



Guardian® Assessment Report

Report prepared on: **John Wright**
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Report Type: Service Technician



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Mental Aptitudes

Mental Acuity



MENTAL ACUITY - How quickly an individual comprehends information and is able to reason through and solve problems -- Average learner who should be capable of learning the job within a reasonable period of time.

Numerical Perception



NUMERICAL PERCEPTION measures an individual's accuracy in handling numeric and alphabetic data. Mr. Wright's exemplary Numerical Perception score indicates that he can process data quickly and accurately.

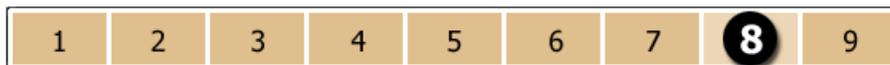
Math



MATH SKILLS measures the general knowledge of arithmetic an individual possesses. Mr. Wright's knowledge of general arithmetic is above-average. He can be expected to add, subtract or multiply with acceptable speed and accuracy for a position requiring a good knowledge of arithmetic.

Personality Dimensions

Energy



ENERGY- Energy and drive to get the job done. -- Physically "laidback" person who prefers working in a stationary position for long periods of time, and who may procrastinate on assignments.



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Flexibility



FLEXIBILITY - Level of flexibility, creativity, integrity and adaptability to change -- Dependable and honest; will follow company guidelines, yet can also adapt to changes and be creative.

Organization



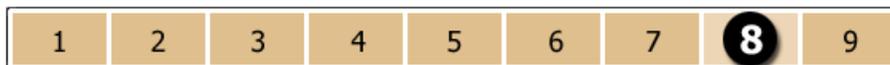
ORGANIZATION - Desire to organize assignments to better utilize time and resources -- Generally well enough organized to stay abreast of priorities. Can work from structured schedule or improvise, as necessary.

Communication



COMMUNICATION - Ability to communicate and willingness to share knowledge with others to achieve common goals -- Able to work alone or with others, but would not enjoy a position where he was forced to interact with new people during the majority of the day.

Emotional Development



EMOTIONAL DEVELOPMENT - Level of ego and confidence -- Inclined to complacency; little sense of urgency; tendency to procrastinate. Strong ego strength.



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Assertiveness



ASSERTIVENESS - Cooperativeness versus the tendency to be opinionated -- Can both give and take orders on the job. Average ability to deal firmly with matters. Sufficient degree of dominance for most positions.

Competitiveness



COMPETITIVENESS - Desire to compete against others and win vs. desire to work as part of a team -- Prefers to be friendly with everyone; dislikes being rated by competitive standards.

Mental Toughness



MENTAL TOUGHNESS - Ability to handle negative aspects of job as well as ability to exhibit empathy towards others -- Good ability to handle job pressures and problems; also able to show concern for others.

Question/Probing



QUESTIONING/PROBING - Desire to question and probe, rather than accepting things at face value -- Little to no ability to question or probe to better discern where efforts need to be directed.



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Motivation



MOTIVATION - Achievement orientation and internal motivation to initiate changes and take risks in order to advance -- Enjoys a balance between security and incentives in a position.

Validity Scales

Distortion



DISTORTION - Proper vs. improper reporting -- Gave good, frank answers about self.

Equivocation



EQUIVOCATION - Certainty of personal response -- Accurate; represented self clearly and consistently.

This report is confidential and is an opinion based on assessment results only. Its contents should contribute approximately 1/3 to developmental discussions since it is only one of several evaluatory and feedback resources.



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ScoreSheet

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Mental Aptitudes

		1	2	3	4	5	6	7	8	9	
Mental Acuity	Slow to Learn			[● — ● — ●]		5	●				Fast to Learn
Numerical Perception	Imprecise							[● — ●]	8	●	Accurate
Basic Math	Low Skills						6				High Skills

Personality Dimensions

		1	2	3	4	5	6	7	8	9	
Energy	Restless				[● — ● — ● — ●]				8		Calm
Flexibility	Flexible				[● — ● — ●]		6	●			Rigid
Organization	Disorganized				[● — ● — ●]	5	●				Planful
Communication	Reserved			[● — ●]	4	●					Interactive
Emotional Develop.	Impatient				[● — ● — ● — ●]				8		Tolerant
Assertiveness	Cooperative			[● — ●]		5					Authoritative
Competitiveness	Team Player			[● — ● — ●]	3	●					Individualist
Mental Toughness	Sensitive			[● — ● — ●]		5	●				Tough
Questioning/Probing	Trusting			3	[● — ● — ● — ●]						Skeptical
Motivation	Security			[● — ● — ●]		5	●				Recognition

Validity Scales

		1	2	3	4	5	6	7	8	9	
Distortion	Frank Answer	[● — ● — ● — ●]				5	●				Exaggerates
Equivocation	Chose Alternate	[● — ● — ● — ●]				5	●				Chose Middle

STANINE: The STANINE is a system of measurements which divides the population into nine parts.

AREAS OF CONCERN - Scores of 1 OR 2 in any of the following dimensions:
Energy, Flexibility, Emotional Development OR Mental Toughness are areas of concern.

NOTE: Areas with dots and brackets [● — ● — ●] are of primary importance with the dots and brackets reflecting the most desirable range for an individual to score in to have those characteristics. Areas without dots and brackets are secondary areas that provide additional information regarding the individual. Scores within this range are shown with a number inside a blue circle. Those outside the desired range, or with no range identified, will have a number inside a black circle.



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Direct Admissions

* NO SIGNIFICANT HISTORY OF DRUG OR ALCOHOL ABUSE

STEALING PROPERTY FROM HOUSES, AUTOS AND/OR WAREHOUSES

How many times have you taken (stolen) property from places other than jobs or stores, such as houses, autos, warehouses, etc.?

Once

What is the estimated value of property you have taken (stolen) from places other than your employer or stores, such as houses, autos, warehouses, etc.?

More than \$100 dollars



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Interview Questions

Introduction

Following are the interview questions which an interviewer may choose to use in the candidate interview process.

These interview questions are generated to establish basic traits critical for all employees.

The interview questions that follow are for a candidate who has prior work experience. In the event the candidate does not have prior work experience, the questions may need to be modified by the interviewer to fit the situation.



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Interview Questions for Energy

Energy - Measurement of the individual's energy and drive as it relates to handling assignments and projects.

Very strong
evidence of skill
is not present

Strong
evidence of skill
is not present

Some
evidence of
skill is present

Strong
evidence of
skill is present

Very strong
evidence of
skill is present

Probes

Tell me about a time, in your former job, when you procrastinated and failed to complete a project on time. What were the circumstances and what was the outcome? What did you learn from this situation?

Describe for me a stressful situation in your last job which you handled better than others. Why do you feel you handled the pressure better? Do you tend to handle most stress and pressure in this manner?

How much of the time, in your former job, did you move around versus the amount of time you spent sitting still, perhaps behind a desk? Which do you prefer?

Tell me how you were best motivated to complete tasks in a timely manner in your previous position. Are you usually able to discipline yourself to reach deadlines, or do you appreciate outside pressure?

Interpretive Guides

Did the candidate admit to ever having a problem due to procrastinating? Was the candidate able to resolve the issue without serious ramifications occurring? Does it appear the candidate learned from his or her mistake?

Did the candidate disclose coping skills he or she possesses in order to deal with pressure? Does the candidate claim to typically handle pressure better than most? Regarding the situation the candidate described, was it a good example of exemplary stress-coping skills? Did the candidate mention that he or she is involved in action-oriented activities such as sports, exercise, etc., which would help control stress?

Will the candidate typically work behind a desk or in a stationary position, or does the position call for an extremely high energy level? Did the candidate mention that he or she can handle either type of job responsibilities?

Does the candidate require pressure from others in order to complete work on time? Is the candidate able to set personal deadlines and reach them. Does the candidate appear to be "laidback?"



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Interview Questions for Emotional Development

Emotional Development - Measurement of the individual's level of patience, self-esteem and confidence.


Very strong
evidence of skill
is not present


Strong
evidence of skill
is not present


Some
evidence of
skill is present


Strong
evidence of
skill is present


Very strong
evidence of
skill is present

Probes

Describe three of your greatest strengths in your previous position. Describe your three greatest weaknesses in that job.

Tell me about a time, in your previous job, when you were too tolerant with yourself and failed to meet a deadline because of it.

We all procrastinate from time to time. Tell me what steps you took, in your previous job, to avoid procrastinating. What specific types of tasks did you find yourself more likely to procrastinate on?

How would you rate yourself, in overall performance, compared to other people you worked with in your previous job who were in the same or similar type jobs?

Interpretive Guides

Did the candidate experience difficulty thinking of his or her strengths? Weaknesses? Was the candidate quicker to relate strengths than weaknesses? Were the weaknesses the candidate stated actually traits which could be considered strengths, as well?

Did the candidate deny ever having failed to reach a deadline? Does it appear the candidate understands the reasons behind his or her having failed to meet the deadline? Does it appear the candidate learned from the experience?

What type of tasks is the candidate the most likely to put off handling? Will it be important, in this position, that the candidate complete similar tasks in a timely manner? Does it appear the candidate has developed steps to take to help him or herself avoid procrastinating?

Does the candidate have high self-esteem? Does the candidate rate him or herself to be considerably better than others? When discussing this particular question, did the candidate become more animated and boastful? Does the candidate come across overly confident or egotistical?



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Interview Questions for Questioning & Probing

Questioning/Probing - Measurement of the individual's desire to question and probe, rather than accept instructions, directives and information at face value.

Very strong
evidence of skill
is not present

Strong
evidence of skill
is not present

Some
evidence of
skill is present

Strong
evidence of
skill is present

Very strong
evidence of
skill is present

Probes

Tell me about the last time in a job situation you made the wrong decision. What prompted you to make this decision and what was the final outcome?

Tell me what steps you took to gather information needed to solve problems in your last job.

Describe a time when you trusted someone in your last job and should not have. What were the circumstances and what was the outcome? Has that situation changed your outlook on life?

We all assume more than we should, from time to time. Tell me about a time when you assumed too much and problems arose due to your not asking enough questions.

Interpretive Guides

Did the candidate learn from his or her mistake? Does the candidate now understand what caused the mistake in order to avoid making the same error again? Was the candidate able to rectify the mistake in such a manner that the outcome was acceptable?

Does the candidate appear to understand how to gather information? Does the candidate have specific steps he or she takes in order to gather information, or is the process more haphazard?

Did the candidate exhibit gullibility and too much trust in the other person? Does the candidate appear to understand the need to be cautiously trusting? Does it appear the situation has unnecessarily jaded the candidate's outlook and attitude about life?

Does it appear the candidate is overly assuming? Since assuming people can sometimes tell more than they should, did the candidate talk extensively about personal matters which had little relevance to the interview or job?