

Profile of the ideal candidate for a vacancy

A freight company that records worrying figures on the retention of professional drivers has contacted us to identify candidates less likely to leave the workplace shortly after employment. We were presented with the recruitment announcement together with the requirements of the job, informing us that three candidates had been selected for the final interview. Our job was to identify which of the three candidates (with a similar level of experience) would be best suited for the vacancy.

For an accurate outline of the profile of the ideal employee, we chose the Big Five model developed by Costa and McCrae because trait theorists have repeatedly shown that traits are very resistant to change once maturity has been reached, and personality plays an important role in the human's suitability with the work environment. Following the analysis of the recruitment announcement, we identified that the alleged candidate must have an average openness, at most high to have the availability to travel both in the country and abroad on various routes. A below-average opening would not be appropriate because it would describe a person who prefers routine and who would have great chances of not being willing to travel and walk on various routes, but at the same time, a very high opening would not be indicated because the work of a truck driver does not involve many different activities, besides the specified, being monopolized by a single activity: driving the truck, and for a person with a very high opening there would be a risk of boredom.

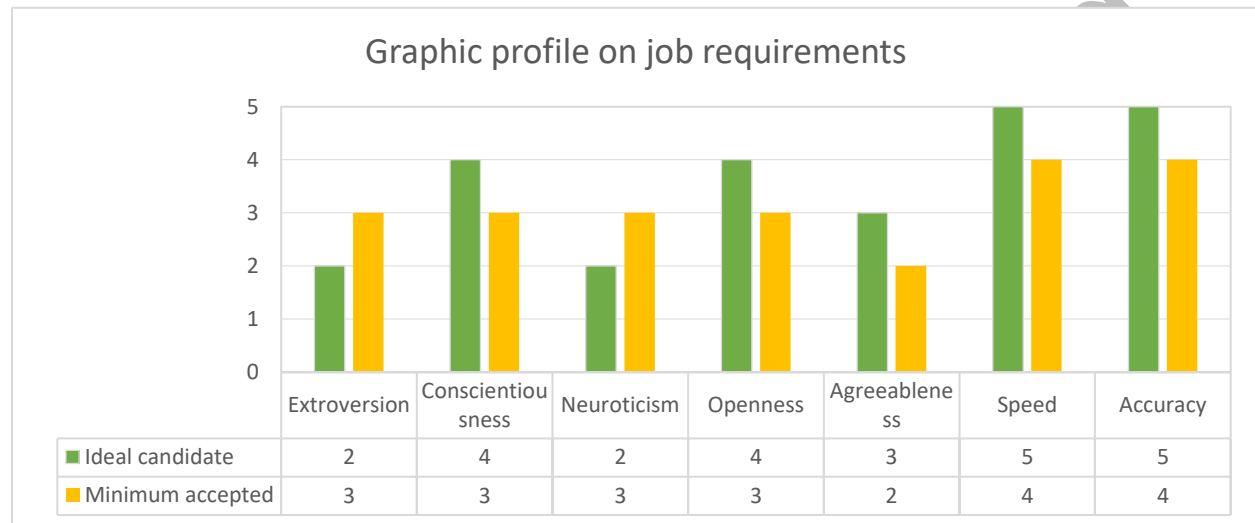
In addition, a trucker's work involves (according to the requirements) spending a lot of time alone in the lorry and solving various problems by himself, characteristics that an introvert would successfully perform. Therefore, the right candidate should also have a low or the most average level of extraversion because an extrovert would not resist carrying out his activity in isolation, being always looking for people's company.

Another requirement specified in the job description is the careful observance of the traffic rules and those provided for the transport of dangerous goods, characteristics that a person with high conscientiousness, at least medium, and with low neuroticism, at most medium (high emotional stability, at least average) would have a higher probability of fulfilling them. It is preferable for the candidate who will be selected to have a good level of conscientiousness, otherwise, the chance to break the traffic rules, forget about them, or behave in contradiction with them it would be higher. This is especially important because the driver we are looking for will carry dangerous goods and, in this profession, the rules that must be observed with holiness are numerous and some even strict. For example, the ban on smoking in the car or near the car in order not to cause an incident; would be more likely to be respected by a person with a higher conscientiousness and lower neuroticism, especially since low neuroticism also suggests better control of impulses and addictions such as smoking. Also, low neuroticism (emotional stability) would increase the chances that act such as anger in traffic or other aggressive and thoughtless behaviours in traffic will not occur.

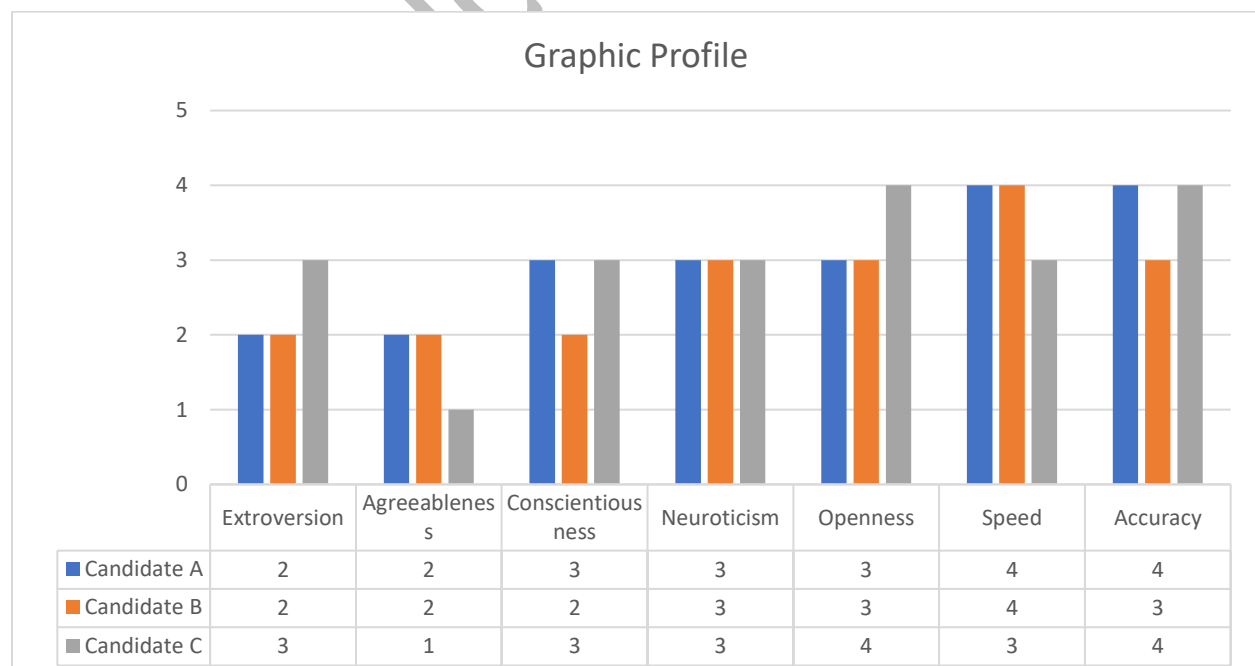
It should also be borne in mind that the selected person must possess the ability to concentrate well and for a long time on an activity, even if it is monotonous. To be able to meet the above-mentioned condition, the selected candidate must show very good, focused attention. This is especially because he carries out his activity alone and there is no second person to warn him in case of error, nor to replace it in case of fatigue or loss of concentration. Considering the working conditions i.e., the transport of

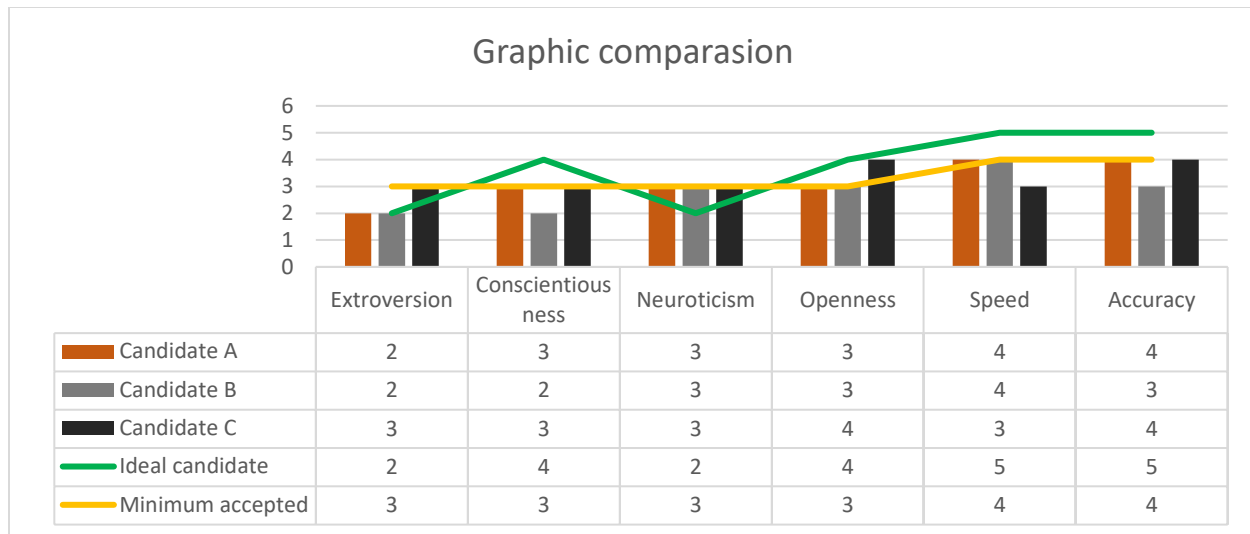
dangerous goods, the person must possess the ability to keep his attention focused on the relevant stimuli (in our case the traffic rules, the signs, the road, the rules of transporting dangerous goods) without being distracted by the irrelevant stimuli (for example, inadvertent drivers, landscape) that he manages to ignore. To fit into this standard, it is necessary for the candidate to have a high level of attention, class 4 or even 5, both in terms of speed and accuracy, that is, to work both cautiously and efficiently.

Considering all that has been discussed so far, if we were to summarize and build a graphic profile of the ideal candidate and the minimum accepted conditions, it would look like this:



Following the application of the IPIP-50 personality test and the Toulouse Pieron attention test on the three candidates similar in terms of experience, the results were obtained:





A comparison of the three graphic profiles shows that candidate A is closer to the minimum accepted requirements (set out above) for the position in question.

Because candidates A and B have a level 2 extraversion it increases their chances of feeling good about this job and working in this environment, they will not be inclined to abandon their tasks to socialize with other people on the road or in parking lots with other drivers, the chances of being busy talking on the phone to distract them are lower, as well as stopping to take people off the road for free transport to distract them are smaller.

In terms of conscientiousness, candidates A and C compared to candidate B has a better score ranking in class 3 which gives them a better chance of showing the behaviour of attention and care for the truck and the dangerous goods they transport, they will not forget to refuel, both will respect the dinophyte traffic rules and those for transporting dangerous goods more accurate but having a class 3 is possible to omit a few or not to respect those that seem less important, less honourable behaviours such as stealing gasoline from the tank or fraud tachograph are less likely to occur but not non-existent, non-compliance with the program will be rarer, also the chances to stay in parking lots and safe places (possibly video surveillance and with security guard) are higher, but at the same time, it is possible that if they are very tired this will not be their first concern (not having a high conscientiousness).

Neuroticism being in the 3rd grade of normal scores for all three candidates suggests great chances of not getting lost in the flesh when they encounter various problems, will not react through anger and swearing or hitting things around them but will try to find solutions, however, if the situation overwhelms them and is beyond their powers of solving there are high chances to agitate and stress. For example, if there is a malfunction in the car one of them drives, he does not panic and tries to solve it himself and if it does not come out, he asks for specialized help, but if it is not available or delays a lot the chances of getting angry are high.

On the openness candidate, C has the ideal score, but candidates A and B have a score classified in class 3 which is also a suitable score for a truck driver because they do not have a high score that makes them not tolerate monotonous work such as this where they do the same thing (driving the truck) as long as one of them is going to be hired, which increases chances of not getting bored with his work and not looking for ways to do it more attractive such as frequent stops or listening to music very loudly, or talking

on the phone while driving. At the same time, having a medium openness increases the chances that they will be willing to travel through various locations in the country and abroad, on various routes depending on the requirements of the work without problems, because they will not be a person who will accept to go only on known routes and in known locations, the chances of choosing a shorthand that will make his work more efficient even if he does not know the way are higher.

In terms of attention, candidates A and C score better on accuracy than candidates B. In total candidate A is in class 4 for both accuracy and speed, which means that he works both fast and biennial, compared to B who works fast but not as well, or C who works well but slower. This aspect is important in such a profession because often there is a situation of deadlines, and candidates will have to force their limits by driving fast but also respecting the rules of speed. The focused attention of class 4 increases the chances of a short reaction time, and decisions on various problems can be made quickly and correctly, for example, it will break in time if an obstacle appears in front.

The strengths and weaknesses of the samples we worked with are:

IPIP-50

Strengths	Weaknesses
<ul style="list-style-type: none"> + low number of items + short time to complete + has inverted items + is free + focuses on the five main dimensions of personality + international popularity (second after NEO PI-R / NEO FFI) + manual and simple scoring 	<ul style="list-style-type: none"> - it measures only the dimensions, not the facets - transparent items - the periodic standard may not be updated, and the absence of a professional standard - there is no version with an electronically generated report -the absence of validation scales

Toulouse Pieron

Strengths	Weaknesses
<ul style="list-style-type: none"> + short duration + simple manual scoring + is free + apply from an early age + can also be applied to the less educated population 	<ul style="list-style-type: none"> - no improvements are made to it - it is published on the Internet, each person can memorize and practice it, falsifying the results - there is no version with an electronically generated report

Other samples that we could use for attention testing would be Flanker AC which measures concentrated attention, Flanker AD which measures distributive attention because a driver must also possess distributive attention considering the multitude of stimuli to which he must be attentive, and the Prague test.

To measure our personality, we could have used DECAS and CPI. An intelligence test would have been useful to us to check if the person has an average intelligence in the proximity of 100 IQ, too high would be useless in this profession because it would lead to boredom, and too low would lead to many errors. Of the intelligence samples, we could use Eviq.

We chose to apply these tests because they measured the most important constructions required by the job description for which we had to find an occupant and because they are simple to complete, which can also be done by a person without much education and studies as is often the case with those who work as drivers on trucks, and it does not take long to complete them. Besides these are free, so they do not generate any cost from us and are simple and fast to score, and as only three candidates have reached this stage the effort was not a very big one.

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