

Examinee: SAMPLE

Report for: ABC Industries

Examinee ID: ****5555

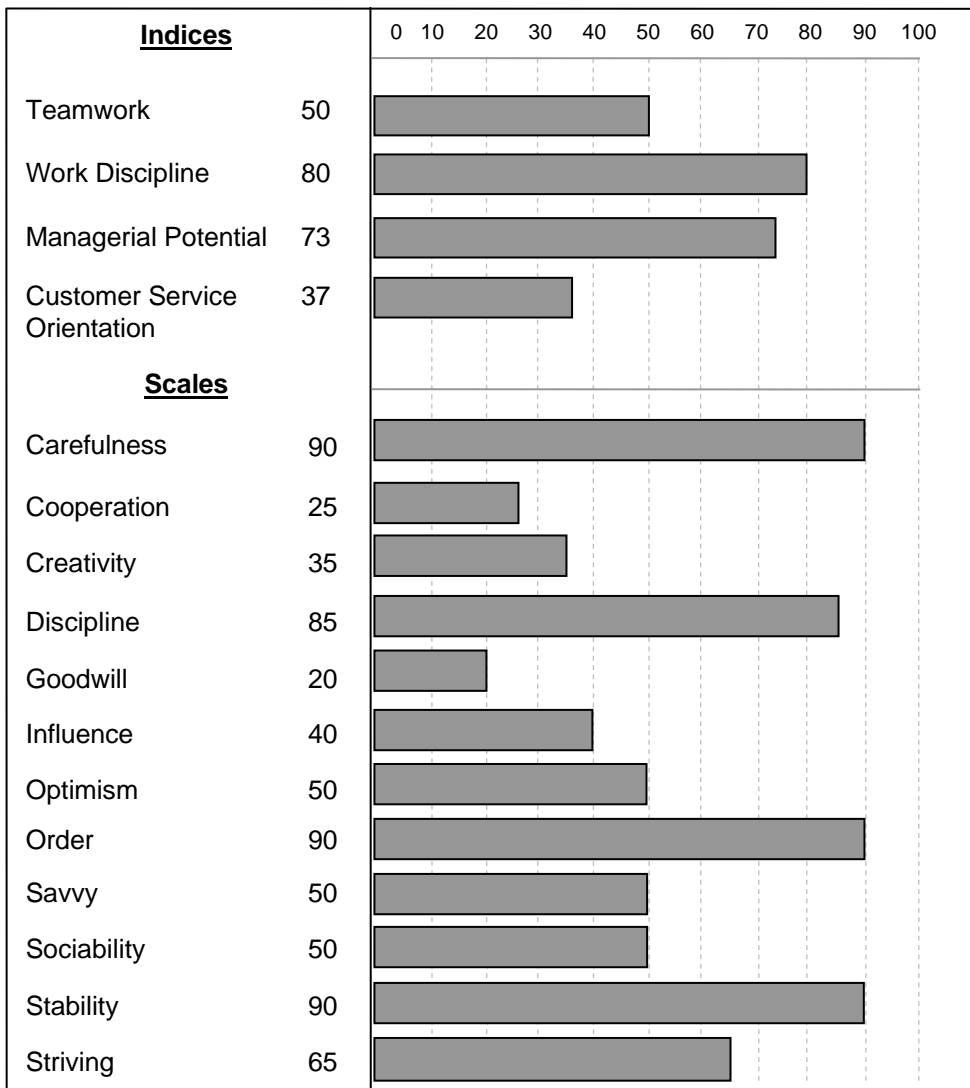
Test Date: April 9, 2010

WorkKeys Talent Assessment measures personal and workplace behaviors and attitudes. This report is designed to help identify examinee strengths and weaknesses in order to ensure success in the workplace.

The individual's results are expressed as percentile rank scores. These scores show how a person compares to others who have taken the assessment. For example, a score of 70 means that 70% of persons received scores that are the same as, or lower than, this person's score. Thus, higher scores show relative strengths, whereas lower scores show relative weaknesses.

WorkKeys Talent Assessment Profile

Percentile Rank: Approximate percent at or below score



Employer Report

Examinee: SAMPLE

Report for: ABC Industries

Examinee ID: ****5555

Test Date: April 9, 2010

Talent Indices

The Talent indices are compound personality scales that combine elements of several personality characteristics predictive of success across broad job outcomes, such as managerial potential or teamwork.

Percentile

Talent Indices Definitions

80

Work Discipline: The extent to which an individual will show dependability, as well as a disciplined and positive attitude toward the job, rules and regulations, and the work environment.

This examinee's responses suggest that he or she is likely to show a high level of dependability, productivity, and a disciplined attitude toward the job (e.g., nearly always meeting deadlines, completing work accurately, complying with rules and regulations). Individuals at this score level are likely to be highly reliable, consistently put forth extra effort, and project a positive attitude about the work and the organization on a regular basis.

73

Managerial Potential: The potential that an individual will show a high level of work performance in supervisory/managerial roles.

This examinee's responses suggest that he or she has the potential to perform adequately in supervisory/managerial roles. Individuals at this score level are likely to have adequate communication skills and a positive attitude about the work and the organization. They are likely to be somewhat assertive and persuasive in their interactions, solve straightforward problems, and put forth a reasonable amount of effort.

50

Teamwork: The extent that an individual will show compromise, cooperation, and interpersonal understanding when working in teams.

This examinee's responses suggest that he or she is likely to work fairly well with others and/or as part of a team. Individuals at this score level are likely to be reasonably pleasant, helpful, respectful, and willing to compromise; have adequate communication skills (e.g., professional tone, clarity); and usually maintain a positive attitude about the work, coworkers, and the organization.

37

Customer Service Orientation: The potential that an individual will show a high level of attentiveness, courtesy, and helpful service to customers.

This examinee's responses suggest that he or she has the potential to perform adequately in customer service roles. Individuals who respond at this score level are likely to provide acceptable service to customers and clients by communicating in a professional and appropriate manner, and by generally helping customers with their problems and concerns.

Employer Report

Examinee: SAMPLE

Report for: ABC Industries

Examinee ID: ****5555

Test Date: April 9, 2010

Capitalize on Individual Strengths

Percentile Scale Definitions

90

Carefulness: Tendency to think and plan carefully before acting.

This individual's responses suggest that he or she is cautious, deliberate, and pays close attention to detail in the workplace. Responders at this score level tend to think carefully before acting or speaking. They always consider the consequences of their actions and their decisions are usually well thought-out.

90

Order: Tendency to be neat and well organized.

The examinee's responses suggest that he or she is well organized and consistently keeps physical surroundings neat and tidy. Individuals who respond at this score level are always methodical in their manner and maintain a structured professional environment.

90

Stability: Tendency to maintain composure and rationality in situations of actual or perceived stress.

This individual's responses suggest that he or she maintains his or her composure even when faced with highly stressful situations. Individuals who respond at this score level tend to remain calm and even-tempered in their conduct, and they feel confident in their ability to handle the pressure and stress of working under deadlines.

85

Discipline: Tendency to be responsible, dependable, and follow through with tasks without becoming distracted or bored.

The examinee's responses suggest that he or she commits to work duties until they are complete. Individuals who respond at this score level take responsibility and can always be relied upon to get their work done on time. They are not easily distracted and always persist through challenges until the task is done.

Continue to Cultivate Individual Skills

Percentile Scale Definitions

65

Striving: Tendency to have high aspiration levels and work hard to achieve goals.

This examinee's responses suggest that he or she is generally driven and ambitious. Others who respond at this score level tend to strive for competence in their work, although they may not consistently work hard to achieve their desired results. They have a good sense of direction in life and at work and are usually motivated to achieve their goals.

Employer Report

Examinee: SAMPLE

Report for: ABC Industries

Examinee ID: ****5555

Test Date: April 9, 2010

50

Optimism: Tendency to experience positive attitudes.

This examinee's responses suggest that he or she usually feels satisfied and has a positive general outlook. Individuals who respond at this score level usually feel that their future is bright and have confidence in themselves. In most circumstances, they feel secure about their competence and their ability to contribute in workplace settings.

50

Savvy: Tendency to read other people's motives from observed social behavior and use this information to guide one's thinking and action.

This individual's responses suggest that he or she tends to accurately perceive the motives of others. Individuals who respond at this score level sometimes anticipate what others may be thinking or feeling and can adapt to social situations as a result. Their level of perception may be helpful in taking appropriate action in different social and professional settings.

50

Sociability: Tendency to enjoy being in other people's company.

This individual's responses suggest that he or she is usually social and enjoys interacting with people under most circumstances. Individuals who respond at this level are usually comfortable with people in diverse social and professional situations. They can be expressive and can build connections with individuals with whom they are frequently in contact.

40

Influence: Tendency to impact and dominate social situations by speaking without hesitation and often becoming a group leader.

This examinee's responses suggest that he or she is assertive in some social situations. Individuals who score at this level usually earn the respect of their peers but may be reluctant to lead group discussions and projects at times. They can be socially influential and, with some effort, can command attention in the workplace.

35

Creativity: Tendency to "think outside the box," be open-minded, imaginative, and intellectually curious.

This examinee's responses suggest that he or she is usually intellectually curious, reflective, and can be open to new ideas and changing conditions in the workplace. Individuals at this score level can be imaginative and may enjoy new and complex ideas from time to time.

Employer Report

Examinee: SAMPLE

Report for: ABC Industries

Examinee ID: ****5555

Test Date: April 9, 2010

Construct Plans for Individual Improvement

Percentile

Scale Definitions

25

Cooperation: Tendency to be likable and pleasant in interpersonal situations.

The examinee's responses suggest that he or she may not get along with others as well as most people do. Individuals at this score level may prefer to work alone instead of cooperate with others.

20

Goodwill: Tendency to believe others are well intentioned.

This examinee's responses suggest that he or she may not treat others kindly or be supportive of them. Individuals at this score level may have doubts about coworkers intentions and may not think of others as deserving of their compassion, which may lead to conflict in the workplace.

Examinee-specified primary occupation is in BOLD.

Occupations Specified by Examinee:

Code	Title
11-3071.02	Storage and Distribution Managers
11-3042.00	Training and Development Managers
11-3061.00	Purchasing Managers
11-3049.99	Human Resources Managers, All Other
11-3071.01	Transportation Managers