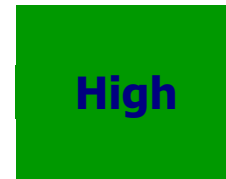


# Selectech<sup>®</sup> Assessment Results

**Assessment:** Bank Teller  
**Candidate Name:**  
**Start Date and Time:** May 16, 2013 3:15:23 pm ET  
**Finish Date and Time:** May 16, 2013 3:37:14 pm ET



## Performance Analysis Summary

	0	20	40	60	80	100	Percentile Score
Overall Performance	<div></div>						96.2%
Performance Area	0	20	40	60	80	100	Percentile Score
							Score Range Importance
Math and Reasoning	<div></div>						95 High 16.7%
Attention To Detail	<div></div>						100 High 16.7%
Service	<div></div>						88 High 16.7%
Reliability	<div></div>						98 High 16.7%
Trustworthiness	<div></div>						99 High 16.7%
Rules Compliance	<div></div>						96 High 16.7%

\*Recommended Score is a guide only to the hiring decision. Among candidates equal in other areas being evaluated, hires should be made among those meeting or exceeding Recommended Score.

## Performance Analysis Summary

Performance Area	Result	Importance
Math and Reasoning	High	16.7%
Attention To Detail	High	16.7%
Service	High	16.7%
Reliability	High	16.7%
Trustworthiness	High	16.7%
Rules Compliance	High	16.7%

## Overall Performance Analysis Summary - Other Candidates (534)

Performance Area	0	20	40	60	80	100	Percentile Score
This Candidate	<div></div>						96.2%
Other Candidates	<div></div>						68.6%

## Detailed Descriptions of Results

### Overall Performance

**Score:** 96.2% (High)

**Description:** This individual's Overall Assessment Score is superior to that of most other people in the study sample. It is very likely this individual will succeed in jobs requiring the personality dimensions and skills measured here. This is definitely an area of strength for this individual.

### Performance in Each Area

#### Math and Reasoning

**Score:** 95% (High)

**Description:** This individual's Math and Reasoning score is superior to that of most other people. It is very likely that this individual is a quick learner, will resolve problems using logic and reasoning and understands basic mathematical concepts. This is definitely an area of strength for this individual.

#### Attention To Detail

**Score:** 100% (High)

**Description:** This individual's Attention to Detail score is superior to that of most other people. It is very likely that this individual is detail oriented and has the ability to perform detailed tasks such as quickly and accurately verifying and proofing written information. This is definitely an area of strength for this individual.

#### Service

**Score:** 88% (High)

**Description:** This individual's Service score is superior to that of most other people. It is very likely that this individual is friendly and will go out of his/her way to assist or help customers and/or coworkers. This is definitely an area of strength for this individual.

#### Reliability

**Score:** 98% (High)

**Description:** This individual's Reliability score is superior to that of most other people. It is very likely that this individual is dependable, hardworking and conscientious about the quality of his/her work. This is definitely an area of strength for this individual.

#### Trustworthiness

**Score:** 99% (High)

**Description:** This individual's Trustworthiness score is superior to that of most other people. It is very likely that this individual is honest and trusting. This does not appear to be an area of

concern for this individual.

### **Rules Compliance**

Score: **96% (High)**

Description: This individual's Rules Compliance score is superior to that of most other people. It is very likely this individual will follow company policies and will adhere to rules and procedures established by management. This does not appear to be an area of concern for this individual.

## **Suggested Interview Questions:**

### **Service**

Describe a time when you wished you'd been more collaborative with others at work. What did you do?

Tell me about the most you've ever done to try to satisfy a particular customer.

Have you ever spent a significant amount of your own time and effort helping a team member complete a task? Give me an example. What happened?

Tell me about a time when you volunteered to help out a peer or teammate even through it impacted your work. What did you do?

### **Reliability**

Tell me about a situation when a meeting or class was delayed because people did not show up on time. How did you handle this situation?

### **Rules Compliance**

What type of action should be taken with employees that do not follow rules and procedures? Have you ever been reprimanded for not following organizational rules? Please describe the situation.