

Applicant Report for James Dean

Exam: Pre-Employment Screening

Name: James Dean

Email: info@tetric.com

Time Started: 11:16 PM, Nov 29, 2011

Time Completed: 11:23 PM, Nov 29, 2011

Scores

<i>Domain</i>	<i>Percentile</i>	
Abstractedness	83	
Achievement Motivation	80	
Agreeableness	10	
Citizenship	92	
Conscientiousness	17	
Creativity	98	
Emotional Stability	13	
Extroversion	61	
Impulsiveness	33	
Openness	97	
Respect for the Law	5	
Responsibility	87	
Tidiness	57	
Time Management	77	
Vengefulness	98	
Job Tenure	10	

/100

Interpretation of Scores:

- All scores are presented as percentiles, from 0-100.
- The overall score is provided only as a general guideline. We recommend you focus on the domain scores which are most important to you.
- Scores are presented **in relation to other applicants**. That is, higher scores indicate less risk than other applicants.
- These scores represent predictions rather than absolute determinations of behavior. Low-risk applicants may turn out to be problematic, and high-risk applicants may be model citizens. Rather, these scores represent how *most* applicants will tend to behave.
- These scores should be combined with other information when making a decision, such as interviews, reference checks, or credit checks.

Interpretation of Domains:

Abstractedness

Being able to take information from one area and utilize it in another area. People who are high on abstractedness tend to enjoy re-framing problems to find new, innovative solutions. Those who are low on abstractedness may be better at seeing the most effective traditional way to go from point A to point B.

Achievement Motivation

This represents the extent to which a person is motivated by more difficult tasks. It is also the need to set and accomplish goals.

Agreeableness

Agreeable individuals tend to be pleasant and accommodating. Within a workplace, employees should ideally have a balance between being agreeable yet firm in order to express their own ideas while respecting the ideas of others.

Citizenship

This represents how an applicant behaves in the workplace, including:

- Interactions with other employees
- Respecting the workplace, keeping common areas clean
- Going above and beyond the requirements of the job

Conscientiousness

People high in conscientiousness tend to be more organized, detail-oriented, and reliable.

Creativity

Creative people tend to see the world in ways others do not. They often think outside the box and come up with novel solutions to problems. People who are low on creativity often see the world in black and white, which may allow them a more objective view of the world around them.

Emotional Stability

This reflects the extent to which a person is calm, even-tempered, and resistant to the effects of stress.

Extroversion

People who are high on extroversion enjoy being around others and are full of energy. They tend to feel comfortable around people and in large crowds. Introverted people tend to enjoy more solitude in their work and tend to be more introspective.

Impulsiveness

Impulsiveness is the likelihood that a person will make quick decisions. A balance is often necessary in order to make decisions quickly, while still considering alternatives to avoid making rash decisions.

Openness

These are people who enjoy new experiences and thrive on them. People who are low on openness tend to enjoy what they know and are comfortable with routine.

Respect for the Law

This represents how strongly the tenant avoids illicit or illegal activities, such as abuse of drugs and alcohol, theft, etc.

Responsibility

The act of following through and doing what is right, whether it is morally, ethically, legally, or otherwise.

Tidiness

The importance an applicant places on keeping an organized and tidy workplace.

Time Management

This indicates the importance a person places on making sure time is appropriately allotted in order to complete tasks and job assignments in a timely manner.

Vengefulness

This represents the extent to which a tenant is likely to engage seek revenge if evicted or if they feel mistreated. Note that even high-risk individuals are unlikely to seek revenge, due to the uncommon nature of these behaviors.

Job Tenure

This represents the extent to which an applicant is likely to remain with your organization.