
Production Employee

Manufacturing Industry

Name John Sample

Date of Testing 11/4/2010

Organization Pearson Sample Corporation

Introduction

This report provides information about a candidate's potential fit for the position of production employee within the manufacturing industry. Production employees who work in the manufacturing industry typically perform the following activities:

- Set up and operate equipment/machines
- Inspect products to detect defects and ensure conformance to specifications
- Fabricate or assemble parts to make or repair products
- Adhere to safety procedures and identify and correct potentially unsafe situations or conditions

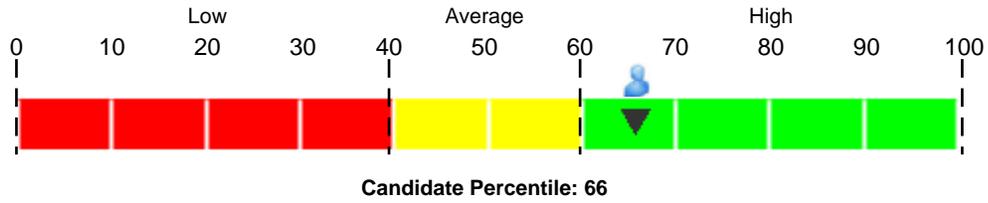
This report includes information on the candidate's potential to perform these types of activities, based on an assessment of the candidate in two key areas:

- Mechanical Aptitude - the ability to understand and apply mechanical principles
- Work Style Compatibility - the match between work behaviors and job requirements

Research by the Department of Labor has found that mechanical aptitude and the work styles measured in this assessment are important for successful performance as a production employee. Production employees with a high level of mechanical aptitude are able to quickly learn and effectively apply mechanical principles on the job, resulting in higher productivity. Similarly, production employees with certain work styles (e.g., attention to detail, dependability, self-control) are able to meet the demands and expectations of the role.

For more information on use of this report for employee selection, please consult the [User's Guide for Occupational Solution: Production Employee](#).

Overall Fit



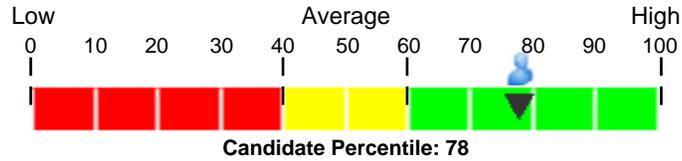
Score Interpretation

The overall fit score is based on a combination of mechanical aptitude and work styles that are critical for a production employee within the manufacturing industry.

This candidate's overall fit score is in the high (green) range. Based on this score, it is likely that the candidate is a good fit for a production employee position within the manufacturing industry.

Mechanical Aptitude

Is likely to struggle with tasks that require mechanical aptitude



Is likely to excel in tasks that require mechanical aptitude

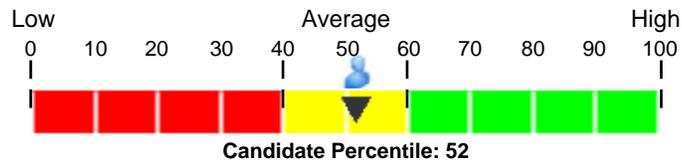
Score Interpretation

This candidate's score was higher than or equal to 78% of the scores in a sample group of production employees. This individual is likely to excel in tasks that require an understanding of the principles of physical forces and mechanical elements in practical situations. Specifically, this individual is likely to:

- Possess an in-depth understanding of physical principles and laws and their application
- Possess a broad level of mechanical expertise that can be applied across several roles or functions
- Be recognized as an expert or "go-to" person for his or her mechanical expertise
- Learn new or unfamiliar mechanical concepts quickly

Work Style Compatibility

Low compatibility with the work styles required for success as a production employee within the manufacturing industry



High compatibility with the work styles required for success as a production employee within the manufacturing industry

Score Interpretation

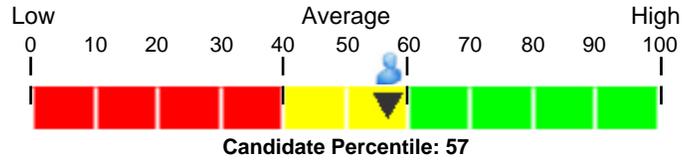
This candidate obtained a Work Style Compatibility percentile score of 52. This score indicates that the candidate is a moderate fit based on the work styles required for successful performance as a production employee within the manufacturing industry.

Work Styles

Interpersonal Orientation

Cooperation

May not be consistently pleasant, good-natured, or cooperative

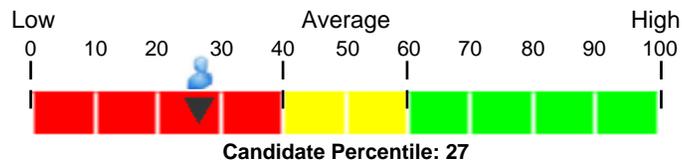


Is likely to consistently demonstrate a pleasant, good-natured, and cooperative attitude with others on the job

Adjustment

Self-Control

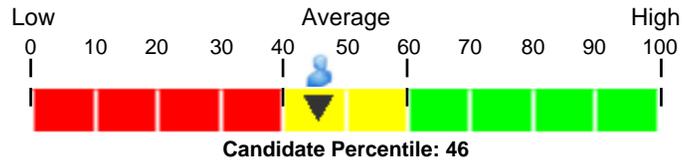
May not maintain composure as consistently as peers; may be prone toward open displays of emotion



Is likely to maintain composure and control anger, even in very difficult situations

Adaptability/Flexibility

Is unlikely to enjoy or look forward to change or variety in the workplace

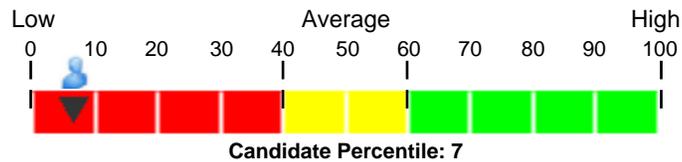


Enjoys and looks forward to change and variety in the workplace

Independence

Independence

Is likely to have to rely on others to define tasks and ways of doing things; may not deal effectively with ambiguity; may prefer working under close supervision

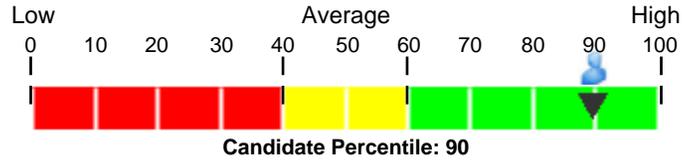


Prefers freedom to guide self with little or no supervision and develop own way of doing things; deals effectively with ambiguity; very high scores may be uncomfortable with supervision

Conscientiousness

Dependability

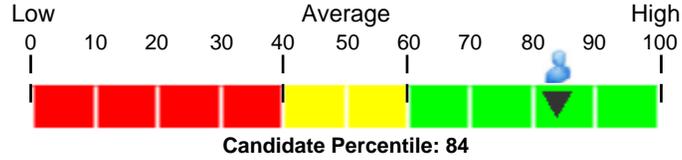
May be casual about or inconsistent in fulfilling job and work obligations



Is likely to consistently fulfill job and work obligations

Attention to Detail

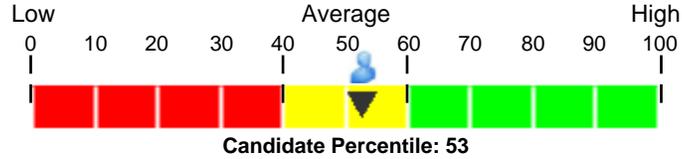
Is likely to prefer tasks and issues requiring a more global focus than those requiring high attention to detail



Enjoys and is likely to excel at tasks requiring a strong focus on detail and a need for thoroughness

Integrity/Rule-Following

Is unlikely to demonstrate strict adherence to rules and regulations across situations

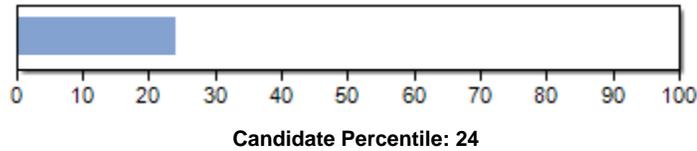


Is likely to demonstrate strict adherence to rules and regulations and to do things "by the book"

Unlikely Virtues

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Acknowledged self-limitations in responses to questions; not concerned about making a positive impression



Minimized self-limitations in responses to questions; appears concerned about making a positive impression

Note. The Work Style scores should be interpreted with caution if the Unlikely Virtues percentile score is higher than or equal to 95.