

## ASSESSMENT REPORT

Randy Notreal

*Organization: SAMPLE Manufacturing Company*

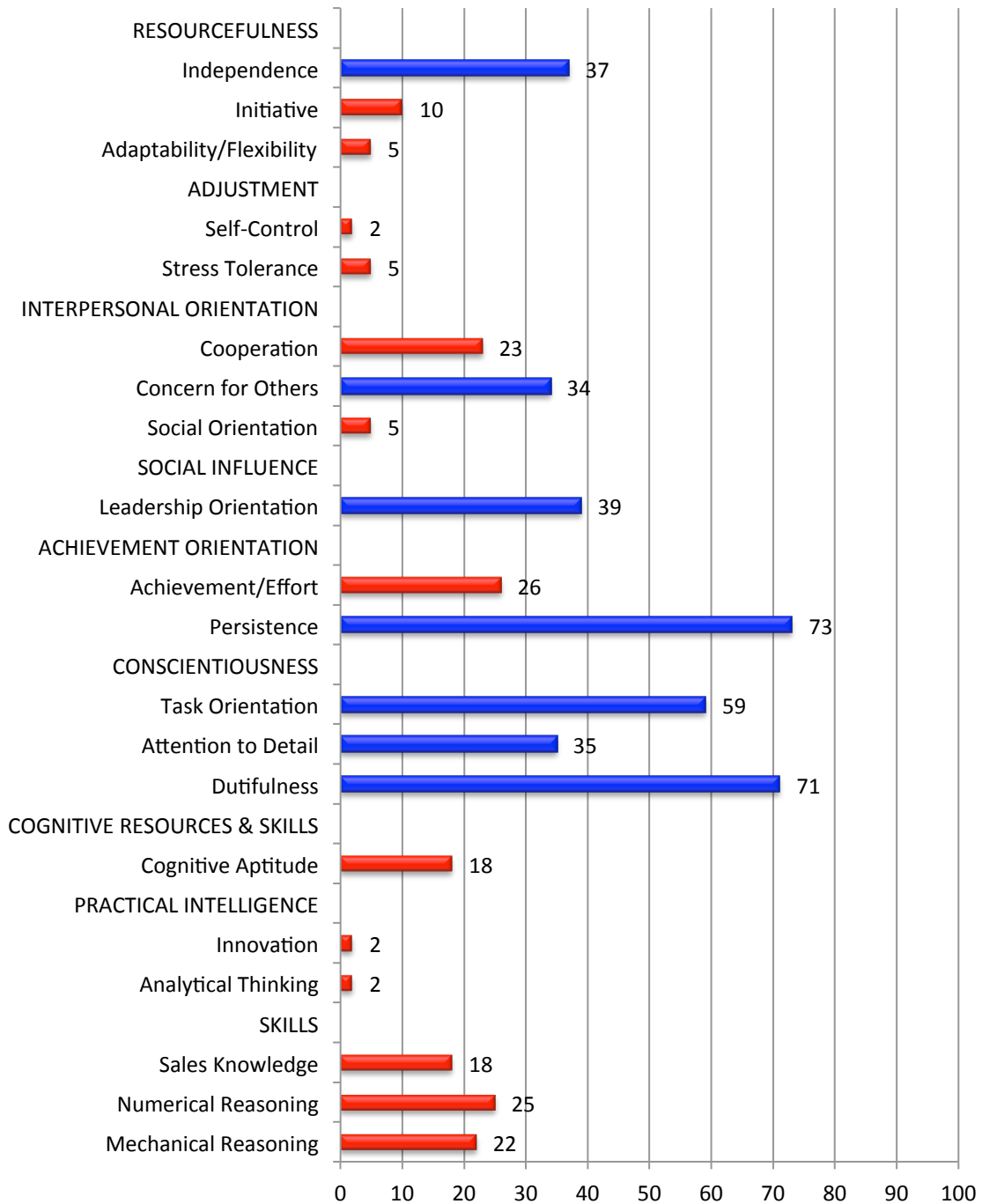
*Location: Anywhere, OH*

*Position: Regional Sales Representative*

SAMPLE Company

Randy Notreal

PERCENTILE SCORES



SAMPLE Company

Randy Notreal

## EXECUTIVE SUMMARY

Overall, Randy Notreal's assessment profile does not point strongly to his success in this assignment. He does not appear emotionally well-suited for the challenges involved and his skills and resources seem limited. Essentially, he does not appear to be the caliber of candidate that the company seeks to place in the role.

### STRENGTHS AND RESOURCES

Appears persistent; he tries to follow through on what is expected to accomplish.

Seems task-oriented and attentive to details; he tries to focus consistently on what he is directed to accomplish.

Highly dutiful; he adheres closely, perhaps strictly, to policies, rules and procedures.

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**DEVELOPMENT NOTES & COACHING ACTION POINTS**

Does not appear highly adaptable and may not take the initiative; although he may want to deal with problems independently, he seems uncomfortable dealing with challenging situations in a resourceful manner.

Does not appear to have much emotional stamina; he may be easily undermined by pressures, disappointments, and setbacks.

Seems to have difficulty handling sensitive situations cooperatively; although concerned about others, he may not be cooperative.

Limited understanding of sales practices; he does not understand the sales process and may find it difficult to bring others around to his way of thinking.

Lower level of achievement; although persistent, he may not have a sense of urgency.

Does not appear to have the range or depth of cognitive capability commensurate with the challenges of the assignment.

Performed poorly on the numerical and mechanical reasoning assessments; he seems to have difficulty comprehending technical issues.

Does not appear highly innovative; he may not be open to new ideas or interested in new approaches.

Lower level of analytical thinking; he may not work through problems or challenges carefully and methodically.

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## **DISCUSSION & ANALYSIS**

Randy Notreal's assessment profile does not point strongly to his success in this particular assignment. He does not seem to deal resourcefully with challenging issues or complex problems. He also seems to have difficulty adapting to new roles and environments. Although persistent and focused on assignments, he is unlikely to deal effectively the challenges of this job.

Specifically, he does appear emotionally adaptable and he shows a lower level of initiative. Although he perceives himself as independent, he may not take action to address challenges or difficulties. He may be hesitant to work through some situations. Therefore, at the very least, his manager would need to monitor his efforts to ensure that he was addressing challenges and difficulties.

He also demonstrates a limited level of emotional stress-tolerance and a lower level of emotional self-control. He does not seem to handle setbacks, job frustrations or stresses in an emotionally objective manner. He might overreact to stressful situations and he may also have a difficult time making sound judgments under pressure. He seems to need emotional support and encouragement to sustain a productive outlook.

In addition, he does not appear highly gregarious. He may not always readily interact with others. Although his leadership orientation suggests that he will assert himself, he may come across as aloof to some individuals.

He also appears to have a lower level of cooperation. While he seems concerned about others, he may not always handle sensitive situations appropriately. Therefore, he may have some difficulty fostering and maintaining effective working relationships. Given the nature of his interpersonal orientation, he is likely to need structured training and development.

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Moreover, he seems to know little about sales practices and methodologies. He might struggle to express his ideas in a clear, concise manner. He might fail to address issues and concerns in sales situations and this should undermine his ability to convince others that he and the company have answers to their needs and can meet demands. He appears to need a considerable amount of sales training.

He also shows a lower level of achievement. While he is persistent and does not give up easily, he may not have a sense of urgency. From time to time, he may fall behind. His manager would need to monitor his efforts closely to ensure that he kept pace.

He appears to have limited cognitive resources and assets as well. He does not seem to think through challenging issues or complex concepts easily or effectively. He seems to struggle to resolve difficult problems and he may not easily integrate new skills or concepts. His manager would need to monitor his efforts, stepping in to provide him with assistance when required.

He also had difficulty with the problems on the numerical and mechanical reasoning assessments. He does not seem to deal with challenging mathematically related issues or problems. He also demonstrates a limited understanding of physical principles and their application. He may require substantial time to learn new or unfamiliar mechanical concepts. He might need assistance when dealing with technically related situations as well.

In addition to these limitations, he does not appear innovative. Mr. Notreal may not be enthusiastic about new ideas or open to new ways to do things. In fact, he may be resistant to change and prefer to rely strictly on those methods and ideas that have worked well for him in the past. His manager would need to encourage him to be far more open to new ideas.

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He demonstrates a limited level of analytical thinking as well. Mr. Notreal may not enjoy the problem-solving process. Essentially, he may get ahead of himself and make mistakes.

Nevertheless, he seems task-oriented and basically attentive to details. Although he may need assistance and support to ensure that he is addressing challenges resourcefully, he tries to focus on what he is assigned to accomplish.

He seems highly dutiful as well. Mr. Notreal adheres closely, perhaps rigidly, to policies and procedures. He follows guidelines and directives and he strictly carries out his assignments.

However, given the kinds of shortcomings evident within his assessment profile, Randy Notreal is unlikely to deal effectively with the demands and challenges of this assignment. He may require more active management involvement than the company might be prepared to invest in an individual in this role.

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### RECOMMENDATION

Based on the assessments and the information provided by the company, Randy Notreal is not recommended for the position of Regional Sales Representative.

These assessment results should be used in conjunction with other selection process, including evaluation of the candidate's work history, interviews, and background checks. Assessments should never be used as the sole determinant for hiring. The analysis and recommendations of WrightOne Consulting, LLC should serve only as a guide.

**Assessment report requested by:** Bill Manager, Executive Vice President