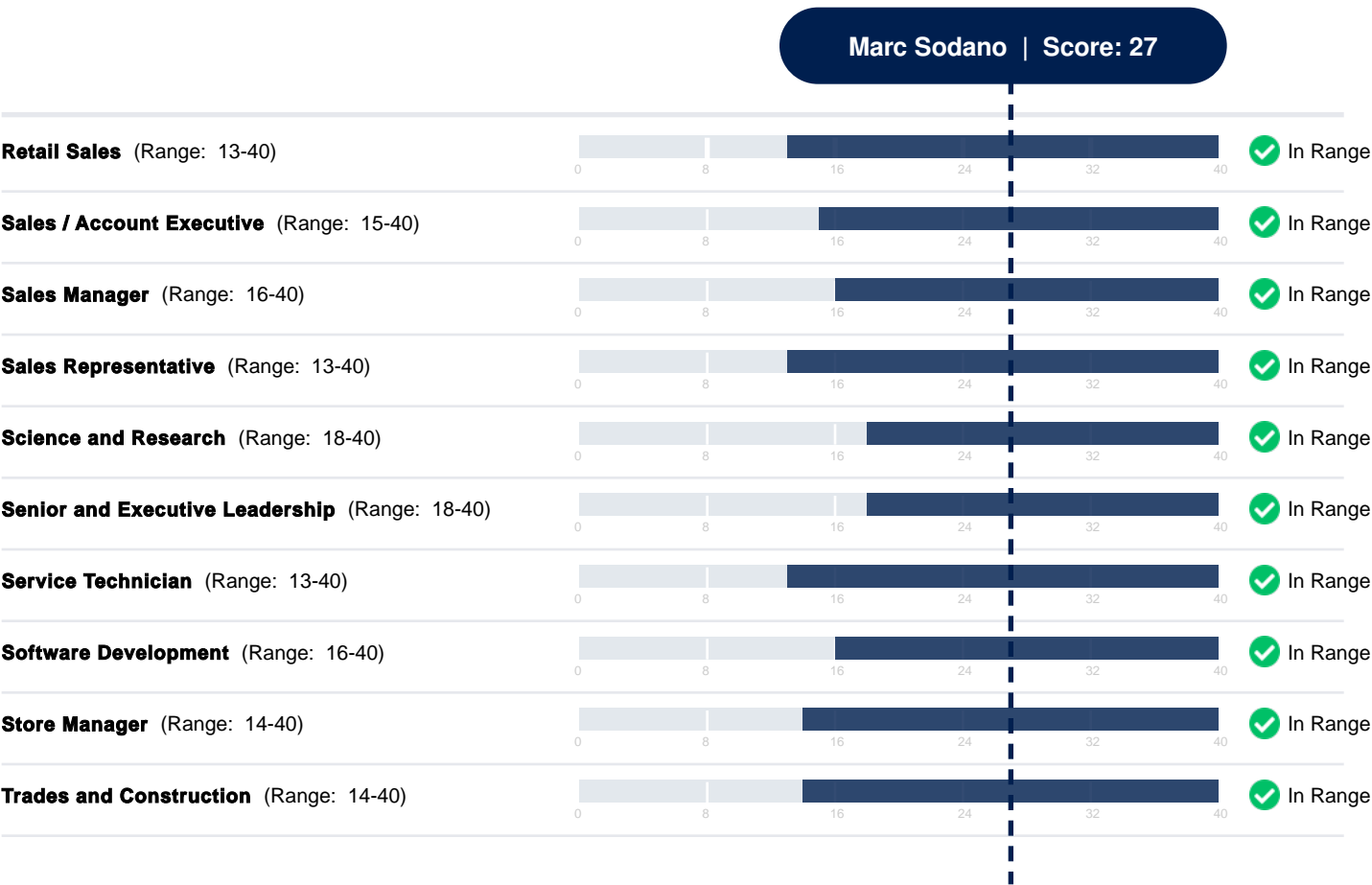
*Based on national norms compiled by Criteria Corp.

Marc Sodano | Score: 27



Suggested UCAT Score Ranges by Position

*Based on national norms compiled by Criteria Corp.



Marc Sodano

Position: Product Marketing Manager

Test Date: Jan 30, 2024

Test Event ID: CPA-adsX-18Vb-xVTHv | Test Ver: 1.0



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.

Results Summary

81%

Sales and Business
Development Match

Score Details

Selected Score Range



Criteria Score Range: Sales and Business Development Match
(60-100)

  In Range



Achievement



Assertiveness



Competitiveness



Conscientiousness



Cooperativeness



Extroversion



Managerial



Motivation



Openness



Patience



Self-Confidence



Stress Tolerance



Score Explanation

Achievement Percentile

87



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 87th 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

46



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 46th percentile indicates an individual who is relatively unassertive.

Competitiveness Percentile

94



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 94th percentile suggests that he or she values competition.

Conscientiousness Percentile

92



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 92nd 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

99



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 99th percentile suggests that this person is likely to display a high level of cooperativeness.

Extroversion Percentile

83



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 83rd percentile indicates a person who is likely to see himself or herself as extroverted. He or she is likely to be seen as more outgoing than most in business or social situations.

Managerial Percentile

96



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 96th percentile suggests that his or her general characteristics are highly similar to those for individuals in management or supervisory roles. This person is likely to be very good at delegating authority and consistently inspiring and motivating others. He or she is likely to be seen as having excellent overall management potential.

Motivation Percentile

95



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 95th percentile indicates a person whose motivation or inner drive is relatively strong.

Openness Percentile

75



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 75th 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

98



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 98th percentile suggests that he or she is more patient than most.

Self-Confidence Percentile

99



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 99th percentile suggests this person is, in general, self-confident and self-assured.

Stress Tolerance Percentile

73



The Stress Tolerance scale measures the ways in which people respond to stress. The Stress Tolerance score of 73rd percentile generally indicates that this individual will be calm and composed, even under stressful conditions. They are generally seen by others as relaxed and not excitable, have high self-esteem, and are comfortable even when confronted with novel situations or strangers. They may, however, not be as self-aware as individuals with lower scores in this trait.

Criteria Job Family Matches

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



Management and Leadership

80%

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

78%

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

84%

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

92%

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

76%

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

80%

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

75%

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

83%

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

70%

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

69%

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

72%

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

81%

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

Marc 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

Marc scored below the range for Assertiveness. Questions to explore this include:

- Give an example of how you have had to be firm and direct with someone you managed because of their failure to meet expectations.
- Give an example of how you have had to be firm or uncompromising with someone in order to accomplish a work-related goal.
- Describe a time that you spoke out on an issue of importance to you, even though you knew it would not be well received (by co-workers).

Competitiveness

Marc 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

Marc scored above the range for Cooperativeness. Questions to explore this include:

- Talk about a time when you were assigned to work under a coworker on a task or project that you felt you were more qualified to lead.
- Provide an example of a situation when you clashed with a coworker on your team. What led to this situation, what did you do, and what was the result?
- Please discuss an instance at work when you disagreed with the direction that your team members were taking with a task or project.

Extroversion

Marc scored in the range for Extroversion. Questions to confirm this include:

- Tell me about a time when you had difficulty focusing on a long or uninteresting task at work. How did you stay motivated to get it completed?
- Tell me about a time when you felt that your coworkers were distracting you from your work. How were they distracting you, and what did you do?
- Describe your experience as a new employee. How did you build relationships with your manager and coworkers?

Stress Tolerance

Marc 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?

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)

1

The Inconsistent Responding (INC) score of 1 indicates that this person paid appropriate attention to the meaning of EPP statements when giving responses, and is not likely to have responded carelessly or in a completely random fashion.

Self-Critical Score (CRT)

1

In addition, the **Self-Critical (CRT) score** in the **1st percentile** suggests that this individual may be less likely than most to make statements that are highly self-critical or reflect weaknesses. These scores and the Self-Confidence score in the 99th percentile suggest a person who will confidently give the best possible self-presentation and leave others with a favorable impression.

Self-Enhancing Score (ENH)

91

This person obtained a **Self-Enhancing score (ENH)** in the **91st percentile**. This style of self-presentation is somewhat more positive than that of most people. This is often a characteristic of job applicants or others trying to make a good impression in business, social, or other situations, or it may reflect an individual who is confident about identity, work habits, or capabilities. Others are likely to describe this person's self-regard as highly positive.