HireSense - **Summary**

Select. Develop. Retain.

Report For: **Sample Report**

Date: **10/24/2019**

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Why is Independently Tested Accuracy of this Assessment Important?

A recent review revealed **a significant majority of assessments available today were absent the studies & reporting to confirm their accuracy**. Of the small minority which claimed reporting, the significant majority of those were conducted privately; oftentimes by the assessment provider itself, rather than an objective and scientifically qualified third party. However, we are leading by example in this otherwise unregulated industry. How are we doing this? By submitting our assessments to an objective, independently conducted battery of tests: Construct Validity, Reliability, and Disparate Impact - all by a qualified scientific authority (*Assessment Standards Institute*). Our goal? Ensuring the trust and confidence of our users by producing the industry's most accurate and class protected assessments. Please turn to the last page of this report to learn more on this topic, and the steps we've taken to safeguard the scientific accuracy of this assessment.

HireSense Synopsis

How to Use This Report

The goal of this report is **not** to be a comprehensive look at the full-length assessment results. Instead, this multi-tool synopsis seeks to provide a highly-detailed overview to bring immediate clarity and insight into your hiring and selection practices. With some of the most practical and relevant information from a candidate's behavioral (DISC), motivational (Motivators) and thinking style (Critical Thinking) assessments, you'll have succinct and comprehensive information to support you in making an informed decision.

The results provided give an at-a-glance summary of:
1) behavioral, emotional, and communication tendencies
2) what can drive action toward, away from, or push against others based on core values
3) how an individual's processing ability affects the decisions they make and their ability to think critically
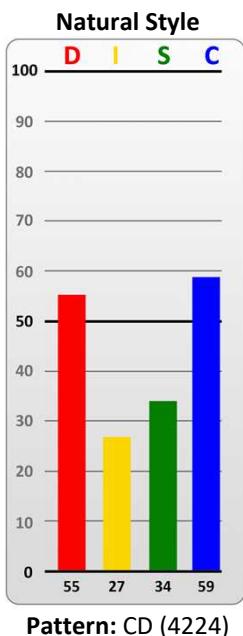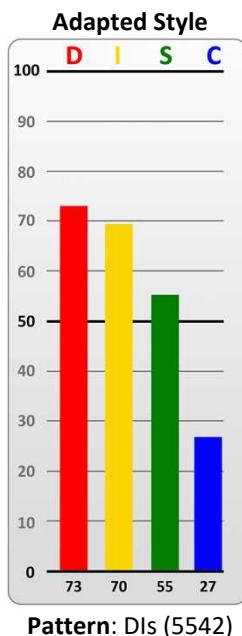
You are encouraged to purchase the inclusive, full-length reports when you wish to dive further into each of the individual assessment results.
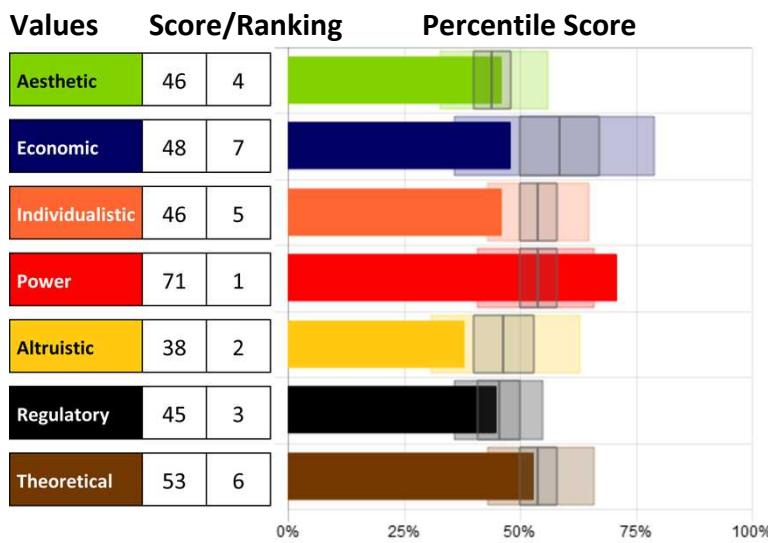
- ***DISC** is all about needs, fears, and emotion expressed through behavior.*
- ***Motivators** is all about your driving values and passions influencing behavior.*
- ***Critical Thinking** is all about processing ability, potential bias and blind spots.*

DISC Behavior Summary

Adapted Style

Natural Style

Pattern: DIs (5542)

Pattern: CD (4224)

Motivator Summary

Values	Score/Ranking		Percentile Score
Aesthetic	46	4	
Economic	48	7	
Individualistic	46	5	
Power	71	1	
Altruistic	38	2	
Regulatory	45	3	
Theoretical	53	6	

Critical Thinking Summary

Overall Risk Assessment:

	Potential retention risk - consider how to keep this highly-capable person engaged and satisfied
X	**Minimal Risk** – explore compatibility with position
	Moderate risk – decide if risk area affects position
	Significant risk – suggest clear understanding of the risk areas and how they affect job, management and culture

Core

X	**Minimal Risk**
	Moderate risk
	Significant risk

People Skills

	Minimal Risk
X	**Moderate risk**
	Significant risk

Problem Solving Skills

	Minimal Risk
X	**Moderate risk**
	Significant risk

Performance Qualities

	Minimal Risk
X	**Moderate risk**
	Significant risk

Approach to Work

	Minimal Risk
X	**Moderate risk**
	Significant risk

Critical Thinking Summary (Cont.)
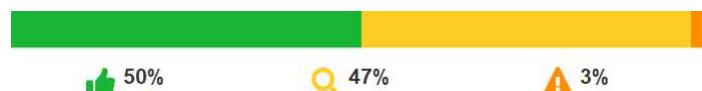
👍 **Strength & Minimal Risk**   🔍 **Possible Development & Moderate Risk**   ⚠️ **Areas for Growth & Potential Significant Risk**

👍 50%   🔍 47%   ⚠️ 3%

Core Skills

Positive Attitude Toward Work	👍
Commitment to Personal Standards	👍
Adherance to Company Policy	👍
Ownership of Problems	👍
Care for Company Assets	👍

Approach to Work

Pride in Work Quality	🔍
Determination	👍
Acceptance of Leadership & Rules	👍
Goal Setting Skills	🔍

People Skills

Assessment of People	👍
Sensitivity To Others	🔍
Interpersonal Potential	👍
Self-Control	⚠️

Problem Solving Skills

Integrated Judgment Capacity	🔍
Practical Thinking	👍
Strategic Planning Ability	👍
Overall Problem Solving	🔍

Performance Qualities

Outcome Orientation	🔍
Trainability	👍
Focus	👍
Self-Confidence	🔍

Thinking Style Interview Questions

For areas that show **Minimal** Risk, the recommendation is to explore how the individual's natural behavioral style or motivator style influences their performance in this capacity.

For areas that show **Moderate** or **Significant** Risk, you'll see an indication of the risk, and suggested interview questions for your consideration and use.

Core Skills

👍 Positive Attitude Toward Work

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

👍 Commitment to Personal Standards

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

👍 Adherence to Company Policy

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

👍 Ownership of Problems

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

👍 Care of Company Assets

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

Approach to Work

🔍 Pride in Work Quality

This individual may be at risk because they either do not like some aspect of their current position, have been through many changes in their current position, or are not able to figure out the priorities of their current position. This risk needs to be explored carefully, as people may not take pride in their current position for very specific reasons that are beyond their control. If the cause of their stress in the current position would exist in the position within your company, their performance

issues are likely to continue. If the cause of the stress is very specific to their current position, they may still do well in your company if they have a realistic understanding of the position they are applying for.

Interview Questions
- Have them describe what they like best about their current position and what you would like to change about this position? (If they are out of work right now, ask them about the last position they held.) Be sure to ask them to describe what they like(d) or dislike(d) about their job in enough detail that you understand why and relate their responses to both your current culture and the position you are considering them for.
- How do they view the responsibilities of the position they are applying for? How does it compare to their "ideal position"? What are they hoping to learn from this position that they have not been able to learn in prior positions? (The more realistic their expectations are, and the closer it comes to their ideal position, the more pride they will take in their work.)
- You may also ask them to describe their ideal position. What responsibilities would it entail? What tasks would they do? What would they spend their time doing? What type of supervision would they like? Have they ever been in a position that came close to their expectations?

👍 Determination

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

👍 Acceptance of Leadership and Rules

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

🔍 Goal Setting Skills

This individual may be at risk in this capacity because they either do not set goals or set goals that are unattainable and unfulfilling.

Interview Questions
- How does the present position help them reach toward goals they have for themselves?
- What was one of the most challenging goals that this individual has set for themselves? What steps did they take to ensure that their goal became a reality? What setbacks did they have to overcome to make it happen? How much satisfaction did they feel after attaining their goal?
- You will want to find out what goals they have set for themselves in the next three to six years. How do they plan on making their goals a reality?

People Skills

👍 Assessment of People

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

🔍 Sensitivity to Others

This individual may be at risk because they can be very skeptical and cautious toward others.   They are resistant to opening up to others and tend to be very critical of them and expect the worst. This individual may have a tendency to see only the negative qualities and flaws in others. They will either measure people according to practical results or to a high set of standards and expectations. They may also appear to be manipulative of those around them.   (**If they are naturally outgoing, you may not notice their critical tendencies in an interview.)

Interview Questions
- Find out their approach to working with new people. When they have had to train or manage someone new, do they expect the best? Do they allow for the worst?
- How responsive have they been to people under them when they are dealing with personal issues? Are they sensitive to the issue or do they still expect them to meet expectations? Have they ever received any training on how to coach others? What did they pick up from the training and what have they implemented?
- How would a previous co-worker or a prior boss describe their ability to give feedback? Would they describe them as a tough boss who set high expectations? How would their co-worker or prior boss describe how they responded when things didn't go according to plan?
- When they are training others, do they tend to give strong encouragement even when the person is off the mark? Or, Do they tend to jump in with what needs to be fixed? Do they expect others to meet standards and only give feedback when the other individual is not meeting expectations?
- Their ability to form long-lasting relationships with others may be an issue.   You will want to check the length of their employment in any given company and the type of relationships they had with prior bosses and fellow employees.

👍 Interpersonal Potential

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

⚠️ Self-Control

This individual may be at risk in this capacity because they have a bias in their judgment towards people, tasks, or processes that can derail their ability to control their emotions.

Interview Questions
- It may be difficult to get the individual to speak about the situations that cause them to lose their cool as nobody wants to divulge their weaknesses. You will need to get them to potentially reflect about themselves. What is their greatest strength? Follow with asking: If there was one thing they could change about themselves what would it be?

Problem Solving Skills
🔍 Integrated Judgment Capacity

This individual may be at risk in this capacity because they are biased by one or more of the areas with regard to people, the situation, or the complexity of the problem, which means they will over value some aspects of the problem while also neglecting valuable information from others.   They will find it difficult to identify the important details that lead to a sound judgment.

Interview Questions
- You will want to ask them about the most difficult 'people' problem(s) they have had to solve and how they went about coming up with solutions. Note what type of problem it was and how complex it was. How did they go about gathering

information? What did their gut tell them? What made the problem difficult for them?   How successful was their solution? What did they learn from it?
- You will want to ask them about the most difficult 'task' related problem(s) they have had to solve and how they went about coming up with solutions. Note what type of problem it was and how complex was it. How did they go about gathering information? What did their gut tell them? What made the problem difficult for them?   How successful was the solution? What did they learn from it?

👍 Practical Thinking

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

👍 Strategic Planning Ability

Interview Questions
- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

🔍 Overall Problem-Solving Ability

This individual may be at risk in their overall problem-solving ability because they have a bias toward the people involved, the important requirements of the task, or the information that is most important. They will have difficulty seeing what is most relevant to solve a problem.   As a result, this individual will have a tendency to make very biased decisions.

Interview Questions
- Find out the greatest problem they have ever had to solve on their own. What did the problem entail? What was their position? What was their level of responsibility to make sure the problem was resolved? How did they go about solving the problem?
- If they had a choice in solving a 'people' problem, a 'task' problem, a 'situation' problem, or a complex problem that may have involved all three areas, which one would they feel more comfortable solving? Have them give a couple of examples from their past to support their answer.

Performance Qualities
🔍 Outcome Orientation

This individual may be at risk in this capacity because they are too focused on their desire for results. They are so quick to take action that they may not think through all of the consequences of their decisions.

Interview Questions
- Find out if they have ever had to make a quick decision only to discover something later that they missed. If so, what was it? How did they correct the situation? What did they learn from it?
- What would a prior boss say about the timeliness and accuracy of their decision-making ability? What would the boss use to support their statements?
- You will want to find out how quickly they go about making decisions and the types of things they consider before making them. Be sure that you get them to support their examples with work-specific experiences.
- What would a prior boss say about the timeliness and accuracy of their decision-making ability? What would the boss use to support their statements?

👍 Trainability

Interview Questions

- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

👍 Focus

Interview Questions

- You may ask the individual how they have used this strength in past positions to ensure they have utilized it in the way that is beneficial to your position or company.

🔍 Self-Confidence

This individual has potential issues with self-confidence because they have inner disharmony and discord. They may feel disorganized in their thoughts, making it difficult to display confidence in what they do or potentially holding in stress until it affects their health.

Interview Questions

- This is a difficult question to get people to really talk about honestly. You may want to ask them about the most difficult 'thinking and processing' challenge they have been faced with and what made it so difficult for them? Or you may ask them to share a point in time when they faced an internal conflict between what they wanted to do and what they were able to do. How did they sort out the conflict in their own mind?

Behavioral Style Interview Questions

- Tell me about a time when a customer could not comprehend what you were trying to tell them. How did it work out?

- Describe a work experience where you strongly disagreed with your manager/co-worker. What was the outcome?

- Please tell me about a time where you had to motivate a co-worker/customer. How did you do it?

- Describe a time when you had given the customer all the facts on the products and they still were not satisfied or wouldn't buy. How did you respond?

- Describe the most monotonous/repetitious part of your current or past job. How do you manage these?

- Describe a situation that took focused concentration for an extended period of time. How did you adapt and how did you feel about that situation?

- Describe a situation when time constraints prevented you from working to your full potential or achieving the quality you wanted to deliver. What was the result?

- What was your response in your current or past position when you had to make a decision without being able to fully study or analyze the situation you were trying to resolve?

Motivational Style Interview Questions

- Do you find that you are more practical or more eccentric in problem solving? Give an example.

- What do you consider a reasonable amount of time, resources or help for others? Give an example.

- What is best about teamwork and collaboration? Give an example.

- What kinds of things do you like to have control and influence over?

- How do you determine who you are willing to support and help when asked? Give an example.

- Is there a right way and a wrong way or many ways to accomplish something?

- What do you think is most important – action or knowledge? Explain.