

The CCAT 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. The CCAT is a 15-minute test containing 50 questions.

**CANDIDATE INFORMATION**

Name: **Jake Siddall**

Position: US EPP (CCAT, EPP)

Test Date: Oct 11, 2016

Test Event ID: VIS-8675-YVDC

**RESULTS SUMMARY**

RAW SCORE

**36**

PERCENTILE

**87**
**RESULTS  
EXPLANATION**

Jake Siddall achieved an overall score of 36, which means Jake answered 36 questions correctly. This corresponds to a percentile rank of 87, meaning Jake scored better than 87% of the people who have taken this test. Below are details of how Jake performed in specific sub-categories.

**SPATIAL REASONING  
PERCENTILE**

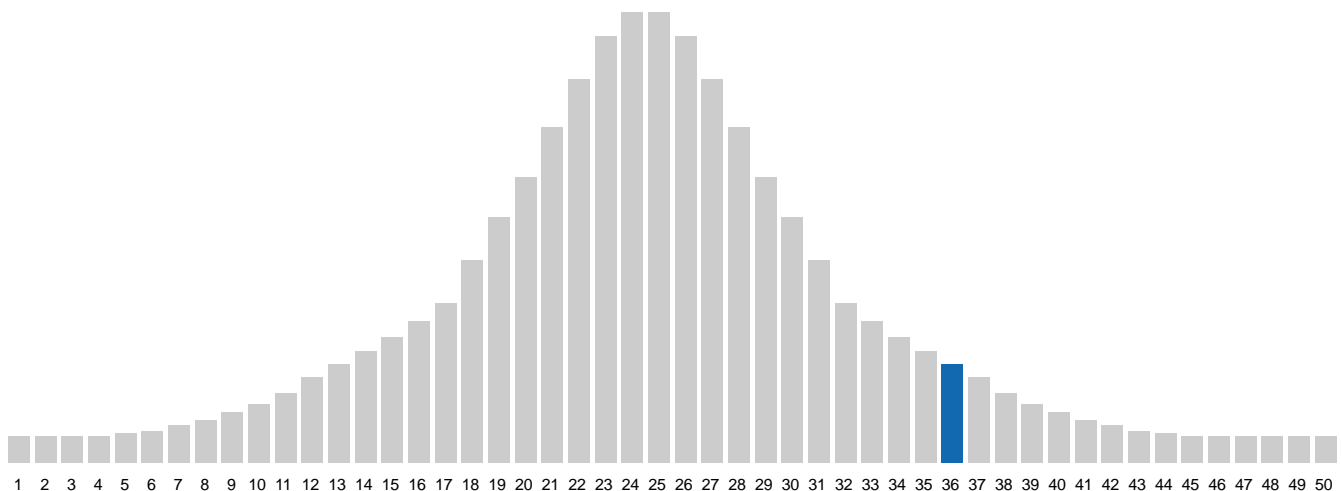
Ability to visualize, make spatial judgments, and problem solve; correlated to general intelligence.

**85**
**VERBAL ABILITY  
PERCENTILE**

Reasoning and comprehension of words, constructive thinking, and attention to detail.

**95**
**MATH & LOGIC  
PERCENTILE**

Ability to reason using numbers and numerical concepts. Also measures logic and analytical thinking.

**85**

**Jake S.**

## SUGGESTED CCAT SCORE RANGES BY POSITION

Position	Score Range*	In Range?
Accounting/Finance	24 - 39	Yes
Administrative Assistant/Clerical	20 - 35	No
Analyst	26 - 42	Yes
Bookkeeper	20 - 35	No
Computer Programmer/Software Engineer	23 - 40	Yes
Controller	24 - 39	Yes
Customer Service Representative	18 - 32	No
Finance Manager	21 - 40	Yes
Financial Analyst/Advisor	23 - 38	Yes
Front Desk/Reception	18 - 30	No
Lawyer/Attorney	29 - 42	Yes
Loan Officer	22 - 36	Yes
Network Administrator	23 - 37	Yes
Operations Manager	22 - 40	Yes
Product Manager	26 - 41	Yes
Production Manager/Supervisor	18 - 34	No
Project Manager	22 - 37	Yes
Recruiter	21 - 35	No
Sales Manager	23 - 37	Yes
Sales Representative	21 - 35	No
Senior Manager/VP	29 - 42	Yes
Store Manager	20 - 37	Yes

\*Suggested score ranges based on national norms compiled by Criteria Corp.

The EPP is a multidimensional personality assessment that measures twelve personality traits. Scores for each trait are expressed as percentile rankings, and reflect how a person scored on that trait, relative to other test-takers. As with most personality tests, there are no "high" or "low" scores on the EPP; rather, people with certain traits will 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. These benchmarks calculate a person's job fit by comparing their EPP scores to composite profiles created and validated by Criteria Corp based on large samples of people in those positions and on case studies conducted by Criteria Corp.

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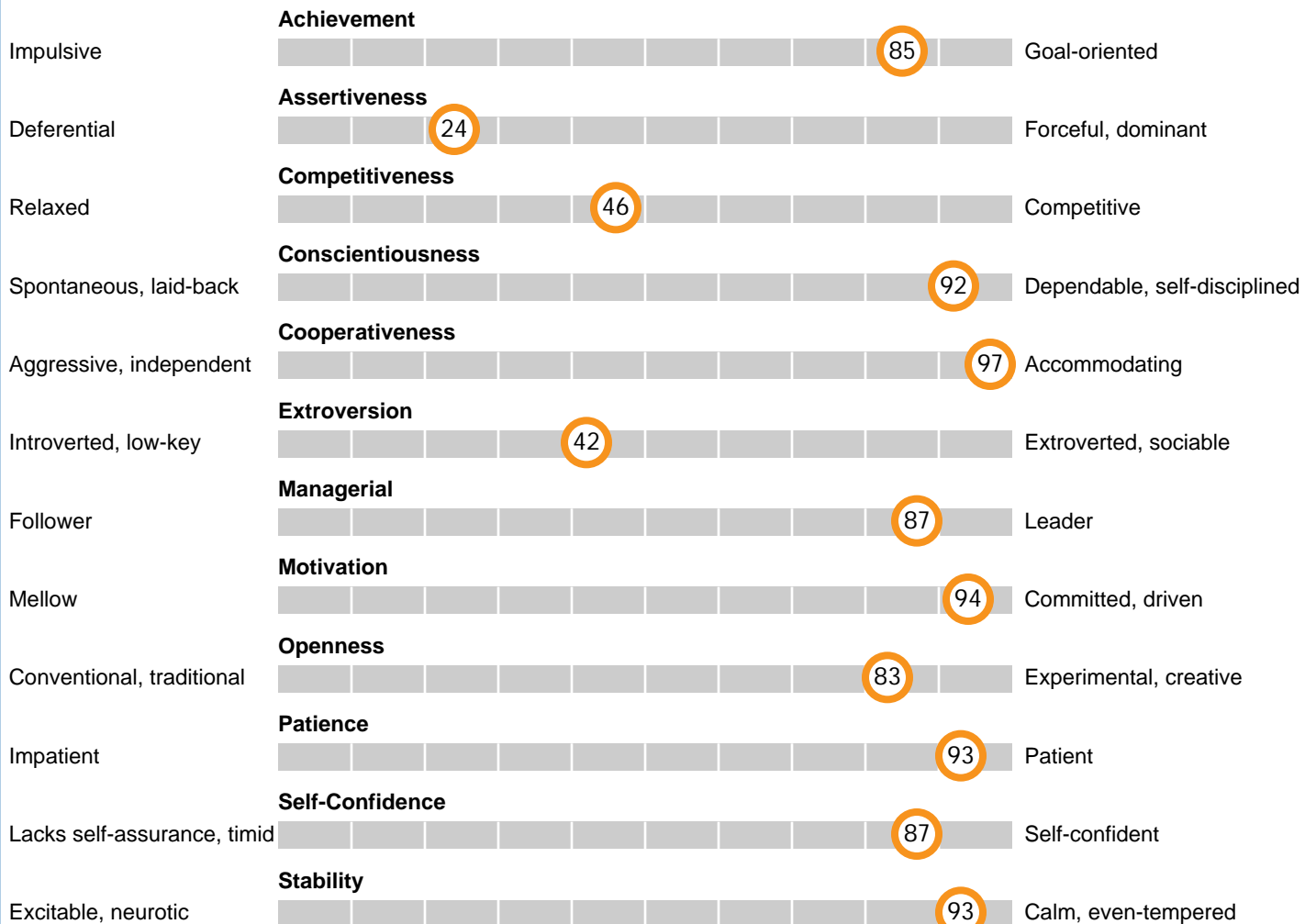
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**RESULTS SUMMARY**

NO JOB SELECTED

To View Job Match Scores,  
See Page 3

**SCORE DETAILS**


## SCORE EXPLANATION

ACHIEVEMENT 85th percentile	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 85th percentile for this person indicates he or she consistently achieves and follows through. This person is likely to perform at an above average level at work or in a career, and has an above average level of attention or energy available for intellectual reasoning or conceptual work. 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. At work or in a career, performance may be at an average level, but he or she will follow through in work or career areas of high interest.
ASSERTIVENESS 24th percentile	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 46th percentile	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 46th percentile suggests that he or she is likely to value competitiveness, but only in areas that are particularly important to him or her.
CONSCIENTIOUSNESS 92nd percentile	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 92nd 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 97th percentile	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 97th percentile suggests that this person is likely to display a high level of cooperativeness.
EXTROVERSION 42nd percentile	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 42nd 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 87th percentile	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 87th percentile suggests that his or her general characteristics are similar to those for individuals in management or supervisory roles. This person is likely to be comfortable delegating authority and to be able to consistently inspire and motivate others. He or she is likely to be seen as having good overall management potential.
MOTIVATION 94th percentile	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 94th percentile indicates a person whose motivation or inner drive is relatively strong.
OPENNESS 83rd percentile	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 83rd 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 93rd percentile	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 93rd percentile suggests that he or she is more patient than most.
SELF-CONFIDENCE 87th percentile	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 87th percentile suggests this person is, in general, self-confident and self-assured.
STABILITY 93rd percentile	The Stability scale measures the extent to which an individual is prone to experience negative emotional states, such as anxiety or guilt. The Stability score of 93rd 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 BENCHMARKS

The EPP contains a series of job-specific benchmarks that assess how good a fit a person's personality is for a given position. These benchmarks calculate a person's job fit by comparing their EPP scores to composite profiles created and validated by Criteria Corp based on large samples of people in those positions and on case studies conducted by Criteria Corp.

ACCOUNTING/ FINANCE 89%	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 98%	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 83%	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 87%	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 62%	The Collections benchmark is very similar to the Sales benchmark, as Competitiveness, Assertiveness and Extraversion are all correlated with success in the both sales and collections. High scores in Conscientiousness and Stability are also assets for collections agents.
CUSTOMER SERVICE 87%	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 89%	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 55%	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 80%	The Medical Assistant benchmark is similar to the Customer Service profile. High scores in Conscientiousness and Cooperativeness are an asset, and 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 87%	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 76%	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 52%	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.

## 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.

The Inconsistent Responding (INC) score of 2 indicates that this person paid appropriate attention to the meaning of EPP statements when giving responses, and is not likely to 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 42nd percentile suggests that this individual does not emphasize negative characteristics or make self-critical statements any more or less than do most others.