

BENEFIT FROM THE POWER OF CORE:



ABOUT THE BEHAVIOURAL “JOB FIT” REPORT

Premium talent acquisition solution based on science, underpinned by actionable talent insights and powerful profiling!

Creating an unfair advantage for clients to do ordinary things in extraordinary ways!

Partnering with BPM Tech can successfully transform your approach to talent acquisition and deliver measurable business results faster!

Hire right,
every time!
Know what
great looks
like for you

Attract,
engage
and retain
talent

Reducing
hiring bias
with
powerful
insights

Maximise
recruitment
ROI



ASSESSMENTS

BENEFIT FROM THE POWER OF CORE

Job-Fit Report

This report describes the person's personality traits (based on the industry-standard 'Big 5' personality factors).

It describes how the person naturally prefers to approach their work, an important element in job performance.

From this report employers may determine the person's personality 'fit' compared to one of the basic job categories from our library of over 120 benchmarks.

Guide



Understanding CORE Reports

The **overall percentage match** at the top of the report describes the level of 'fit' for the role selected from the benchmark library.

Overall 89%

The **General Reasoning (Cognitive)** scale is at the top of the report. The score describe the individual's ability to think and solve problems quickly and learn new information – the higher the 'red star' up the 'bell curve' the greater the ability level (commensurate with the requirements of the job role).

CORE JOB FIT REPORT

General Reasoning (Cognitive)

Slower Processing Accepts Simple & Repetitive Work | Faster Processing Needs Intellectual Challenge

- Patricia learns new information and solves problems at an average rate of speed
- Usually has the balance to think strategically when necessary and at the same time deal with the day-to-day issues of many management positions
- More complex problem solving may be a little more difficult and require additional time

Question: Tell me about a time when you were able to solve a complex efficiency problem for your company. What did you do?

Conscientious (Organization)

Careless Impulsive | Detail Oriented Dependable

- Easy going nature may make it a little more difficult to develop detailed long term strategic plans
- Can generally see the bigger picture as long as the product/service or industry is not overly complex

Question: Describe a time when you failed to meet a deadline because of a lack of planning. What did you do?

Tough Minded

Cooperative Agreeable | Direct Determined

- Patricia is generally comfortable managing the work of others
- At times, Patricia may be viewed as pushy and confrontational
- Tends to be tough minded and usually capable of dealing with difficult situations

Question: In managing, it's frequently important to have trust in your employees. Can you think about an instance when you were able to trust an employee and it paid off?

General Reasoning (Cognitive)

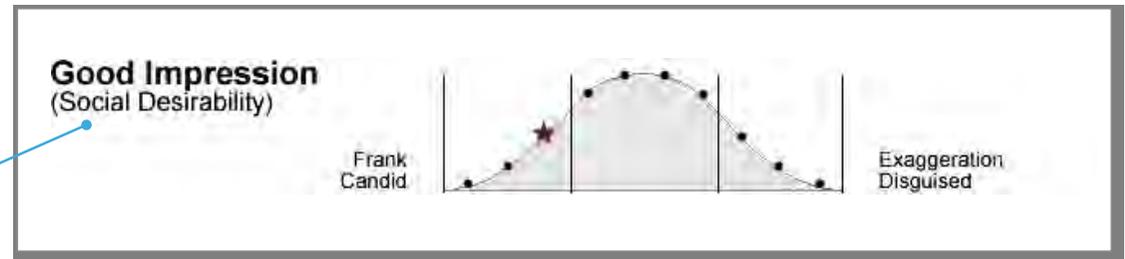
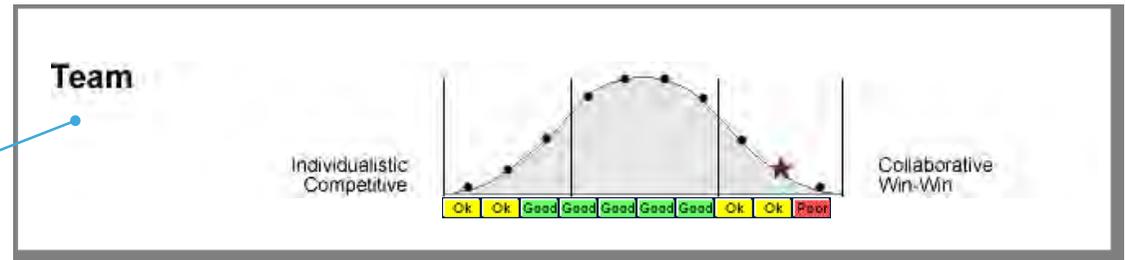
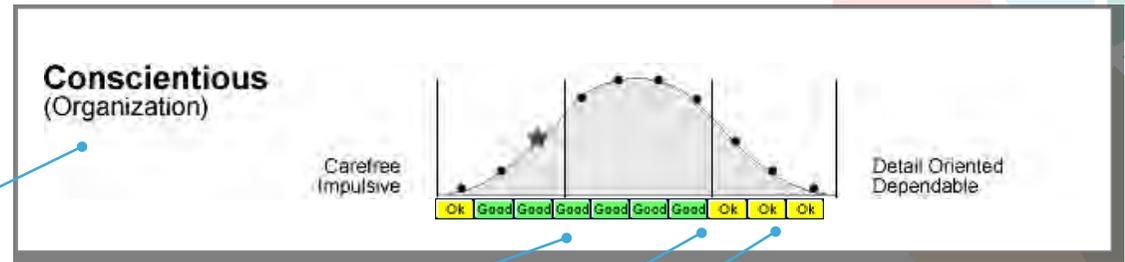
Slower Processing Accepts Simple & Repetitive Work | Faster Processing Needs Intellectual Challenge

Using the **traffic light and bell-curve** approach to display the scores for all the other competencies we can quickly see how the candidate scores compare to the job benchmark requirements.

Individuals scoring in the **Green** area are likely to show the same/similar personality traits as the best performers. Individuals scoring in the **Yellow** area are likely to show much less of the same personality traits as the best and will have a different approach to the work. Individuals scoring in the **Red** area are likely to have traits that are the opposite of the best.

The **Team** graphic shows how the individual will relate to the rest of the team in which they may work.

Finally, the **Good Impression (validity)** scale gives an indication of whether or not the individual is trying to modify their responses and perhaps tell us what (they think) we want to hear or whether they are being open and frank about their responses. A high score here should give us cause for concern – indicating they are attempting to disguise or exaggerate their personal behavioural preferences and hence alter their responses.



Attitude (to Work) Report

This report assesses an individual's 'fit' with working culture and role by measuring up to six areas of potentially counterproductive work behaviours as well a Good Impression (validity) scale.

The scales measured are: **Conscientious** (Dependability), **Hostility** (Aggression), **Integrity** (Honesty) & **Good Impression** (this is a validity scale that measures the degree to which the person has responded truthfully to the test items or is responding in such a way as to make a good impression).

NB: the attitude assessment is modular with these four "core" scales and then three additional scales that can be added as needed – namely, **Substance Abuse**, **Sexual Harassment**, **Computer Misuse**.

Attitudes Report for Patricia Hepworth

Overall Score: Low Concern

This report measures self-admissions and attitudes toward counter-productive behaviours at work.



This black arrow indicates where the participant scored on each scale.

Hostility: Handling feelings in regards to aggression, anger and hostility



Conscientiousness: Being dependable, organised and reliable.



Integrity: Behaving with integrity and honesty and expecting that colleagues will do so as well.



Substance Abuse: Refraining from use of illegal drugs and alcohol at work and reporting colleagues who do.



Sexual Harassment: Treating others with respect and courtesy and avoiding offensive and inappropriate jokes and remarks.



Computer Misuse: Using computers conscientiously for appropriate work-related activities and respecting workplace information.



Good Impression: Acknowledging normal faults and imperfections and answering the questions in a frank and candid manner.



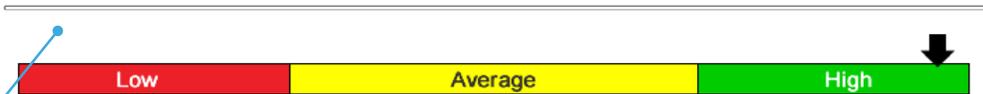
Engagement Report

This report measures the current level of commitment an individual has towards their current job and employer.

Individuals that are **highly engaged with their job** are typically inspired to go above and beyond their job description to help meet business goals.

Individuals who are **highly engaged with their employer** tend to be loyal to their employers and see their job as a source of pride and enjoyment.

Job Engagement (high)



Summary:

"Patricia's responses to the assessment questions indicate a HIGH level of engagement with the work involved in doing the previous job. Patricia reports high levels of job satisfaction, pride in doing the job, and found it easy to maximize efforts in doing the job. Patricia's high level of job engagement indicates a very good fit with that previous job and a high degree of commitment to expending effort at work. To determine how well Patricia would fit with the present job opening, the following questions should be asked:

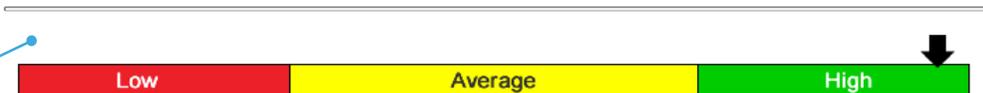
Question 1:

Patricia, tell me about your last job. What did you like about doing this job? Were there elements that you sometimes found frustrating? And how did you handle such frustrations?

Question 2:

Patricia, tell me about the kinds of jobs that you have found less than satisfying. Did you ever hold such a job? What caused you to leave that job?

Employer Engagement (high)



Summary:

Patricia's responses to the assessment questions indicate a HIGH level of engagement with the prior employer. Patricia reports having pride in working for this prior company, caring about its future success, and having confidence in the company's management. If this high level of employer engagement can be developed on the next job, you may expect Patricia to become a valued and productive employee. This requires a clear understanding of the match between Patricia's expectations of an employer and what your organization can provide, that is, the characteristics of your work situation and environment. Understanding the underlying reasons for Patricia's positive attitudes toward the former employer is crucial. To investigate this matter, the following questions should be asked:

Question 1:

Patricia, tell me about your previous boss and the company for which you worked. What did you like about how they went about doing business and how they treated their employees?

Question 2:

Patricia, what specifically did they do for you that made you feel positive about this company? Were there also things that you disliked about the way the company operated?



CORE also provides a selection of **Development Reports** for each candidate:

Career Trait Profile Report

This is designed to be given to an individual candidate to help them understand their personality preferences, work behaviours, etc. In UK it is a best practice guideline/industry standard to have these reports available to give to candidates – so we conform to current requirements.

Training and Coaching New Employees Report (On-boarding)

This report is designed to help a supervisor or manager better understand the personality characteristics and learning style of a new employee. By understanding these characteristics and how they can affect basic work behaviours, the supervisor or manager can better understand how to maximise the new employee's performance and give them the best start within the company.

Training and Coaching Existing Employees Report

This is designed to help a supervisor or manager better understand the personality characteristics and learning style of an employee for the potential of maximizing training and coaching efforts.

Management Development Report

This report is designed to assist in exploring areas where the individual can be developed as a leader in a managerial role and is broken down into sections covering behavioural areas such as Solving Problems and Making Decisions, etc.

Executive Development Report

This report is designed to assist in exploring areas where the individual can be developed as a leader in an executive role. This report covers areas that are typically found at executive level where the individual is responsible for a business unit or division with its own requirements for profitability, budgeting, strategic planning, etc. so focuses on areas such as Business Planning, Vision, etc.

Leadership Identifier Report

This is designed to compare the individual's style with various leadership competencies – e.g: Solving problems, Making Decisions, Motivating Others, etc.