

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: XXXXXXXXXX

Position: US Sales

Test Date: XXXXXXXXXX

Test Event ID: SOC-8640-XITR

RESULTS SUMMARY

RAW SCORE

35

PERCENTILE

85
**RESULTS
EXPLANATION**

richard R achieved an overall score of 35, which means richard answered 35 questions correctly. This corresponds to a percentile rank of 85, meaning richard scored better than 85% of the people who have taken this test. Below are details of how richard performed in specific sub-categories.

**SPATIAL REASONING
PERCENTILE**

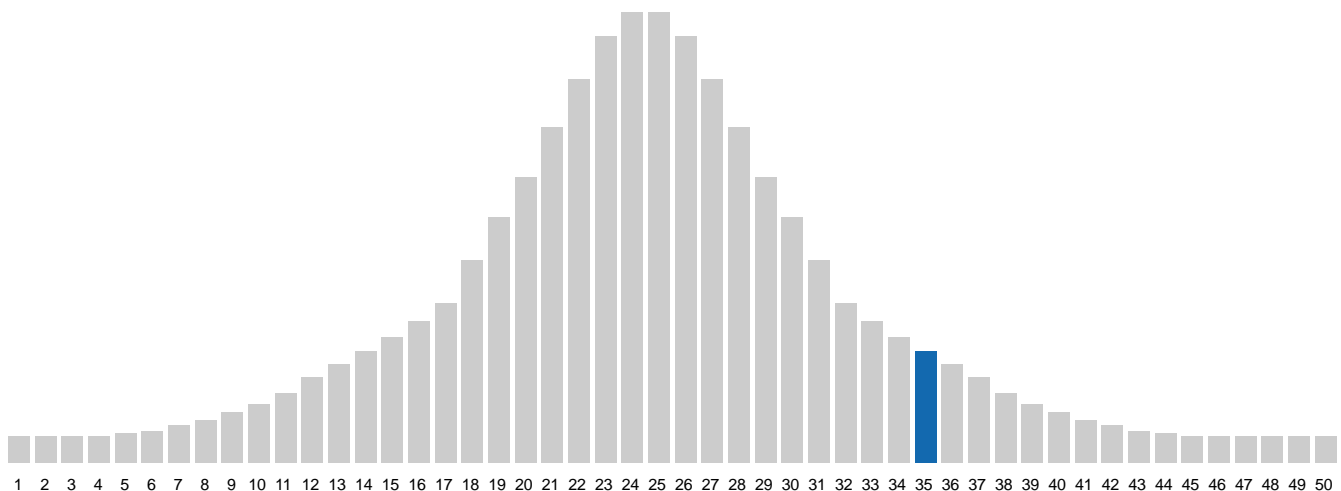
Ability to visualize, make spatial judgments, and problem solve; correlated to general intelligence.

70
**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

richard R.

SUGGESTED CCAT SCORE RANGES BY POSITION

Position	Score Range*	In Range?
Accounting/Finance	24 - 39	Yes
Administrative Assistant/Clerical	20 - 35	Yes
Analyst	26 - 42	Yes
Bookkeeper	20 - 35	Yes
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	Yes
Sales Manager	23 - 37	Yes
Sales Representative	21 - 35	Yes
Senior Manager/VP	29 - 42	Yes
Store Manager	20 - 37	Yes

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

CANDIDATE INFORMATION

Name: [REDACTED]

Position: US Sales

Test Date: [REDACTED]

Test Event ID: SOC-8640-XITR

RESULTS SUMMARY

Highly Recommended

FOR SALES

This person's basic sales strengths include a strong sales disposition, the ability to make cold calls and close sales, and persistence in completing tasks. This individual is motivated to be competitive. More detailed information is provided in the body of this report.

	Strengths	Potential Strengths	Needs Attention
Sales Disposition	●		
Initiative - Cold Calling	●		
Sales Closing	●		
Achievement	●		
Competitiveness	●		

Sales Success

Sales Disposition (SAL)	99
Initiative - Cold Calling (CC)	94
Sales Closing (CLS)	97

Motivation & Achievement

Achievement (ACH)	96
Competitiveness (CMP)	96
Motivation (MOT)	89
Goal Orientation (GO)	95

Work Strengths

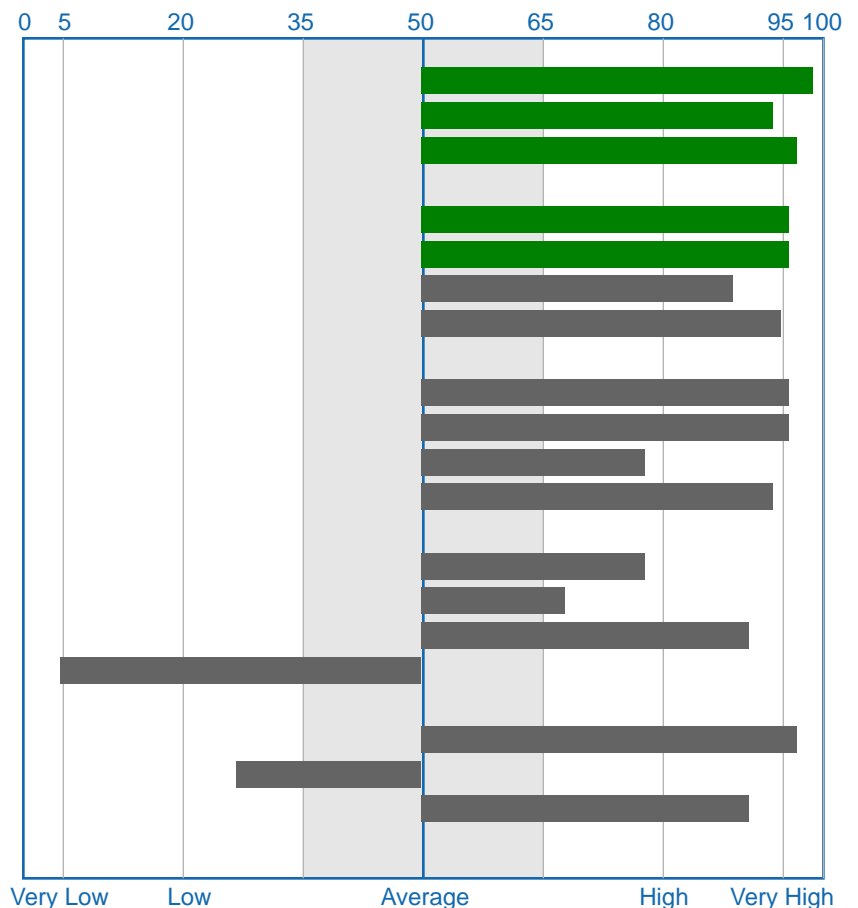
Planning (PLN)	96
Initiative - General (INI)	96
Team Player (TMP)	78
Managerial (MGT)	94

Interpersonal Strengths

Assertiveness (AST)	78
Personal Diplomacy (PDL)	68
Extroversion (EXT)	91
Cooperativeness (COP)	5

Inner Resources

Relaxed Style (RLX)	97
Patience (PAT)	27
Self-Confidence (SCN)	91



The SalesAP scores have been adjusted for either an unusually positive or unusually negative style of self-presentation (see the body of this report for more detailed information). Though the report is based on the adjusted scores, it should still be read with this person's response style in mind.

VALIDITY AND RESPONSE STYLE

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

The Inconsistent Responding (INC) score of 0 indicates that this person paid appropriate attention to the meaning of SalesAP 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 91st percentile. This style of self-presentation is somewhat more positive than that of most people. This is often a characteristic of job applicants or others trying to make a good impression in business, social, or other situations, or it may reflect an individual who is confident about identity, work habits, or capabilities. Others are likely to describe this person's self-regard as highly positive. In addition, the Self-Critical (CRT) score in the 1st percentile suggests that this individual may be less likely than most to make statements that are highly self-critical or reflect weaknesses. These scores and the Self-Confidence score in the 91st percentile suggest a person who will confidently give the best possible self-presentation and leave others with a favorable impression.

SALES RELATED CHARACTERISTICS

Sales Disposition. The Sales Disposition score (SAL) indicates the degree to which an individual's SalesAP results are similar to those observed for people who are successful in sales careers. This SAL score in the 99th percentile suggests that this individual's SalesAP responses are very similar to those of strong sales performers. The obtained Relaxed Style score in the 97th percentile suggests that this person is likely to be especially effective in handling stress in sales situations. The Self-Confidence score in the 91st percentile is typical of a person who will project self-confidence in a sales situation.

Cold Calling. The Initiative-Cold Calling (CC) score summarizes an individual's responses to statements from the Initiative-General scale that reflect characteristics necessary for success in cold calling activities. The obtained CC score in the 94th percentile for this person suggests that he or she has the characteristics required to be consistently effective in making cold calls. With a Self-Confidence score in the 91st percentile, this person is likely to feel self-confident and self-assured when making cold calls.

Sales Closing. The Sales Closing (CLS) score indicates the degree to which an individual's SalesAP results are similar to those observed for people who are successful in closing sales. The CLS score in the 97th percentile for this person suggests that he or she is likely to effectively and consistently close sales. The SCN score in the 91st percentile suggests that this person's confidence and self-assurance will help him or her to be effective in this aspect of sales.

Customer Service/Inside Sales. Individuals with this profile will be about as diplomatic as most people in a customer service or inside sales role. This person may be impatient, which could interfere with success in such settings. He or she is likely to be relaxed in most customer service and inside sales situations.

Additional consideration of the Sales Success characteristics reflected by this person's SalesAP responses is provided in the following detailed interpretation of the general SalesAP scale scores.

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 96th percentile for this person indicates he or she consistently achieves and follows through at a high level. This person probably has a high level of energy available for intellectual reasoning or conceptual work. His or her strong ability to follow through and complete tasks is likely to be seen in all areas, including sales. This person is likely to be successful in academic activities. An exceptional ability to perform and follow through is likely to be apparent at work or in this individual's career history.

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 89th percentile indicates a person whose motivation or inner drive is relatively high for certain personally important goals and not for others.

The Competitiveness (CMP) score is closely related to all aspects of sales performance. It 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 96th percentile suggests that he or she values competition. This individual is likely to be motivated by competitiveness in most sales situations.

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 95th percentile indicates that he or she consistently has clear goals and objectives. This individual is likely to focus attention on goals and objectives in all areas, including sales, to a greater degree than do 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 96th percentile suggests that this individual is likely to use efficient and effective skills such as time management, planning, and perseverance and to give consistent attention to details, plans, and strategies for achievement. He or she is likely to focus on organization and planning in sales as well as other areas.

The Initiative-General (INI) scale indicates a person's level of comfort in taking independent action. The INI score in the 96th percentile suggests that this individual is likely to display a high level of initiative and is willing to be a self-starter in sales as well as other areas.

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 78th percentile suggests this person is likely to be equally comfortable in an independent sales role or working as part of a sales team or work group.

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 94th percentile suggests that his or her general characteristics are similar to those for individuals in sales 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.

INTERPERSONAL STRENGTHS

The Interpersonal Strengths scales describe ways in which a person is likely to engage in interactions with others in the work environment.

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 78th percentile indicates an individual who is moderately assertive. He or she may be assertive in some situations and not in others.

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 68th percentile suggests that he or she is generally diplomatic and tactful.

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 91st percentile indicates a person who is likely to see himself or herself as extroverted. He or she is likely to be seen as more outgoing than most in business, sales, or social situations.

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 may be an asset in some sales situations. This COP score in the 5th percentile suggests that this person is likely to be strongly committed to his or her own views, and may take an independent, aggressive role in a sales situation. This individual may sometimes be seen as overly aggressive in taking the lead in some sales or other work situations.

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 tension and unworried in the face of stress. This RLX score in the 97th percentile describes a person who is generally relaxed.

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 27th percentile suggests that he or she is generally impatient. This person may not be patient in pursuing promising but difficult or time-consuming sales opportunities and may react quickly or impatiently in some sales situations.

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 91st percentile suggests this person is, in general, self-confident and self-assured.