

## Personality, Ability and Preference Fit Report for Tammy Thyme

By assessing how well a candidate's personality and mental ability match the ideal role profile it's possible to make a good quality decision about that candidate. Add to this analysis of the person-environment fit and the predicative validity of the decision-making is further improved. All managers want to run a quality recruitment process that allows quality decisions and predicts which candidates will excel in the role. The metric that measures the quality of a recruitment process is its predictive validity<sup>1</sup>. The following report is a key part of a high-quality recruitment process.

A basic preference inventory (suggesting candidate traits) and an associated basic general mental ability test help evaluate candidates at the earliest stage and provide evidence of fit with the job requirements. These can then be used alongside qualifications and experience harvested from candidate CVs. Together they help detect 'square pegs in round holes' and give confidence that those put forward for first interview will be viable candidates. Other psychometric testing, work sample tests and structured interview conducted after first interview build the predictive validity further.

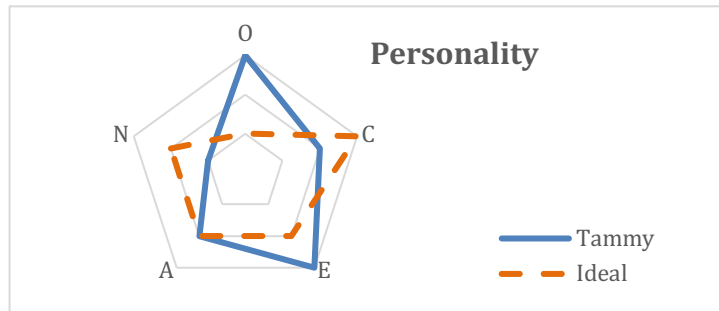
### General information

This report has been developed from a questionnaire that Tammy completed on 18, November, 2019.

The job title to which Tammy's profile is being matched is: Consultant2.

### Personality

Personality is the in-person characteristics that cause a person to think, feel and behave in a particular way. Personality is considered to comprise five major traits – openness to new ideas (O), conscientiousness (C), extroversion (E), agreeableness (A) and anxiety (N). Tammy's personality traits are shown adjacent, along with the ideal profile for the Consultant2 role. The descriptors below explain how Tammy's personality will manifest for each trait.



#### Openness to new ideas

Tammy is likely to prefer to live in a world of ideas. She will enjoy having the freedom to approach problems in new and innovative ways.

#### Conscientiousness

Tammy appears to seek to balance the need to conform to group standards of behaviour and social and management expectations with the desire to achieve. She will likely have little regard for the opinions of others.

#### Extroversion

Tammy appears to have a strong disposition towards people. She will be happiest when surrounded by others. She will likely be very comfortable when engaged in social interaction.

#### Agreeableness

Somewhat self-assured and confident in achieving, Tammy balances this with people empathy. This means that she will likely achieve a balance between the concerns of others and being a 'law unto herself'.

#### Anxiety

Tammy appears to be calm, composed and satisfied with her life. She feels that she has the ability to cope with her daily challenges.

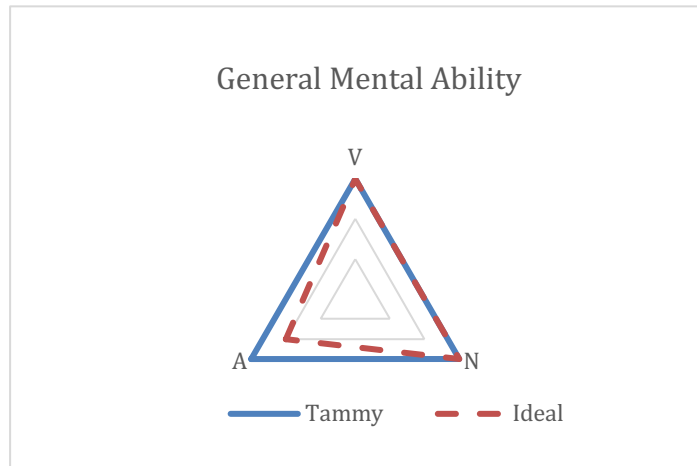
<sup>1</sup> Predictive validity is the fundamental metric that measures how effective a firm's recruitment process is - the better the predictive validity, the better the recruitment process will be at predicting who will excel in the role. If hiring managers can predict accurately who will excel they will have fewer issues in securing the required performance when the candidate is in post.

### General Mental Ability

The GMA tests measure verbal reasoning (V), numerical reasoning (N) and abstract reasoning (A).

The aggregated ability level required for the Consultant2 role is above average. Tammy’s general mental ability is above average. This means that her general mental ability matches the role requirements.

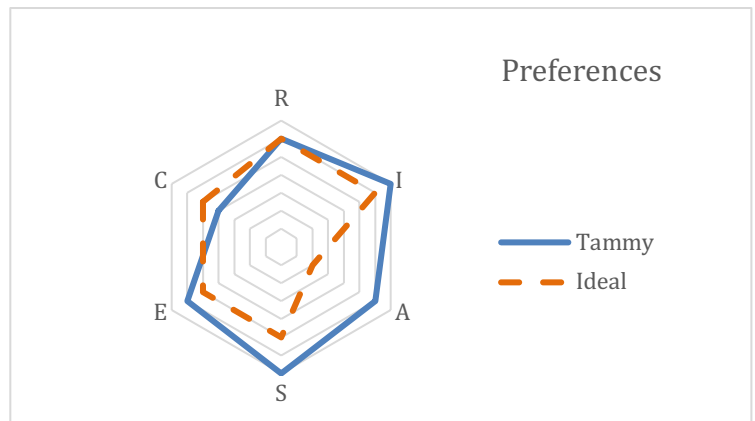
The chart shows the discreet scores for V, N and A. It uses the rating low, medium and high (the outer most triangle being high).



### Preferences

Preferences are the in-person characteristics that describe the nature of jobs in which the person will be most satisfied. Ideally, individuals should be recruited to roles that match their preference needs. Preferences are defined by six characteristics – realistic (R), investigative (I), artistic (A), social (S), enterprising (E) and conventional (C).

This section of the report maps the ideal profile for the Consultant role with Tammy’s profile. Tammy’s three dominant preferences are Investigative, Social and Realistic.



The descriptors for the three dominant preferences are shown below. By reviewing Tammy’s profile against the ideal profile, the degree of match can be seen.

#### Dominant preferences

High investigative scorers will enjoy applying logic and/or scientific principles to the resolution of experimental problems. Tammy may enjoy working in a laboratory. She will be drawn to activities that involve the manipulation and solving of abstract ideas. She will dislike highly structured situations and having to follow lots of rules.

High social scorers typically express an interest in caring for others and charitable work. Tammy is likely to be fulfilled by helping people solve problems or improve themselves. She will likely to be drawn to roles such as teaching, counselling and other caring roles. She is likely to see herself as a good leader.

High realistic scorers are likely to be technically orientated. Tammy will likely be drawn to activities that involve manipulation of mechanical devices and principles of mechanics and physics. She is likely to work outside and will enjoy working with things, rather than ideas. She will enjoy solving concrete rather than abstract problems.