



## Matt Sweeney

Date: 09/08/2016

Time: 12:21 PM

Candidate ID: 46260

Email: matt@inquirehire.com

Job Title Applying For: Sales

Organization: InquireHire

To ensure you are obtaining the full benefits available to you from the use of this assessment, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the assessment results.

While this assessment was designed to help assess various aspects of personality and/or skills, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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## What the Elite Banking Profile Measures

The Elite Banking Profile is a general indicator of the individual's ability to perform the basic functions of the most common banking positions (e.g., tellers, customer service). This battery is appropriate for most banking jobs involving customer service and the handling of money.

The areas assessed by this Profile are:

Attention to Detail	Attention to Detail measures the degree to which the individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information. This ability is important for most clerical jobs. It is also appropriate for jobs that require proofing tasks.
Helping Disposition	Helping Disposition measures the degree to which an individual is friendly and is likely to go out of his or her way to assist or help customers and/or co-workers. This characteristic is important for most, if not all, jobs.
Math Skills	Math Skills measures a basic understanding of mathematical computation and concepts (e.g., making change, calculating percentages, applying discounts, basic addition, subtraction, division and multiplication). The ability to solve these types of problems has also been related to speed of learning and general problem solving skills. This test is appropriate for jobs requiring knowledge of basic math functions (e.g., cashiers, tellers, basic accounting, payroll, etc.).
Reliability	Reliability measures the degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of his/her work.
Stress Management	Stress Management measures the degree to which the individual is likely to demonstrate patience and stress tolerance during challenging work-related situations. This characteristic is appropriate for jobs requiring interactions with customers, multitasking and jobs in fast paced organizations to name a few examples.
Team Player	Team Player measures the degree to which the individual is likely to cooperate in all aspects of his/her work relationships including working in harmony with others to achieve a common goal. This characteristic is important for jobs requiring interaction and cooperation among coworkers.
Trustworthiness	Trustworthiness measures the degree to which the individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs with special emphasis on cash handling jobs and jobs involving confidential or sensitive information.

## Candidness of the Elite Banking Profile Results

This Profile includes a candidness check to determine the degree to which the individual may have exaggerated his/her responses in order to present themselves more favorably. The results of this validity check with interpretation is presented on the following page.

## Interpreting the Elite Banking Profile

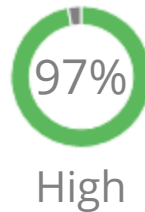
The following page also presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.



The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



## Total Score Summary



## Total Score Interpretation

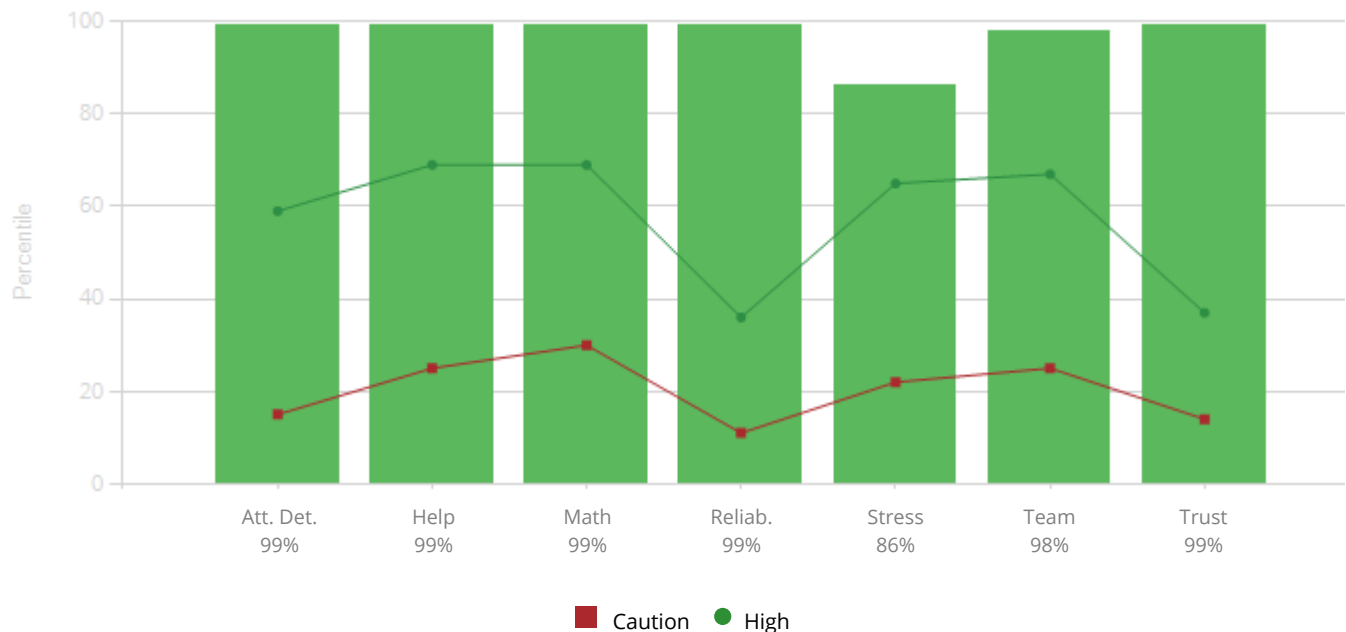
This candidate's total Elite Banking Profile score falls within the High range. This candidate generally demonstrates the behavioral characteristics and basic skills needed to succeed in a banking environment. This is definitely an area of strength for this individual. Review individual scale details to better understand strengths and potential shortcomings.

## Score Validity

Candidness: High: The candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors.



## Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.



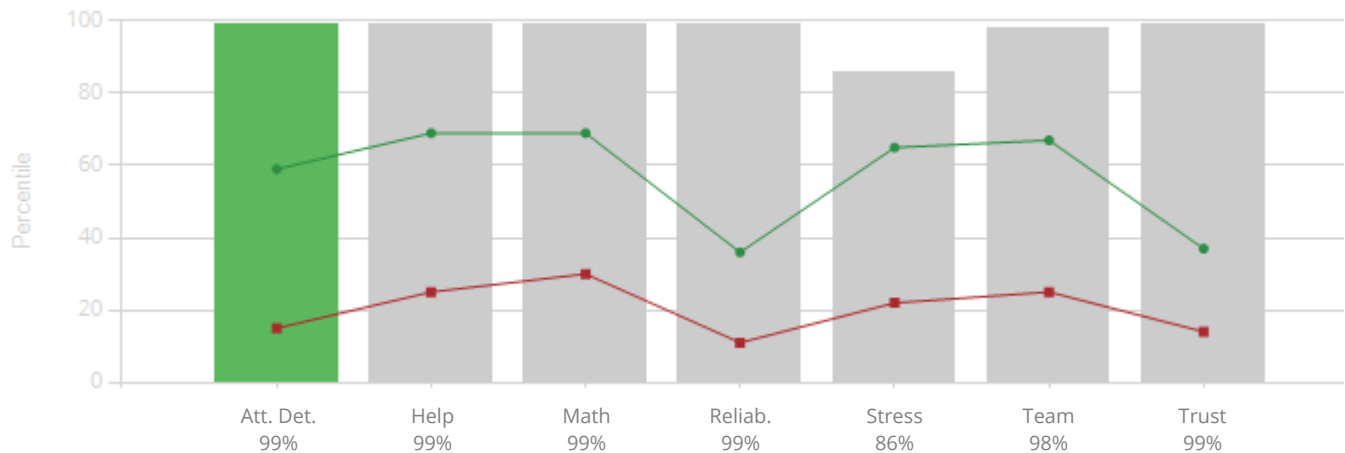
## Attention to Detail



### Score Details

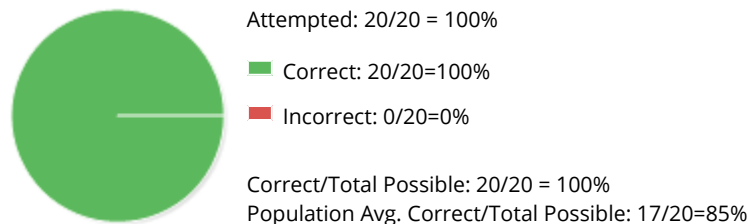
Attention to Detail measures the degree to which the individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information. This ability is important for most clerical jobs. It is also appropriate for jobs that require proofing tasks.

Matt Sweeney scored in the 99th percentile on Attention to Detail (High), meaning Matt scored better than 99 percent of other candidates who have completed this assessment.



### Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.

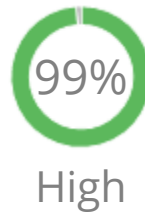


### Expected Job Behaviors

- This individual is detail-oriented.
- He/she is able to quickly inspect information visually.
- He/she has the ability to quickly and accurately verify and proof written information.



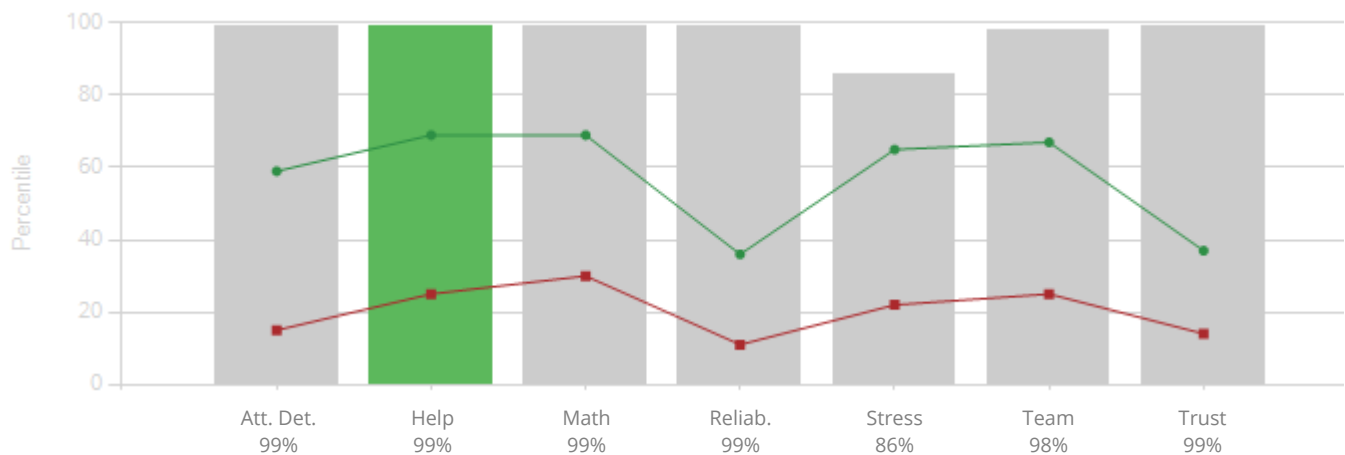
## Helping Disposition



### Score Details

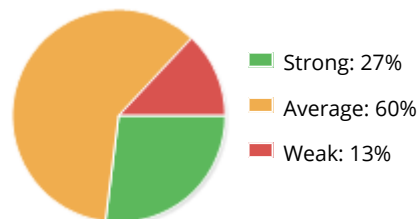
Helping Disposition measures the degree to which an individual is friendly and is likely to go out of his or her way to assist or help customers and/or co-workers. This characteristic is important for most, if not all, jobs.

Matt Sweeney scored in the 99th percentile on Helping Disposition (High), meaning Matt scored better than 99 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Helping Disposition behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Helping Disposition.

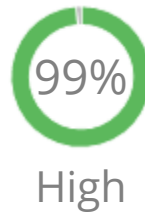


### Expected Job Behaviors

- This individual is friendly.
- Is empathetic and cares about the needs of others.
- Will go out of his or her way to assist or help customers and/or co-workers.
- Will sacrifice self to help others out.



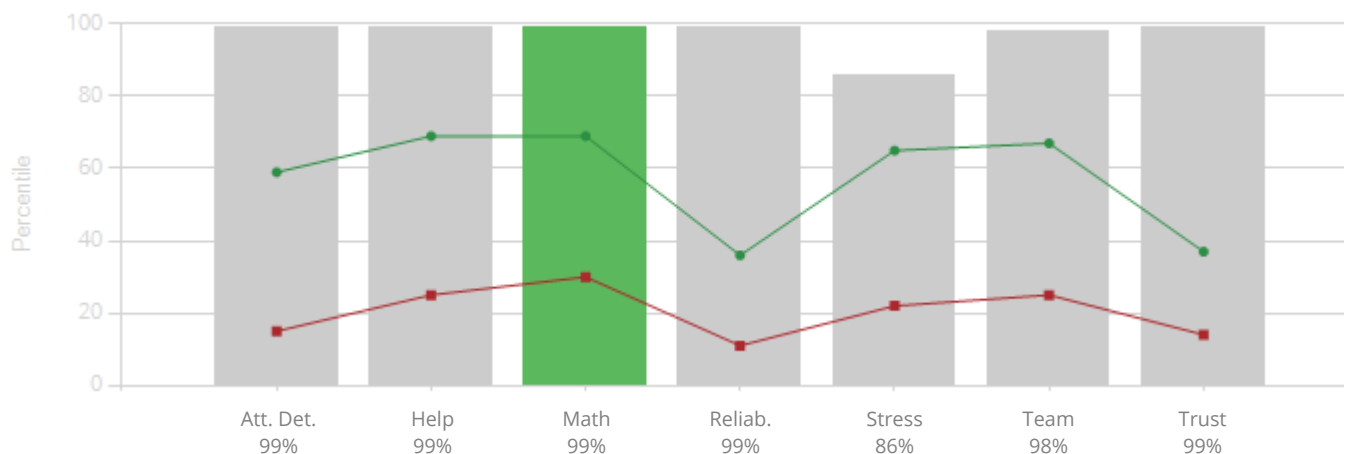
## Math Skills



### Score Details

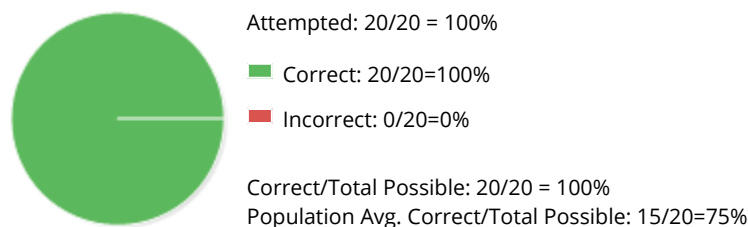
Math Skills measures a basic understanding of mathematical computation and concepts (e.g., making change, calculating percentages, applying discounts, basic addition, subtraction, division and multiplication). The ability to solve these types of problems has also been related to speed of learning and general problem solving skills. This test is appropriate for jobs requiring knowledge of basic math functions (e.g., cashiers, tellers, basic accounting, payroll, etc.).

Matt Sweeney scored in the 99th percentile on Math Skills (High), meaning Matt scored better than 99 percent of other candidates who have completed this assessment.



### Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.

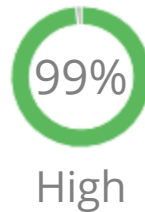


### Expected Job Behaviors

- This individual is a quick learner.
- He/she solves problems using logic and reasoning.
- He/she understands basic mathematical concepts.



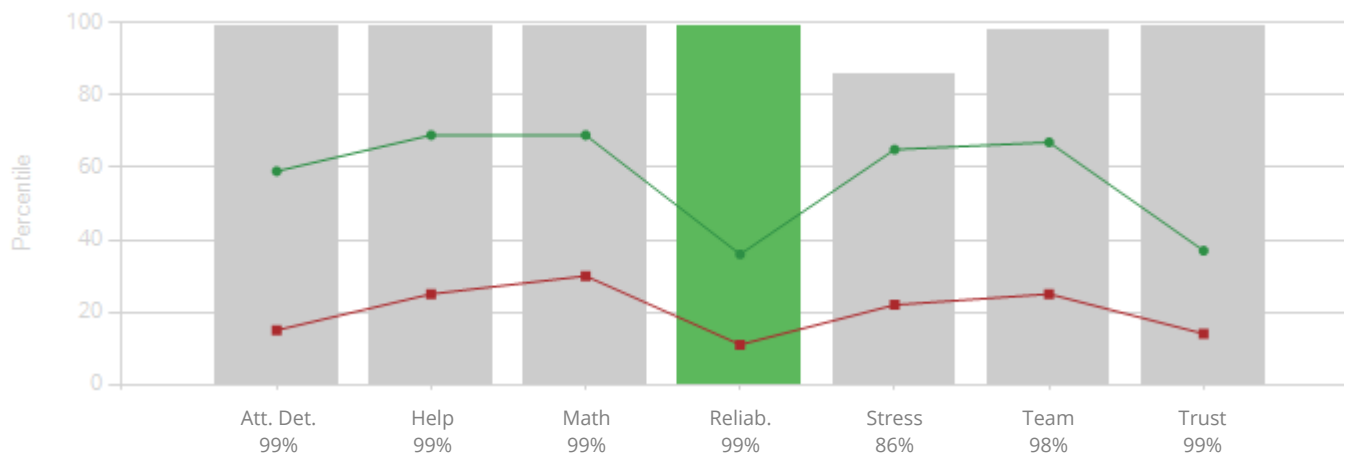
## Reliability



### Score Details

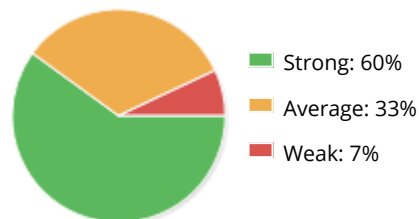
Reliability measures the degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of his/her work.

Matt Sweeney scored in the 99th percentile on Reliability (High), meaning Matt scored better than 99 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Reliability behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Reliability.



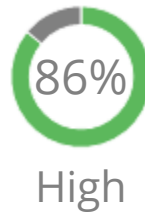
### Expected Job Behaviors

- This individual is dependable and goal-oriented.
- Is concerned about the quality of his/her work.
- Is a hard worker and detail-oriented.
- Can be counted on to do the task at hand with little supervision.





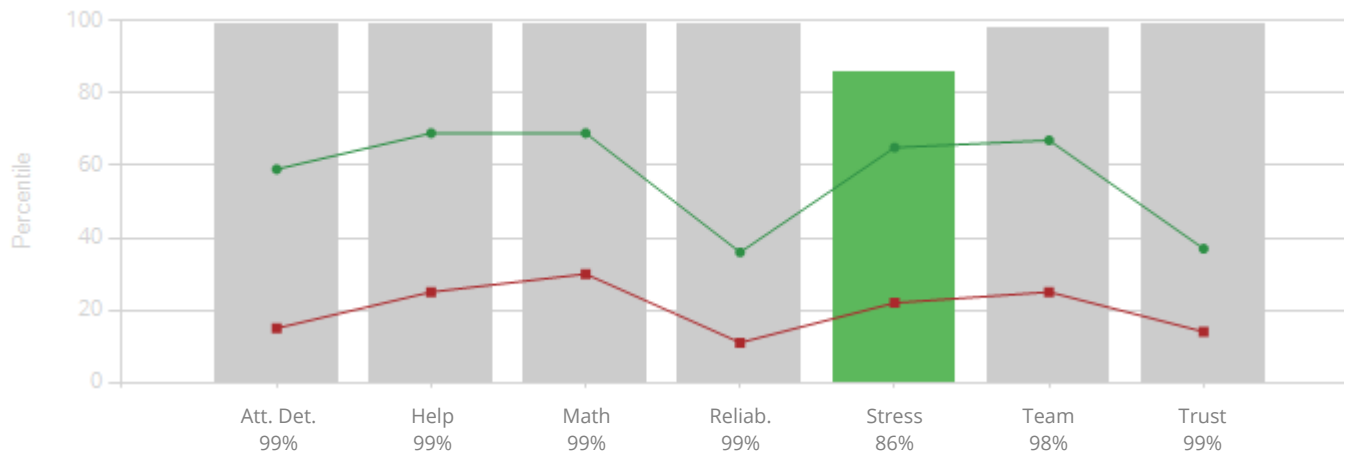
## Stress Management



### Score Details

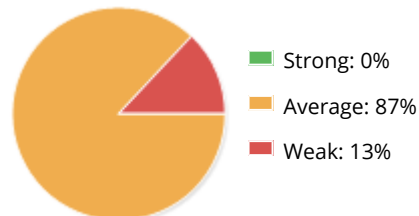
Stress Management measures the degree to which the individual is likely to demonstrate patience and stress tolerance during challenging work-related situations. This characteristic is appropriate for jobs requiring interactions with customers, multitasking and jobs in fast paced organizations to name a few examples.

Matt Sweeney scored in the 86th percentile on Stress Management (High), meaning Matt scored better than 86 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Stress Management behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Stress Management.



### Expected Job Behaviors

- This candidate will demonstrate patience during difficult work situations.
- He/she will remain calm during times of conflict with customers and co-workers.
- Is able to deal effectively with change at work.
- He/she remains cool under high-pressure situations and therefore makes appropriate decisions in these circumstances.



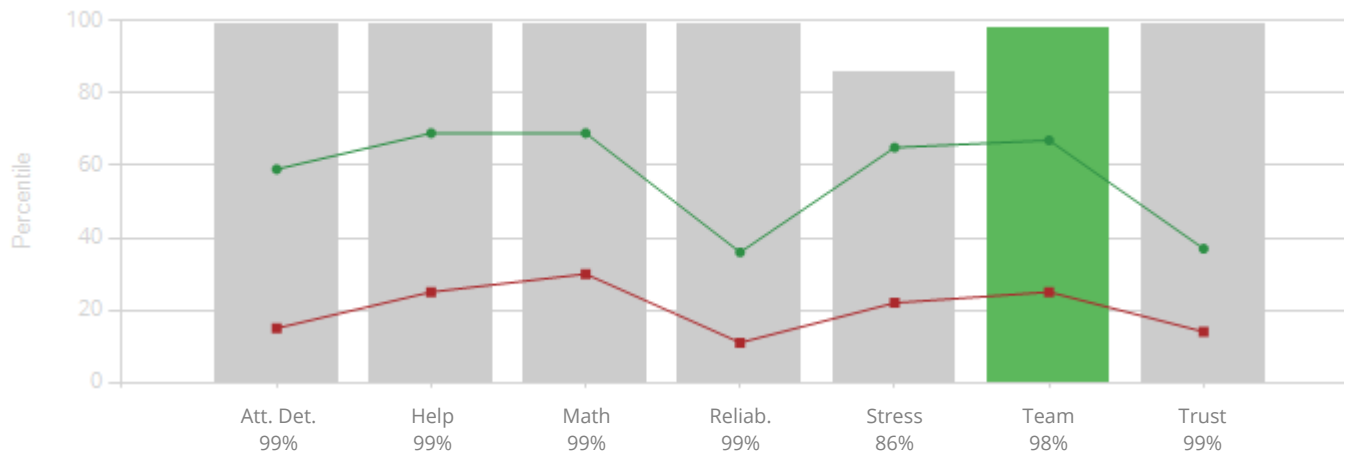
## Team Player



### Score Details

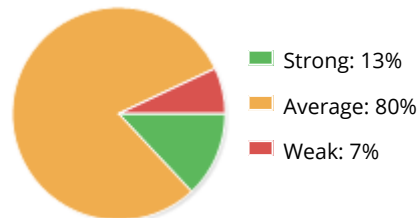
Team Player measures the degree to which the individual is likely to cooperate in all aspects of his/her work relationships including working in harmony with others to achieve a common goal. This characteristic is important for jobs requiring interaction and cooperation among coworkers.

Matt Sweeney scored in the 98th percentile on Team Player (High), meaning Matt scored better than 98 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Team Player behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Team Player.

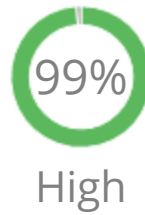


### Expected Job Behaviors

- This individual will be a team player and will cooperate in all aspects of his or her work relationships.
- He/she values interpersonal relationships and will "chip in" to help others when necessary.
- He/she has the ability to work in harmony with others to achieve a common goal.
- Will compromise when appropriate to achieve team goals.



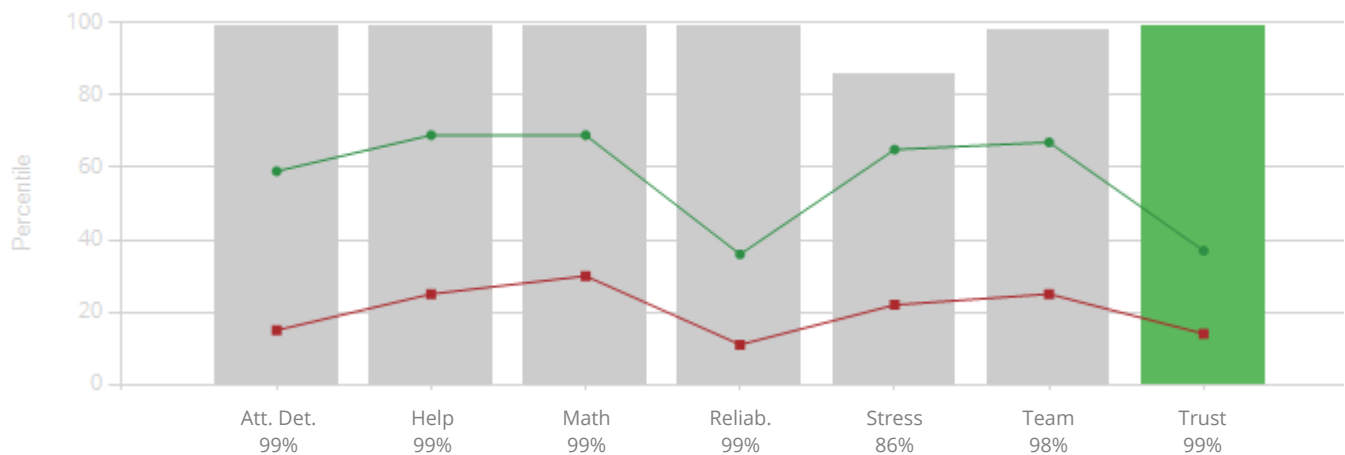
## Trustworthiness



### Score Details

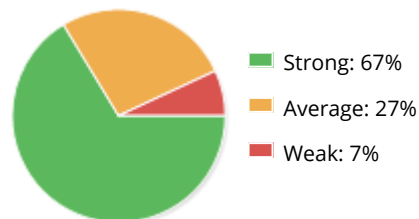
Trustworthiness measures the degree to which the individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs with special emphasis on cash handling jobs and jobs involving confidential or sensitive information.

Matt Sweeney scored in the 99th percentile on Trustworthiness (High), meaning Matt scored better than 99 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Trustworthiness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Trustworthiness.



### Expected Job Behaviors

- This individual is likely to be candid and trustworthy.
- Is not likely to steal from his/her employer.
- Is trusting of others.
- Can be trusted with confidential information.



## Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

### Attention to Detail

- This candidate should be given opportunities to engage in tasks that involve verifying and checking information.
- Expect that they will be very detail oriented and will expect the same from those around them.
- They may be able to train others on how to be more focused and detail oriented on visual tasks.



- Attention to Detail 99%
- Helping Disposition 99%
- Math Skills 99%
- Reliability 99%
- Stress Management 86%
- Team Player 98%
- Trustworthiness 99%

### Helping Disposition

- This candidate is ideal for working environments where empathy and caring behaviors are important.
- This individual tends to be caring and sensitive. His/her feelings tend to be hurt easier than most. Harsh criticism should be avoided.
- His/her willingness to help sometimes results in him/her taking on the work of others or being overly generous with customers.
- Work with the individual to find a balance between being overly helpful and being productive.



- Attention to Detail 99%
- Helping Disposition 99%
- Math Skills 99%
- Reliability 99%
- Stress Management 86%
- Team Player 98%
- Trustworthiness 99%

### Math Skills

- This candidate should be given opportunities to problem solve or use their reasoning skills.
- Give him/her opportunities to coach or work with others on tasks that involve the use of basic mathematical concepts or problem solving.
- Expect that they will understand basic instructions and training and therefore may be able to train others on these concepts.



- Attention to Detail 99%
- Helping Disposition 99%
- Math Skills 99%
- Reliability 99%
- Stress Management 86%
- Team Player 98%
- Trustworthiness 99%



## Reliability

- This individual values reliability, attention to detail and organization and expects those around him/her to do the same. Therefore, these should be exhibited and rewarded.
- Praise should be given to show appreciation when working with this individual.
- Try to let him/her work at own pace when possible. He/she likes to take his/her time to ensure work quality.
- While this characteristic is important for most aspects of life, including work, care should be taken to make sure the deliberateness of this individual is not an impediment to getting things done.



- Attention to Detail 99%
- Helping Disposition 99%
- Math Skills 99%
- Reliability 99%
- Stress Management 86%
- Team Player 98%
- Trustworthiness 99%

## Stress Management

- Given this candidate's ability to handle stressful situations, he/she may have a tendency to take on more work than they should. Monitor their workload and offer assistance when appropriate.
- Use their calm demeanor in pressure situations to help those that become overwhelmed. Have them train others in how to best deal with stressful work situations.
- Use these individuals as problem solvers during high stress situations. Their calm demeanor is ideal for carefully reviewing all options and making rational decisions.



- Attention to Detail 99%
- Helping Disposition 99%
- Math Skills 99%
- Reliability 99%
- Stress Management 86%
- Team Player 98%
- Trustworthiness 99%

## Team Player

- These candidates value interpersonal relationships with team members, colleagues and managers. Therefore, these should be taken into consideration when working with the individual.
- To maintain team oriented and cooperative behaviors, involve the individual in setting team goals and reward him/her for demonstrating team oriented behaviors.
- For individuals who do not participate in team or group activities, develop close relationships with them and involve them in goal setting.
- While cooperativeness is important for both team and individual success, care must be taken to make sure the individual does not undervalue his/her individual contributions in favor of constant compromise within the team. Both team orientation and individual competitiveness are important for overall success. It is important that the individual be made aware of this and that efforts are made to find the right balance.

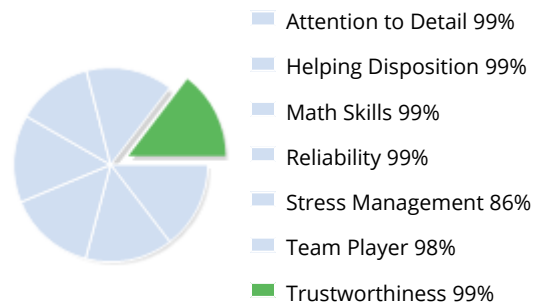


- Attention to Detail 99%
- Helping Disposition 99%
- Math Skills 99%
- Reliability 99%
- Stress Management 86%
- Team Player 98%
- Trustworthiness 99%



## Trustworthiness

- Continue to build trust by offering an open, supportive, trusting environment.
- Assign tasks that involve confidential information when appropriate.
- Utilize the individual in team building activities, as their trusting nature and ability to be trusted are ideal for team rapport.
- Their trusting nature may cause him/her not to be vigilant of others' potential manipulative behaviors. If this is an issue, discuss it with them. The emphasis should not be on reducing trust but on increasing awareness of the reasoning behind the behaviors of others.



## Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

### Attention to Detail

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.

### Helping Disposition

#### Question:

How do you compare to your coworkers with respect to how you service customers? Do you sometimes go above and beyond what you should, or is the level of service you provide consistent with what is considered normal?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

#### Question:

When one is busy and someone needs help, should one put the needs of the other person ahead of one's personal needs, even if it means falling behind in at work? Please explain your answer.

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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7



**Question:**

Describe for me a work-related situation where you wish you had been a bit more helpful?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

6

7

## Math Skills

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.

## Reliability

**Question:**

Describe for me occasions when you have not been as dependable or reliable as you should have been.

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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7

**Question:**

Give examples of when you have been more impulsive than reliable a work. What was the outcome?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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## Stress Management

### Question:

Give examples of when you have had to juggle multiple tasks. How did you deal with this situation?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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### Question:

Describe work-related pressures you have experienced. Please be specific and discuss how you felt and what the outcome was.

Response Notes:

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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### Question:

Describe situations when customers have been angry with you even though you were doing everything possible to solve their issue.

Please explain how you handled these hostile situations. What was the outcome?

Response Notes:

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

6

7

### Question:

How have work pressures affected your work? How often does your workload seem overwhelming?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

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Response Expected of an  
Excellent Employee

6

7



## Team Player

### Question:

Tell me about your working relationships with past coworkers? Do you generally remain distant from team members or develop close working relationships?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

6

7

### Question:

How would you handle a situation where one team member performed poorly and that affected the team's performance? How would you address the individual? How would you address the team?

Response Notes:

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Response Expected of a  
Poor Performing Employee

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Response Expected of a  
Satisfactory Employee

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Response Expected of an  
Excellent Employee

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### Question:

What do you find difficult about getting along with team members? Please give specifics based on your previous experiences.

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

## Trustworthiness

### Question:

Should employers expect that their employees will steal from them? Please explain your answer.

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

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7



**Question:**

Is acceptable to steal at least once in your life? Have you ever stolen something from your employer?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)

