

REPORT FOR

Andrew Jones

DATE OF COMPLETION

12/06/2018

RELIABILITY - 99%

Answers were very likely accurate and truthful

ORGANIZATION

Your Company Name

Introduction

The Group Screening Report contains a table that shows multiple profilees in relation to a specific template. The profilee names are listed in the left column. The traits are listed at the top of the columns beneath the ESSENTIAL, DESIRABLE, and AVOID headings, each are on a separate page. The heading of SCORES in the columns further right show the Consistency, Interviewing, Eligibility, Suitability, Overall, and Performance scores with their individual weightings. You can order the ranking in the Group Screening Report by clicking Consistency, Interviewing, Eligibility, Suitability, Overall, and Performance in the drop down list next to the Group Screening option.



| Employee | Max | ESSENTIAL | | | | | | | Scores | | | | | |
|----------|-----|------------|------------|------------------|-----------------|---------------|---------------------|------------|-------------|-----------------|---------------------------|----------------------------|------------------------------|---------|
| | | Psychology | Analytical | Takes Initiative | Wants Challenge | Authoritative | Enlists Cooperation | Optimistic | Consistency | Consistency (%) | Eligibility 50% Weighting | Interviewing 20% Weighting | HA Suitability 30% Weighting | Overall |
| | | 217 | 173 | 152 | 130 | 108 | 108 | 108 | 100 | 100.0% | 100 | 100 | 100 | 100 |

GROUP SCREENING REPORT

Report for Andrew Jones

Compared to: Industrial/Organizational Psychologist (No experience)

| | | | | | | | | | | | | | |
|---------------------------|-----|-----|-----|-----|-----|-----|-----|------|--------|----|----|----|----|
| Andrew Jones | 217 | 130 | 132 | 122 | 93 | 54 | 103 | 96 | 99.2% | 80 | 80 | 65 | 76 |
| Carmel Daly | 217 | 170 | 118 | 114 | 95 | 46 | 104 | 12 | 82.4% | | | 83 | 83 |
| Edward Ho | 108 | 153 | 74 | 83 | 23 | 42 | 41 | 100 | 100.0% | | | 30 | 30 |
| Guay Jing | 195 | 66 | 82 | 99 | 76 | 80 | 87 | 51 | 90.2% | | | 56 | 56 |
| Ron Chaiping | 217 | 141 | 90 | 38 | 76 | 67 | 81 | 84 | 96.8% | | | 70 | 70 |
| Craig McComish | 195 | 149 | 135 | 121 | 103 | 38 | 72 | 93 | 98.6% | | | 86 | 86 |
| Charles May | 217 | 106 | 121 | 107 | 106 | 73 | 60 | 49 | 89.8% | | | 79 | 79 |
| Michael Ganatta | 195 | 151 | 124 | 105 | 100 | 105 | 67 | 94 | 98.8% | | | 82 | 82 |
| Brett armstrong | 195 | 165 | 117 | 129 | 97 | 88 | 93 | 85 | 97.0% | | | 90 | 90 |
| Kevin Tan | 217 | 163 | 150 | 120 | 104 | 81 | 77 | 91 | 98.2% | | | 96 | 96 |
| Dan Harrison | 217 | 158 | 152 | 124 | 99 | 75 | 87 | 100 | 100.0% | | | 97 | 97 |
| Celeste Galope | 217 | 113 | 82 | 98 | 28 | 34 | 79 | 71 | 94.2% | | | 58 | 58 |
| Ron Chaiping | 217 | 151 | 117 | 73 | 78 | 42 | 93 | 78 | 95.6% | | | 70 | 70 |
| David Daly | 195 | 90 | 124 | 108 | 107 | 39 | 105 | 91 | 98.2% | | | 81 | 81 |
| Lindsay Spinard | 195 | 153 | 121 | 101 | 93 | 58 | 42 | 85 | 97.0% | | | 42 | 42 |
| Sophia Wu | 152 | 64 | 99 | 101 | 60 | 57 | 82 | 55 | 91.0% | | | 47 | 47 |
| Emily Hollow | 86 | 62 | 71 | 56 | 65 | 82 | 90 | 76 | 95.2% | | | 12 | 12 |
| Test 100 Tester | 65 | 67 | 109 | 86 | 88 | 73 | 33 | -320 | 16.0% | | | 26 | 26 |
| Alisia Yap Abdullah | 217 | 171 | 146 | 114 | 99 | 90 | 66 | 96 | 99.2% | | | 93 | 93 |
| Nur Hidayah Azhar | 173 | 83 | 66 | 55 | 62 | 85 | 100 | 89 | 97.8% | | | 52 | 52 |
| Amy Tan | 217 | 128 | 118 | 105 | 73 | 55 | 90 | 100 | 100.0% | | | 75 | 75 |
| Jay Little | 195 | 148 | 123 | 100 | 68 | 62 | 97 | 96 | 99.2% | | | 62 | 62 |
| Bow Surarak | 217 | 106 | 150 | 95 | 61 | 38 | 74 | 79 | 95.8% | | | 73 | 73 |
| Timothy Anand Thanalingam | 173 | 91 | 68 | 120 | 47 | 83 | 106 | 86 | 97.2% | | | 47 | 47 |
| Wai Lin Lai | 217 | 165 | 146 | 116 | 85 | 87 | 88 | 100 | 100.0% | | | 89 | 89 |

GROUP SCREENING REPORT

Report for Andrew Jones

Compared to: Industrial/Organizational Psychologist (No experience)

| Employee | Max | DESIRABLE | | | | | | | | | | | | | | | | | | Scores | | | | | | | |
|---------------------|-----|-----------------|------------|--------------|---------|-----------|-----------|------------|---------------------|-----------------|------------------|------------|------------------|--------------------|--------------------|-------------|------------------------|-------|----------|----------|---------------|-------------|-----------------|---------------------------|----------------------------|------------------------------|---------|
| | | Cause Motivated | Diplomatic | Enthusiastic | Helpful | Numerical | Organized | Persistent | Research / learning | Self-acceptance | Self-improvement | Systematic | Warmth / empathy | Writing / language | Finance / business | Influencing | Tolerance Of Bluntness | Frank | Outgoing | Planning | Collaborative | Consistency | Consistency (%) | Eligibility 50% Weighting | Interviewing 20% Weighting | HA Suitability 30% Weighting | Overall |
| Andrew Jones | 0 | 0 | 0 | 0 | 0 | -28 | 0 | -41 | 0 | 0 | -23 | 0 | -84 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 96 | 99.2% | 80 | 80 | 65 | 76 |
| Carmel Daly | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -4 | 0 | 0 | 12 | 82.4% | | | 83 | 83 |
| Edward Ho | 0 | -44 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -74 | 0 | 0 | -52 | 0 | -22 | 0 | 0 | -29 | 0 | 0 | 100 | 100.0% | | | 30 | 30 | |
| Guay Jing | 0 | 0 | 0 | 0 | -10 | 0 | 0 | 0 | -81 | 0 | 0 | 0 | 0 | 0 | 0 | -25 | 0 | 0 | 0 | 0 | 51 | 90.2% | | | 56 | 56 | |
| Ron Chaiping | 0 | 0 | 0 | 0 | -52 | 0 | -12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 84 | 96.8% | | | 70 | 70 | |
| Craig McComish | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 93 | 98.6% | | | 86 | 86 | |
| Charles May | 0 | 0 | 0 | 0 | -33 | 0 | 0 | 0 | 0 | 0 | 0 | -25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 49 | 89.8% | | | 79 | 79 | |
| Michael Ganatta | 0 | 0 | 0 | 0 | -15 | 0 | 0 | 0 | -2 | 0 | 0 | -28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 94 | 98.8% | | | 82 | 82 | |
| Brett armstrong | 0 | -33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 85 | 97.0% | | | 90 | 90 | |
| Kevin Tan | 0 | 0 | 0 | 0 | -7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 91 | 98.2% | | | 96 | 96 | |
| Dan Harrison | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 100.0% | | | 97 | 97 | |
| Celeste Galope | -30 | 0 | -5 | 0 | -55 | -30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 71 | 94.2% | | | 58 | 58 | |
| Ron Chaiping | 0 | -2 | 0 | 0 | -18 | 0 | -33 | 0 | -5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 78 | 95.6% | | | 70 | 70 | |
| David Daly | 0 | 0 | 0 | 0 | -18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 91 | 98.2% | | | 81 | 81 | |
| Lindsay Spinard | 0 | -74 | 0 | 0 | -33 | 0 | 0 | 0 | 0 | 0 | 0 | -68 | 0 | 0 | -2 | 0 | 0 | 0 | 0 | -11 | 85 | 97.0% | | | 42 | 42 | |
| Sophia Wu | 0 | -65 | 0 | 0 | -33 | 0 | 0 | 0 | 0 | -30 | 0 | 0 | 0 | 0 | -41 | 0 | 0 | 0 | 0 | 0 | 55 | 91.0% | | | 47 | 47 | |
| Emily Hollow | 0 | 0 | 0 | 0 | -44 | 0 | 0 | -5 | 0 | 0 | 0 | 0 | -84 | -78 | 0 | 0 | 0 | 0 | 0 | 0 | 76 | 95.2% | | | 12 | 12 | |
| Test 100 Tester | 0 | -15 | 0 | 0 | -33 | -47 | 0 | 0 | -5 | 0 | 0 | -2 | -84 | -12 | 0 | 0 | 0 | 0 | 0 | 0 | -320 | 16.0% | | | 26 | 26 | |
| Alisia Yap Abdullah | 0 | -28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 96 | 99.2% | | | 93 | 93 | |
| Nur Hidayah Azhar | 0 | 0 | 0 | 0 | -28 | 0 | 0 | -41 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -32 | 0 | 0 | 0 | 89 | 97.8% | | | 52 | 52 | |

GROUP SCREENING REPORT

Report for Andrew Jones

Compared to: Industrial/Organizational Psychologist (No experience)

| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------|---|-----|----|----|-----|-----|---|-----|-----|---|-----|---|---|-----|-----|---|---|---|---|---|---|-----|--------|--|--|----|----|
| Amy Tan | 0 | -15 | 0 | 0 | 0 | -10 | 0 | -49 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 100.0% | | | 75 | 75 |
| Jay Little | 0 | -52 | 0 | -7 | -28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -44 | -18 | 0 | 0 | 0 | 0 | 0 | 0 | 96 | 99.2% | | | 62 | 62 |
| Bow Surarak | 0 | 0 | 0 | 0 | -55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 79 | 95.8% | | | 73 | 73 |
| Timothy Anand Thanalingam | 0 | -55 | 0 | 0 | -44 | 0 | 0 | 0 | -20 | 0 | -12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 86 | 97.2% | | | 47 | 47 |
| Wai Lin Lai | 0 | 0 | -2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 100.0% | | | 89 | 89 |

GROUP SCREENING REPORT

Report for Andrew Jones

Compared to: Industrial/Organizational Psychologist (No experience)

| Employee | Max | Traits | | | | | | | Scores | | | | | |
|---------------------|-----|--------------------|---------|----------|---------------|-------------------|---------------------|------------------------|-------------|-----------------|---------------------------|----------------------------|------------------------------|---------|
| | | Pressure Tolerance | Science | Teaching | Wants To Lead | Analyzes Pitfalls | Manages Stress Well | Tolerance Of Structure | Consistency | Consistency (%) | Eligibility 50% Weighting | Interviewing 20% Weighting | HA Suitability 30% Weighting | Overall |
| Andrew Jones | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 96 | 99.2% | 80 | 80 | 65 | 76 |
| Carmel Daly | 0 | 0 | -40 | 0 | 0 | 0 | 0 | 0 | 12 | 82.4% | | | 83 | 83 |
| Edward Ho | 0 | 0 | 0 | -28 | 0 | 0 | 0 | 0 | 100 | 100.0% | | | 30 | 30 |
| Guay Jing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 51 | 90.2% | | | 56 | 56 |
| Ron Chaiping | -6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 84 | 96.8% | | | 70 | 70 |
| Craig McComish | 0 | 0 | -4 | 0 | 0 | 0 | 0 | 0 | 93 | 98.6% | | | 86 | 86 |
| Charles May | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 49 | 89.8% | | | 79 | 79 |
| Michael Ganatta | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 94 | 98.8% | | | 82 | 82 |
| Brett armstrong | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 85 | 97.0% | | | 90 | 90 |
| Kevin Tan | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 91 | 98.2% | | | 96 | 96 |
| Dan Harrison | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 100.0% | | | 97 | 97 |
| Celeste Galope | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 71 | 94.2% | | | 58 | 58 |
| Ron Chaiping | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 78 | 95.6% | | | 70 | 70 |
| David Daly | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 91 | 98.2% | | | 81 | 81 |
| Lindsay Spinard | 0 | 0 | 0 | 0 | 0 | 0 | -19 | 85 | 97.0% | | | 42 | 42 | |
| Sophia Wu | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 55 | 91.0% | | | 47 | 47 | |
| Emily Hollow | -56 | -60 | -24 | -10 | -5 | 0 | 0 | 76 | 95.2% | | | 12 | 12 | |
| Test 100 Tester | 0 | 0 | 0 | -28 | 0 | 0 | -10 | -320 | 16.0% | | | 26 | 26 | |
| Alisia Yap Abdullah | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 96 | 99.2% | | | 93 | 93 | |
| Nur Hidayah Azhar | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 89 | 97.8% | | | 52 | 52 | |

GROUP SCREENING REPORT

Report for Andrew Jones

Compared to: Industrial/Organizational Psychologist (No experience)

| | | | | | | | | | | | | | |
|---------------------------|-----|---|---|-----|---|---|-----|-----|--------|--|--|----|----|
| Amy Tan | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 100.0% | | | 75 | 75 |
| Jay Little | -8 | 0 | 0 | 0 | 0 | 0 | 0 | 96 | 99.2% | | | 62 | 62 |
| Bow Surarak | 0 | 0 | 0 | -2 | 0 | 0 | 0 | 79 | 95.8% | | | 73 | 73 |
| Timothy Anand Thanalingam | -32 | 0 | 0 | -18 | 0 | 0 | 0 | 86 | 97.2% | | | 47 | 47 |
| Wai Lin Lai | -18 | 0 | 0 | 0 | 0 | 0 | -52 | 100 | 100.0% | | | 89 | 89 |

GROUP SCREENING REPORT

Report for Andrew Jones

Compared to: Industrial/Organizational Psychologist (No experience)

| Employee | Traits | AVOID | | | | | | | | | | Scores | | | | | |
|---------------------|--------|-------|-----------|----------|-------|-------------|------------|---------------|-----------|------------|---------|-------------|-----------------|---------------------------|----------------------------|------------------------------|---------|
| | | Blunt | Defensive | Dogmatic | Harsh | Insensitive | Permissive | Self-critical | Skeptical | Dominating | Evasive | Consistency | Consistency (%) | Eligibility 50% Weighting | Interviewing 20% Weighting | HA Suitability 30% Weighting | Overall |
| | Max | -168 | -168 | -168 | -168 | -144 | -144 | -144 | -144 | -120 | -120 | 100 | 100.0% | 100 | 100 | 100 | 100 |
| Andrew Jones | | 0 | 0 | 0 | 0 | 0 | -79 | 0 | 0 | 0 | 0 | 96 | 99.2% | 80 | 80 | 65 | 76 |
| Carmel Daly | | 0 | 0 | 0 | 0 | 0 | 0 | -37 | 0 | 0 | 0 | 12 | 82.4% | | | | 83 |
| Edward Ho | | 0 | 0 | 0 | 0 | 0 | -24 | 0 | 0 | 0 | 0 | 100 | 100.0% | | | | 30 |
| Guay Jing | | 0 | 0 | 0 | 0 | 0 | 0 | -65 | 0 | 0 | 0 | 51 | 90.2% | | | | 56 |
| Ron Chaiping | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 84 | 96.8% | | | | 70 |
| Craig McComish | | 0 | 0 | 0 | -8 | 0 | 0 | 0 | 0 | 0 | 0 | 93 | 98.6% | | | | 86 |
| Charles May | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 49 | 89.8% | | | | 79 |
| Michael Ganatta | | 0 | 0 | 0 | -39 | 0 | 0 | 0 | 0 | 0 | 0 | 94 | 98.8% | | | | 82 |
| Brett armstrong | | 0 | 0 | 0 | -8 | 0 | 0 | 0 | 0 | 0 | 0 | 85 | 97.0% | | | | 90 |
| Kevin Tan | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 91 | 98.2% | | | | 96 |
| Dan Harrison | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 100.0% | | | | 97 |
| Celeste Galope | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 71 | 94.2% | | | | 58 |
| Ron Chaiping | | 0 | 0 | 0 | 0 | 0 | -52 | -14 | 0 | 0 | 0 | 78 | 95.6% | | | | 70 |
| David Daly | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 91 | 98.2% | | | | 81 |
| Lindsay Spinard | | -100 | -39 | 0 | 0 | 0 | 0 | 0 | -44 | 0 | 0 | 85 | 97.0% | | | | 42 |
| Sophia Wu | | -28 | -6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 55 | 91.0% | | | | 47 |
| Emily Hollow | | 0 | 0 | 0 | 0 | 0 | -79 | 0 | 0 | 0 | 0 | 76 | 95.2% | | | | 12 |
| Test 100 Tester | | -11 | 0 | 0 | 0 | 0 | 0 | 0 | -70 | 0 | 0 | -320 | 16.0% | | | | 26 |
| Alisia Yap Abdullah | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 96 | 99.2% | | | | 93 |
| Nur Hidayah Azhar | | 0 | 0 | 0 | 0 | 0 | -24 | 0 | 0 | 0 | -36 | 89 | 97.8% | | | | 52 |

GROUP SCREENING REPORT

Report for Andrew Jones

Compared to: Industrial/Organizational Psychologist (No experience)

| | | | | | | | | | | | | | | | | | |
|---------------------------|-----|---|---|---|---|---|-----|---|---|---|---|-----|--------|--|--|----|----|
| Amy Tan | -18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 100.0% | | | 75 | 75 |
| Jay Little | -68 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 96 | 99.2% | | | 62 | 62 |
| Bow Surarak | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 79 | 95.8% | | | 73 | 73 |
| Timothy Anand Thanalingam | -65 | 0 | 0 | 0 | 0 | 0 | -31 | 0 | 0 | 0 | 0 | 86 | 97.2% | | | 47 | 47 |
| Wai Lin Lai | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 100.0% | | | 89 | 89 |