

# Sample Selection Report: Account Executive Position

Applicant's actual score on that dimension

## Abilities

Measures cognitive skills, learning speed

	1	2	3	4	5	6	7	8	9	10
General Abilities										
Working/Numbers										
Working/Words										
Working/Shapes										

Shaded area is BENCHMARK created using your company's top performers for any given position.

The critical dimensions that separate average or low performers from high performers can be identified.

## Motivation/Interest

Measures what a candidate's interests are

	1	2	3	4	5	6	7	8	9	10
Passion for <b>People</b>										
Passion for <b>Data</b>										
Passion for <b>Things</b>										

The system will provide you with behavioral interview questions for all areas that are off the benchmark so that the interviewer can probe for job suitability. For example: "Describe a time when you came up with a new way to do something at work in order to improve a work process."

## Personality

Wants others to win, team-oriented

Flexible, likes change

Content to be alone

High sense of urgency, sensitive

	1	2	3	4	5	6	7	8	9	10	
<b>DIPLOMATIC</b>											<b>INDEPENDENT</b>
Cooperative											Competitive
Submissive											Assertive
<b>SPONTANEOUS</b>											<b>CONSCIENTIOUS</b>
Innovative											Conventional
Reactive											Organized
<b>INTROVERT</b>											<b>EXTROVERT</b>
Self-Sufficient											Group-Oriented
Reserved											Outgoing
<b>EMOTIONAL</b>											<b>Stable</b>
Restless											Poised
Excitable											Relaxed
Frank*											Social Desirability

Determined to win, will speak out

Detail-oriented, abides by rules

Gets energy from people, center of attention

Takes criticism well, works well with stress

\*Frank and Social Desirability scores are just one of four internal validity scales.