

Universal Cognitive Aptitude Test

The UCAT measures cognitive aptitude, or general intelligence. This test provides an indication of a subject's ability to solve problems, digest and apply information, learn new skills, and think critically. Cognitive aptitude is one of the most accurate predictors of job success for any position.

Results Summary

16

RAW SCORE

27

PERCENTILE

Results Details

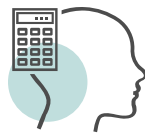
Dmytro Danko achieved an overall score of 16, which means Dmytro answered 16 questions correctly. This corresponds to a percentile rank of 27, meaning Dmytro scored better than 27% of the people who have taken this test. Below are details of how Dmytro performed in specific sub categories.



LOGIC & ANALYSIS PERCENTILE

Ability to use logic and reasoning to solve problems and interpret data.

25



NUMERICAL REASONING PERCENTILE

Ability to reason using numbers and numerical concepts.

11



ATTENTION TO DETAIL PERCENTILE

Ability to focus on detail-oriented tasks with thoroughness and accuracy.

25

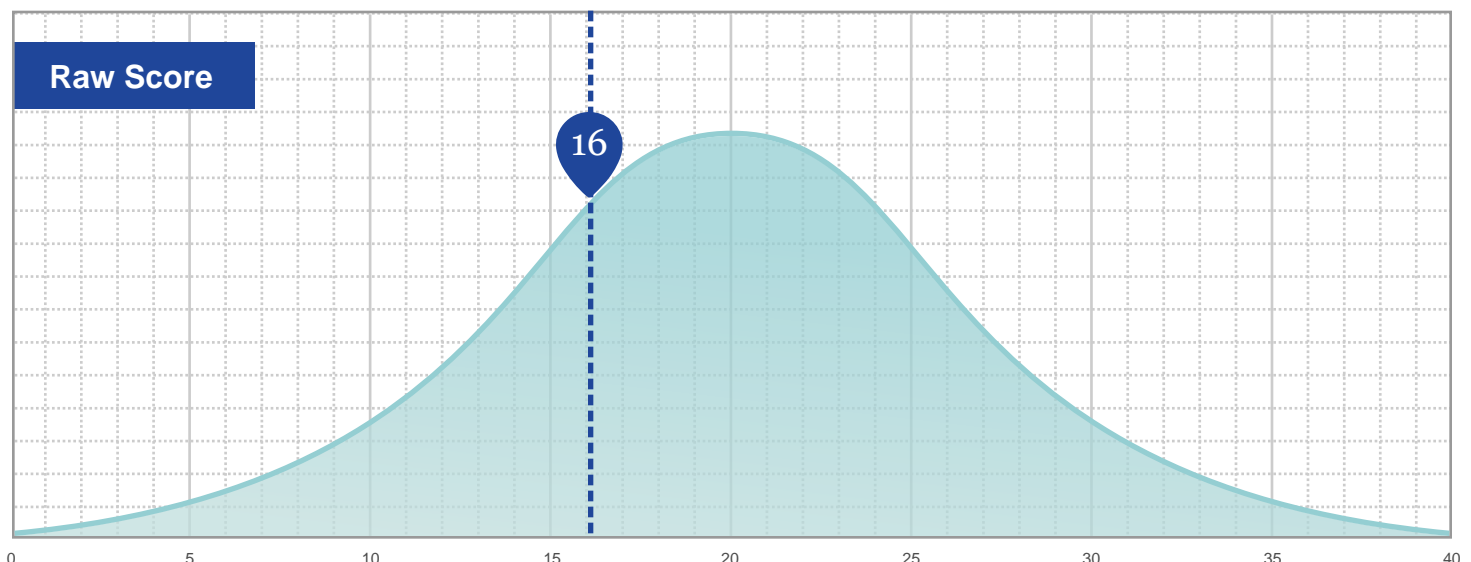


SPATIAL REASONING PERCENTILE

Ability to visualize, make spatial judgments, and problem solve.

31

Raw Score



Suggested UCAT Score Ranges by Position

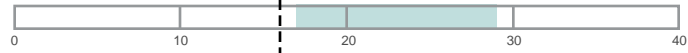
*Based on national norms compiled by Criteria Corp.

Dmytro Danko | Score: 16

Position (Suggested Score Range)

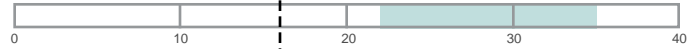
In Range?

Administrative Assistant/Clerical (Range: 17-29)



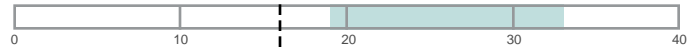
✗ BELOW

Analyst (Range: 22-35)



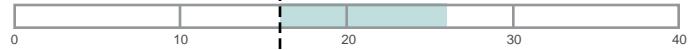
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Computer Programmer/Software Engineer (Range: 19-33)



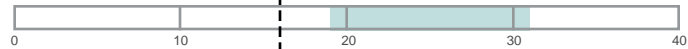
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Customer Service Representative (Range: 16-26)



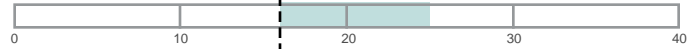
✓ IN RANGE

Financial Analyst/Advisor (Range: 19-31)



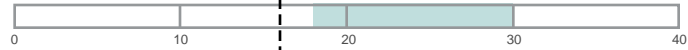
✗ BELOW

Front Desk/Reception (Range: 16-25)



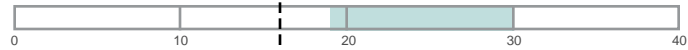
✓ IN RANGE

Project Manager (Range: 18-30)



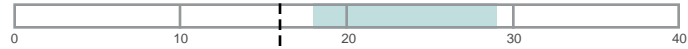
✗ BELOW

Sales Manager (Range: 19-30)



✗ BELOW

Sales Representative (Range: 18-29)



✗ BELOW

Senior Manager/VP (Range: 24-35)



✗ BELOW

 SEE PAGE 4

Employee Personality Profile

The EPP is a personality assessment that measures twelve traits. Scores for each trait are expressed as a percentile ranking, which reflects how a person scored on that trait relative to other test-takers. There are no "high" or "low" scores on the EPP; rather, people with certain traits tend to be a better fit for certain jobs. The EPP contains a series of job-specific benchmarks that assess how good a fit a person's personality is for a given position.

**WARNING:
INVALID RESULT**

**No Position
Selected**

Score Details



ACHIEVEMENT



ASSERTIVENESS



COMPETITIVENESS



CONSCIENTIOUSNESS



COOPERATIVENESS



EXTROVERSION



MANAGERIAL



MOTIVATION



OPENNESS



PATIENCE



SELF-CONFIDENCE



STRESS TOLERANCE



Score Explanation



ACHIEVEMENT

The Achievement (ACH) scale score reflects an individual's ability to follow through and complete tasks and to achieve specific goals. It is also related to the amount of interest that a person has in intellectual or conceptual work. The ACH score in the **61st percentile** for this person indicates his or her achievement level may be average, but he or she will probably perform at a higher level in areas of high interest. This person's achievement in academic areas is likely to be low or moderate but he or she may achieve at a higher level in subjects of particular interest to him or her. The ability to perform and follow through is likely to be apparent at work or in this individual's career history.



ASSERTIVENESS

The Assertiveness (AST) scale score provides a gauge of an individual's directness in expressing himself or herself and in dealing with others. This person's AST score in the **24th percentile** indicates an individual who is relatively unassertive.



COMPETITIVENESS

The Competitiveness (CMP) score reflects the need to win, to perform better than others, or to surpass standards of achievement or performance. This individual's CMP score in the **97th percentile** suggests that he or she values competition.



CONSCIENTIOUSNESS

The Conscientiousness (CON) scale is an indicator of a person's tendencies with respect to being deliberate, self-disciplined, organized and dependable. This person's score in the **78th percentile** suggests he or she is reliable, hard-working, careful, and organized. Individuals with scores in this range tend to be goal-oriented, dependable and persistent in work settings.



COOPERATIVENESS

The Cooperativeness (COP) score indicates a person's level of comfort in working closely with others and in taking the lead from others. A low COP score does not necessarily indicate uncooperativeness, but may indicate independence or aggressiveness in dealing with others. This COP score in the **54th percentile** suggests that this person is likely to be cooperative for the most part, but may sometimes be independent or aggressive. This person is likely to use an optimal level of aggressiveness when working with others.



EXTROVERSION

The Extroversion (EXT) scale score indicates the degree to which a person sees himself or herself as socially outgoing. For this individual, the EXT score in the **54th percentile** indicates a person who is moderately extroverted. This person may be seen to be as extroverted and outgoing as the average person in business or social situations.



MANAGERIAL

The Managerial (MGT) score represents the degree to which a person's work strengths combine with his or her achievement, motivation, interpersonal strengths, and inner resources in a pattern similar to that of individuals in managerial and supervisory roles. This individual's MGT score in the **81st percentile** suggests that his or her general characteristics are moderately similar to those of individuals in management or supervisory roles. This person is likely to be able to delegate authority and to have some ability to inspire and motivate others. This person may be seen as having moderately good overall management potential.



MOTIVATION

The Motivation (MOT) scale score is intended to represent a person's inner drive, commitment to achieve, and the strength of inner emotions, needs, and values. This MOT score in the **99th percentile** indicates a person whose motivation or inner drive is exceptionally strong.



OPENNESS

The Openness scale measures the extent to which an individual is imaginative and creative, as opposed to down to earth and conventional. The Openness score of **86th percentile** indicates that this individual is likely to be experimental, intellectually curious, and creative. They tend to be drawn to thinking about abstract ideas and the "big picture." Such individuals will often be open to change, and sometimes not as detail-oriented as those with lower Openness scores.



PATIENCE

The Patience (PAT) scale indicates a person's ability to effectively cope with frustration encountered in completing tasks or in conflict-laden situations. This individual's PAT score in the **99th percentile** suggests that he or she is more patient than most.



SELF-CONFIDENCE

The Self-Confidence (SCN) score is an indicator of the level of confidence and self-assurance an individual brings to his or her work. The SCN score in the **83rd percentile** suggests this person is, in general, self-confident and self-assured.



STRESS TOLERANCE

The Stress Tolerance scale measures the ways in which people respond to stress. The Stress Tolerance score of **76th percentile** generally indicates that this individual will be calm and composed, even under stressful conditions. They are generally seen by others as relaxed and not excitable, have high self-esteem, and are comfortable even when confronted with novel situations or strangers. They may, however, not be as self-aware as individuals with lower scores in this trait.

Position Benchmark

Percentage match for various jobs based on profiles compiled by Criteria Corp.

ACCOUNTING/
FINANCE
84%

On average, accountants tend to be considerably more introverted than the rest of the population, reflecting the fact that their jobs do not often involve a high degree of social stimulation. They also tend to have lower than average scores in Openness, reflecting their preference for the traditional and conventional over the experimental or creative. The benchmark for accountants is also characterized by lower than average Assertiveness scores and high scores in Conscientiousness.



ADMINISTRATIVE
ASSISTANT
68%

The Administrative Assistant benchmark includes high scores in Cooperativeness and Conscientiousness, both of which have been linked to high performance in these positions. High scorers in Cooperativeness tend to be accommodating and easy to manage, and high scorers in Conscientiousness tend to be organized, careful and reliable. Administrative Assistants also tend to have lower than average scores in Assertiveness.



ANALYST
75%

One of the most prominent traits in the Analyst benchmark profile is Openness, in which analysts as a group score almost one standard deviation higher than the rest of the population. This reflects their affinity for problem solving and their intellectual curiosity. They also tend to score highly in Achievement and in Conscientiousness, and on average have slightly higher than average scores in Assertiveness.



BANK TELLER
58%

The Bank Teller benchmark is characterized by high scores in Cooperativeness and Patience, which is typical for a customer service-oriented position. As a group, Bank Tellers also tend to have much lower than average scores in Assertiveness and Openness.



COLLECTIONS
70%

The Collections benchmark is very similar to the Sales benchmark, as Competitiveness, Assertiveness and Extraversion are all correlated with success in both sales and collections. High scores in Conscientiousness and Stability are also assets for collections agents.



CUSTOMER
SERVICE
57%

The Customer Service benchmark features high scores in Cooperativeness and Patience, both of which are important for ensuring positive customer experiences. High scorers in Conscientiousness tend to be reliable and careful, and those in Customer Service positions also tend to have lower than average Openness scores.



FRONT DESK/
RECEPTION
72%

The receptionist benchmark is similar to the Customer Service profile. High scores in Conscientiousness, Cooperativeness, and Patience are important in this position, and receptionists also tend to have lower to mid-range scores in Assertiveness.



MANAGER
80%

The most important score for managers is the Managerial trait, where high scorers tend to be a better fit for such roles. Higher scores in Competitiveness and Assertiveness are also characteristic of the Manager benchmark. On the other hand, low to medium scores in Cooperativeness are appropriate for people in managerial roles, because being too accommodating and empathetic can be a hindrance to effective and objective decision-making. As a group, managers also tend to have above average scores in Extraversion.



MEDICAL
ASSISTANT
49%

The Medical Assistant benchmark is similar to the Customer Service profile. High scores in Conscientiousness and Cooperativeness are an asset in patient-facing positions. High scores in Conscientiousness are an asset for Medical Assistants, as deliberate, careful, and detail-oriented people will be more likely to prosper in these positions. Below average scores in Openness are also typical.



PRODUCTION/
MANUFACTURING
59%

In manufacturing positions, Conscientiousness and Cooperativeness have been shown to positively correlate with performance. High scorers in Conscientiousness tend to be careful and dependable, and high scorers in Cooperativeness can be easier to manage. Production personnel typically have lower than average Openness scores as well.



PROGRAMMER/
DEVELOPER
85%

Programmers and software engineers tend to be significantly more introverted than the general population, reflecting the fact that their day-to-day jobs often do not involve extensive social interactions. As a group, programmers also have much higher than average scores in Openness, a function of their high degree of intellectual curiosity and their willingness to experiment. Programmers also typically are not high scorers in Assertiveness or Conscientiousness, and have lower than average scores in Stability.



SALES
72%

The sales benchmark features high scores in Competitiveness, Achievement and Extraversion. Each of these has been shown to correlate with success in sales roles. Salespeople tend to be more assertive than average, and commonly have lower than average Cooperativeness scores, as being too accommodating can be a liability in effective sales closing.





ASSESSMENT ERROR

This report may be invalid and should be used with caution. The Inconsistent Reporting score of 5 suggests that the individual may have been inattentive or careless in making responses.

Validity and Response Style

The Validity and Response Style scales represent the individual's level of attention to the meaning of EPP statements (Inconsistent Responding) and tendency toward positive (Self-Enhancing) or negative (Self-Critical) self-presentation.

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THIS REPORT MAY BE INVALID AND SHOULD BE USED WITH CAUTION. The Inconsistent Responding (INC) score of 5 indicates that this person may not have paid appropriate attention to the meaning of EPP statements when giving responses, and may have responded carelessly or in a completely random fashion.

This person obtained a Self-Enhancing score (ENH) in the 99th percentile. This style of self-presentation is much more positive than that of most others. This can be a characteristic of job applicants and others trying to make a good impression in business, social, or other situations. It may also reflect a high level of self-confidence. Others are likely to describe this person's self-regard as highly positive. In addition, the Self-Critical (CRT) score in the 64th percentile suggests that this individual may often be introspective and self-critical, and his or her standards for self-evaluation may be based on very high expectations. These scores may indicate a person who can be both self-critical and self-confident. They may also occur when responses have been made carelessly or without regard to item content. However, you should note that in light of the Inconsistent Responding (INC) score of 5 this combination of response style scores may have resulted from inattention or haphazard responding. The following interpretive material should be applied with particular caution.

Customer Service Aptitude Profile



The CSAP measures personality traits related to customer service potential and performance, such as diplomacy, cooperativeness and patience.

Results Summary

NOT RECOMMENDED

FOR A CUSTOMER SERVICE ROLE

Overview

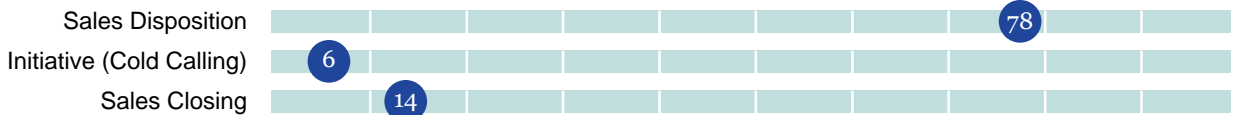
- = Strength
- = Potential Strength
- = Needs Attention

- Diplomacy in relating to others
- Cooperative attitude
- Patience
- Relaxed attitude

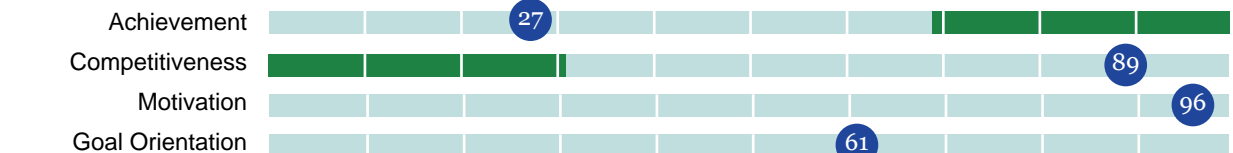
- Interest in being helpful to others
- Ability to restrain assertiveness in relating to others
- Ability to be non-competitive when relating to others
- Focus on achievement and getting things done

Score Details

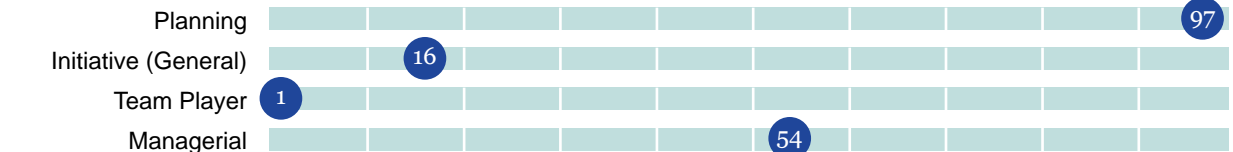
SALES SUCCESS



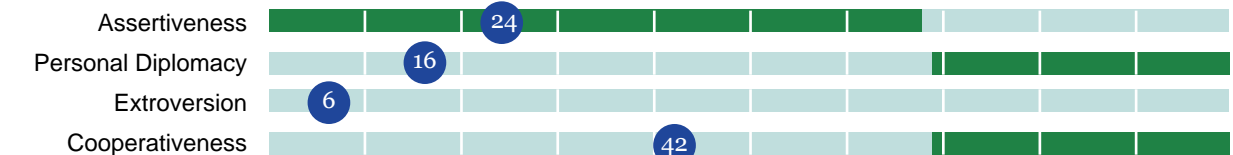
MOTIVATION & ACHIEVEMENT



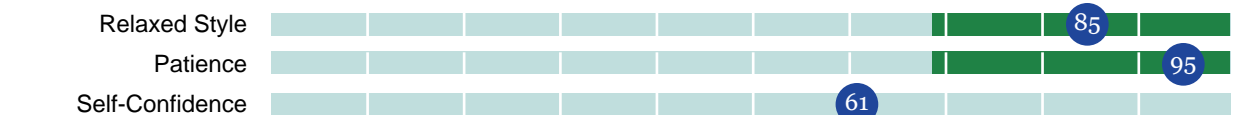
WORK STRENGTHS



INTERPERSONAL STRENGTHS



INNER RESOURCES



Validity and Response Style

The Validity and Response Style scales represent the individual's level of attention to the meaning of Customer Service AP statements (Inconsistent Responding) and tendency.

4

INCONSISTENT RESPONDING (INC)

The Inconsistent Responding (INC) score of 4 indicates that this person paid appropriate attention to the meaning of Customer Service AP statements when giving responses, and is not likely to have responded carelessly or in a completely random fashion.

100

SELF-ENHANCING SCORE (ENH)

This person obtained a Self-Enhancing score (ENH) in the 100th percentile. This style of self-presentation is much more positive than that of most others. This can be a characteristic of job applicants and others trying to make a good impression in business, social, or other situations. It may also reflect a high level of self-confidence. Others are likely to describe this person's self-regard as highly positive.

46

SELF-CRITICAL SCORE (CRT)

In addition, the Self-Critical (CRT) score in the 46th percentile suggests that this individual may, at times, be introspective and is open to being self-critical, and his or her standards for self-evaluation may be based on unusually high expectations.

Customer Service and Inside Sales Characteristics



Characteristics that are important to success in most customer Service or inside sales roles are reflected to a large extent in an individual's responses to items on the Personal Diplomacy (PDL), Patience (PAT), and Relaxed Style (RLX) scales. To a lesser extent, responses to items on the Assertiveness (AST) scale and an expressed interest in career areas related to education or social service also indicate characteristics that contribute to success in customer service settings.

This individual's Personal Diplomacy (PDL) score is in the 16th percentile indicating that he or she may be less diplomatic than most people, which could be a problem in many customer service or inside sales roles. This Patience (PAT) score in the 95th percentile indicates a person who is likely to be more patient than most people, which can be of great value in such settings. With an Assertiveness (AST) score in the 24th percentile, this individual appears to have a strong tolerance for situations that require him or her to refrain from asserting his or her own demands in transactions with others, and this can be an advantage in many customer service settings. The Relaxed Style (RLX) score in the 85th percentile suggests that he or she is likely to be relaxed in most customer service and inside sales situations. He or she appears to be at least moderately interested in a role such as customer service, that involves helping others to meet their needs and achieve their goals.

Consideration of additional customer service success characteristics reflected by this person's Customer Service AP responses is provided in the following detailed interpretation of the Customer Service AP scale scores.

Sales Success Characteristics



Because many customer service roles include a sales component, aspects of this individual's Customer Service AP responses that reflect his or her likelihood of being successful in sales work are considered in this section.

The Sales Success scores include three scores. The Sales Disposition (SAL) score indicates the degree to which an individual's Customer Service AP results are similar to those observed for people who are successful in sales careers. The Initiative-Cold Calling (CC) score summarizes an individual's responses to statements from the Initiative-General (INI) scale that reflect characteristics necessary for success in cold-calling. The Sales Closing (CL) score indicates the degree to which an individual's Customer Service AP results are similar to those observed for people who are successful in closing sales.

The individual's Sales Success scores are in the 78th percentile for Sales Disposition (SAL), 6th percentile for Initiative-Cold Calling (CC), and 14th percentile for Sales Closing (CLS). The Customer Service AP responses for this individual are similar to those typical of people who successfully perform sales activities.

Motivation and Achievement Characteristics



The Motivation and Achievement scales describe a person's orientation toward achievement and inner drive to achieve.

The Achievement (ACH) scale score reflects an individual's ability to follow through and complete tasks and to achieve specific goals. It is also related to the amount of interest that a person has in intellectual or conceptual work. The ACH score in the 27th percentile for this person indicates that he or she achieves at a relatively low or moderate level, and may not fulfill his or her actual potential. This person's achievement in academic areas is likely to be low or moderate and his or her attention is probably not focused on academic performance. Specific abilities or aptitudes should be evaluated if there are independent concerns in this area. He or she is likely to perform well on the job and to follow through at a high level in work-related tasks.

The Competitiveness (CMP) score reflects the need to win, to perform better than others, or to surpass standards of achievement or performance. This individual's CMP score in the 89th percentile suggests that he or she values competition.

The Motivation (MOT) scale score is intended to represent a person's inner drive, and commitment to achieve, as well as the strength of his or her inner emotions, needs, and values. This MOT score in the 96th percentile indicates a person whose motivation or inner drive is relatively strong and who is likely to sustain this level of motivation.

The Goal Orientation (GO) scale describes the extent to which an individual sees himself or herself as having clear goals and objectives. This person's GO score in the 61st percentile indicates that he or she is likely to be as focused on goals and objectives as are most people.

Work Strengths



The Work Strengths scales describe actual work habits and attitudes towards working alone and with others.

The Planning (PLN) scale score reflects a person's tendency to use time-management, scheduling, and organizing and planning strategies to achieve goals. The PLN score in the 97th percentile suggests that this individual consistently plans, organizes, and applies very effective work habits. He or she will make good use of specific plans and strategies for meeting deadlines and achieving objectives. This ability appears to be quite strong, and is likely to be engaged even for tasks that are not directly related to his or her own specific goals.

The Initiative-General (INI) scale indicates a person's level of comfort in taking independent action. The INI score in the 16th percentile is somewhat low, and suggests that this individual may be uncomfortable taking the initiative. He or she may be cautious or may hesitate in situations where a degree of initiative is called for.

The Team Player (TMP) scale score relates to a person's level of comfort in working together as part of a team or interdependent work group. This TMP score in the 1st percentile suggests this person may prefer to work autonomously rather than working as part of a team or closely knit group.

The Managerial (MGT) score represents the degree to which a person's work strengths combine with achievement, motivation, interpersonal strengths, and inner resources in a pattern similar to that of individuals in managerial and supervisory roles. This individual's MGT score in the 54th percentile suggests that his or her responses are moderately similar to those of individuals in management, supervisory, or other leadership roles.

Interpersonal Strengths



The Interpersonal Strengths scales describe ways in which a person is likely to engage in interactions with others in the work environment. These characteristics play a very important part in the successful conduct of customer service activities.

The Assertiveness (AST) scale score provides a gauge of an individual's directness in expressing himself or herself and in dealing with others. This person's AST score in the 24th percentile indicates an individual who is relatively unassertive and less direct in expressing himself or herself than are most others. In many kinds of customer service situations, this style can be an asset.

The Personal Diplomacy (PDL) scale score reflects a person's tendency to use tact and diplomacy in dealing with others and to display sensitivity to the feelings and ideas of others. For this person, the PDL score in the 16th percentile suggests that he or she may not be aware of or may not fully take into account the reactions of others in communications with them. This can interfere with being effective in a customer service role. Although individuals with this combination of AST and PDL scores are usually not very direct when expressing themselves to others, their style may still be perceived as untactful.

The Extroversion (EXT) scale score indicates the degree to which a person sees himself or herself as socially outgoing. For this individual, the EXT score in the 6th percentile indicates a person who describes himself or herself as more introverted than extroverted, and who will probably not feel comfortable in customer service situations that require taking the lead in establishing contact with others.

The Cooperativeness (COP) score indicates a person's level of comfort in working closely with others and in taking the lead from others. A low COP score does not necessarily indicate uncooperativeness, but may indicate independence or aggressiveness in dealing with others. This COP score in the 42nd percentile suggests that this person is likely to be cooperative. He or she is likely to enjoy a moderate degree of independence and yet be comfortable taking direction from others.

Inner Resources



The Inner Resources scales describe the kind of work-related inner resources that a person brings to the work environment.

The Relaxed Style (RLX) scale score describes the ability to remain free of worry and tension in the face of stress. This RLX score in the 85th percentile describes a person who finds it easy to relax and can successfully cope with most stressful situations. He or she can generally work effectively under pressure.

The Patience (PAT) scale indicates a person's ability to effectively cope with frustration encountered in completing tasks or in conflict-laden situations. This individual's PAT score in the 95th percentile suggests that he or she is more patient than most. This would be an advantage in most customer service settings.

The Self-Confidence (SCN) score is an indicator of the level of confidence and self-assurance an individual brings to his or her work. The SCN score in the 61st percentile suggests this person would be reasonably self-confident in a customer service setting.