



Judgment Series Screening

An Evaluation of Judgment for Screening

This Report prepared exclusively for:

Sample Report

COMPLIMENTARY PROFILE FROM ASSESSMENTS 24X7

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WARNING! You should not use this or any other test or profile as the sole basis for making a hiring decision. Doing so may result in legal liability. For employment consideration you should consider all relevant factors regarding an applicant's qualifications.

*"Take away my people,
but leave my factories
and soon grass will grow
on the factory
floors.....Take away
my factories, but leave
my people and soon we
will have a new and
better factory."*

-Andrew Carnegie

How to Use this Report

This report is designed to point out areas of potential performance risk prior to ordering additional assessment tools. It will make it easier to identify people with strong potential that have less risk for accessing the natural abilities and skills you are looking for. It will give you information about an individual's judgment and decision making ability as it influences their performance of specific skills in different situations. People with excellent processing ability are able to perform a wide range of skills better in many diverse situations. People with reduced processing ability may be able to perform some skills well in some situations, but may not in others. People with extremely reduced processing ability will often have difficulty performing a broad range of skills in most situations.

On the page that follows you will find several skill sets ranked according to the degree of risk associated with the individual performing the skill. Risk in this instance is defined as the proneness of an individual to make bad decisions or judgments. It is not an indication of someone being honest or dishonest, good or bad. ***Areas of greatest risk should be explored more in an interview to see if and when the individual's ability to perform a needed skill might be an issue in the position.***

There are three causes for risk in this assessment which are important to distinguish:

1. **Risk can be the ability of an individual to make a decision or a judgment.** Can the individual evaluate situations accurately to identify the key problems that will lead him or her to the best courses of action? In other words, can he or she make sound and objective decisions?
2. **Risk can indicate the possibility of occurrence of either a good or bad judgment that leads to taking a particular action.** For example, will an individual be able to consider another person's point of view, will he or she make the right choices to respect company property?
3. **Risk can also indicate a balance in decision making and in making judgments.** Sensitivity toward good only or sensitivity to bad only would affect a person's ability to make clear decisions. A balanced judgment represents low risk while a breakdown or bias in judgment, either positive or negative, would indicate potential problem-solving issues that could affect his or her decision-making ability.

Low Risk: The individual has the ability to make sound judgments and has balance in his or her decision-making abilities, hence the potential for making errors is greatly reduced.

Fair Risk: There are situations where the individual's judgment capacity is reduced and the possibility of making a mistake is increased. You will want to find out what situations tend to be avoided that could lead the individual to become confused, emotionally aroused, or uncertain.

High Risk: There are specific situations that will cause a person to have issues making sound judgment in the skill area. This can occur when someone values something too highly or not high enough. You will want to explore this area in an interview. (**Note: Not all risks equate to a bad hire, as the skill in question may not be a requirement of the job in your company.)

Judgment Definitions and Legend

Consistency: 804/858

Capacity for Action: Good

Core Risk	<u>Low</u>	<u>Fair</u>	<u>High</u>
Positive Attitude Towards Work	✓		
Commitment to Personal Standards	✓		
Adherence to Company Policy	✓		
Ownership of Problems			✓
Care for Company Assets	✓		

Outlook



Processing Style



Internal Tension



Global Risk	<u>Low</u>	<u>Fair</u>	<u>High</u>	Global Risk	<u>Low</u>	<u>Fair</u>	<u>High</u>
People Skills				Problem Solving Skills			
Assessment of People	✓			Integrated Judgment Capacity			✓
Sensitivity To Others		✓		Practical Thinking	✓		
Interpersonal Potential	✓			Strategic Planning Ability		✓	
Self-Control			✓	Overall Problem Solving Ability			✓
	<u>Low</u>	<u>Fair</u>	<u>High</u>		<u>Low</u>	<u>Fair</u>	<u>High</u>
Performance Qualities				Approach to Work			
Outcome Orientation	✓			Pride in Work Quality	✓		
Trainability	✓			Determination	✓		
Focus		✓		Acceptance of Leadership & Rules		✓	
Self-Confidence		✓		Goal Setting Skills	✓		

Definitions and Interview Guidelines

Capacity for Action:

This measures the potential of an individual's judgment to be transformed into action. A good score indicates that the individual has a greater potential to take the talents they have from their external judgments, utilize their natural talents, and put what they know into action. A limited score in an area indicates that an individual may be going through a period of transition and either questions their abilities to execute, or questions how to execute in their given circumstances.

Outlook slider

This is an indication of an individual's judgment balance. It highlights where they naturally spend more time processing information. Is it within and more about themselves? Is it more balanced where they can shift thinking from about themselves to what is happening in the world around them? Is it more outward directed, where they spend more time processing what is happening in the world around them at the point of potentially neglecting self-reflection?

They have been taught how to take time to self-reflect. They have a very clear understanding of themselves and their abilities. Their ability to excel comes from within and not by what others say about them. They may be more observant and perceptive about aspects of themselves than the world. They can have a more balanced view of themselves related to personal awareness, role identity, and future goals. When things do not work out, they are better about resolving things about themselves, than they are potentially about things around them. When things go well, they are top performers. On occasion it may seem that when one thing goes wrong, many things may go wrong all at the same time. If this happens, help them to gain an outside perspective of their situation, so they can see what they need to do to change to reach top performance again.

Processing Style Slider

This scale is an indication of how a person's mind sorts the incoming information they receive. This is often done behind the scene and people are not conscious of what it is that influences the way they view or process information. Everyone can take in the same information, but how people process it and how they sort it can be very different. This difference can have a big impact on how people respond to the information they receive.

- Some people can be very ordered or logical in how they sort information. They take the facts and classify them and come out with a logical conclusion. Some people can sort the same information by intuitive feel, their brain sorts it against past experience and they come up with a gut feel about something and respond accordingly.
- On the other hand, some people can be quite innovative with how they view things and take a different spin on what they see, they are often called the "Out of the box" thinkers. They automatically think in ways that go against conventional judgment.
- Some people may be so "out of the box" that they would be classified as unconventional. These individuals tend to never seem to see things in the same light and may have difficulty relating their version of what they see or how they have processed the information to others.

They are very structured in their thinking and like to see things in black and white. This may make it difficult for them to be innovative at times.

Internal Tension Slider

How well a person manages internal emotions and pressure under stress.

This individual tends to internalize their stress and can be very hard on themselves when things do not go as planned. If the internal tension builds up long enough without an outlet, the stress can actually cause them to become ill.

The Judgment Series is a three-step report designed to guide decision makers through their hiring and selection process from beginning to end.

The Judgment Screening Report

Once a candidate has met the technical, education and experience minimums for the job, the next step is prioritizing the candidates to proceed further into the selection process. This report is designed so that a company will want to screen everyone that is qualified for a job to get a better idea of who has the greatest potential for success. It is an unbiased way to narrow the field. This step helps ensure that you eliminate the potential 'bad hires' and increase the number of hires with excellent potential.

The Judgment Employability Report

Once a candidate has been validated with our Screening Report, the Employability Report is requested. This report requires no additional input from the candidate. It is created using the same results from the Screening Report.

This report pinpoints the risk of performance in 21 skill and competency areas and provides interviewing questions to help expose any potential issues. The information from this report becomes excellent insight later during the onboarding process as well, since it can be used to bring the new hire up to speed faster and to set realistic performance goals. View a sample report at <http://www.assessments24x7.com/reports/JESampleReport.pdf>

The Judgment Coaching Report

Once you've selected the new hire, insure your investment with this integral third phase. Hiring the right person is really just the first step, because there will always be gaps to be avoided or strengths to be exploited with each new employee. The Coaching report identifies these areas and even potential blocks in judgment that can lead to future performance issues. What keeps this third phase simple and efficient? The Coaching Report is generated using the same results from the initial Screening Report, so no additional time is required of the new employee. View a sample report at <http://www.assessments24x7.com/reports/JCSampleReport.pdf>

For more information on purchasing either the Judgment Coaching Report and/or the Judgment Employability Report, contact Support@Assessments.ws

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