PRE-SELECT MANAGER REPORT

Candidate: Theresa Thyme
Job: Consultant
Company: TimelessTime

Date created: 18 February 2023

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Personality, Ability and Preference Report for Theresa 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[1]. 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 Theresa completed on 21 July 2021. The job title to which Theresa has been matched is Consultant.

This report has three sections.

Section 1 reports on personality, the traits that explain how a person will behave in the workplace.

Section 2 reports on the three elements of general mental ability – verbal reasoning; numeric reasoning and abstract reasoning.

Section 3 reports on preferences, the characteristics that determine what type of job the person will be most satisfied in.

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[1] 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.

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Section 1: 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), self-control (C), extroversion (E), agreeableness (A) and anxiety (N). Theresa's personality traits are shown on the chart below, along with the ideal profile for the Consultant role.
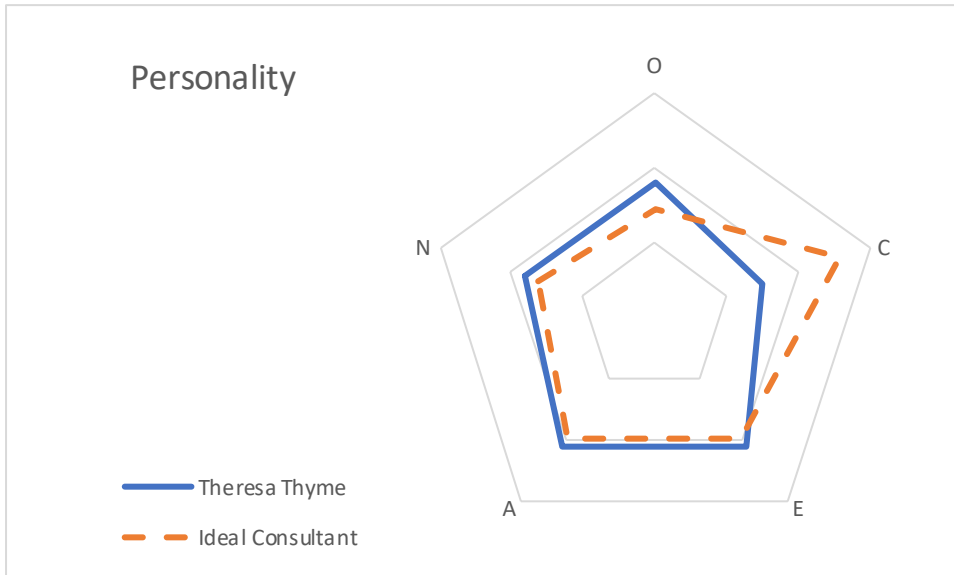
The descriptors below explain how Theresa's personality will manifest for each trait.

Openness to new ideas (O)
This factor is concerned with a person's thinking style and their openness to new idea.

Theresa will maintain a balance between thinking about abstract problems and thinking about concrete tangible problems.

Self-control (C)
This factor is concerned with the person's thinking style and their level of self-control.

Theresa seeks to balance the need to conform to group standards of behaviour and management expectations with the desire to achieve. Following the rules or achieving a quick result will be dependent upon the needs of the job.

Extroversion (E)
This factor is concerned with the way a person interacts with others. It is the easiest personality factor to understand since behaviour can be observed.

Theresa appears to be happy working alone, or within a group.

Agreeableness (A)
This interpersonal factor considers how independent a person is. It is concerned with the desire to get things done and make things happen.

Theresa will strike a balance between making quick decision and taking a more measured, accommodating approach.

Anxiety (N)

The final factor is concerned with how well a person is coping with their day-to-day activities.

Theresa achieves a balance between coping day-to-day and worrying about challenges she faces.

Section 2: General Mental Ability

The GMA tests measure verbal reasoning, numerical reasoning, and abstract reasoning. This tool reports four levels. The lowest level (below average) is in the middle of the chart. Moving outwards the next levels are average, above average, and well above average. The four-point scale allows managers to draw a distinction between those with above average GMA and those in the top 15% of those taking the test.

The aggregated score reported considers the score in totality. This means that a person can score full marks on two parts of the test (well above average) and score low marks on the other (below average). This will likely report a general mental ability (GMA) of above average rather than well above average.

The aggregated ability level required for the Consultant role is above average.

Theresa has an above average level (80%) of general metal ability.

The chart below shows her profile for verbal, numeric and abstract reasoning.

General Mental Ability

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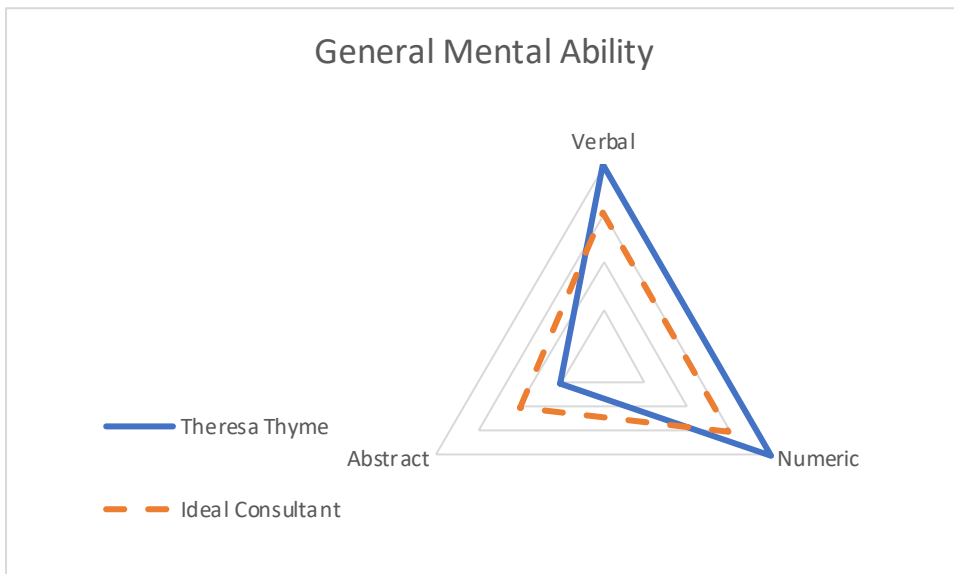
Section 3: Preferences

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 Theresa 's profile. Her three dominant preferences are Realistic, Social and Enterprising.
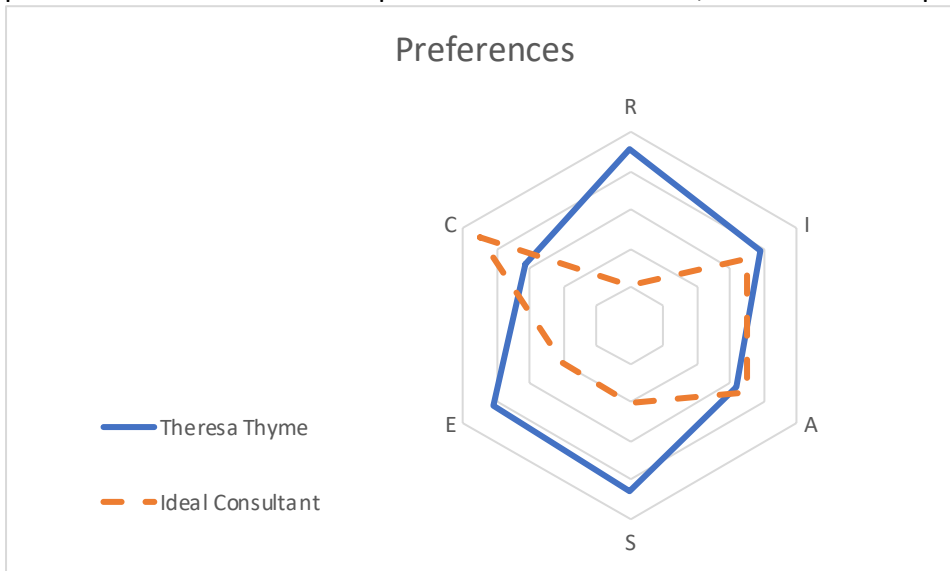
The descriptors for the three dominant preferences are shown below. By reviewing Theresa's profile against the ideal profile, the degree of match can be seen.

High realistic scorers (Do-ers) are likely to be technically orientated. Theresa 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 that ideas. She will enjoy solving concrete rather than abstract problems.

High social scorers (Helpers) typically express an interest in caring for others and charitable work. Theresa 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 enterprising scorers (Persuaders) will express an interest in managing and leading others. You are likely to thrive on achieving objectives through others, or from taking charge of situations. You are likely to use words effectively to convince others of your viewpoint.

This is a strictly confidential assessment report, which contains information about the ideal profile for the above job. It should be used with other appropriate tools to help recruit the best person for the job.

Prepared by TimelessTime Ltd
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