



EPOP™

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Report ID : TUAHCQVGIC1C

Test Date : 2022/12/07

SAMPLE

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Position

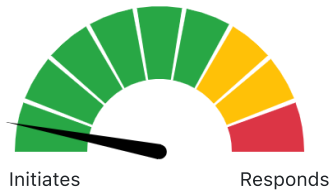
Sales



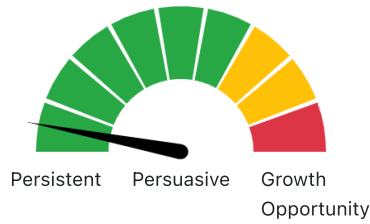
Create Report

Snapshot of Sales Potential

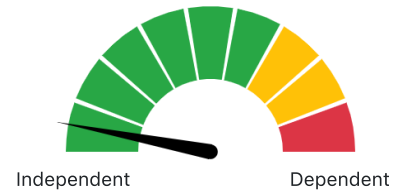
Business Development / Prospecting



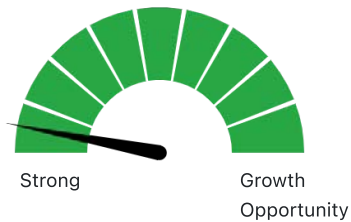
Client Orientation / Closing Style



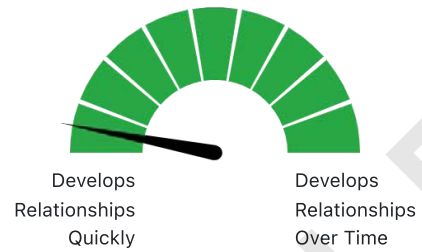
Approach to Feedback / Coaching



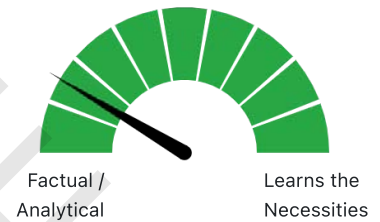
Self Management



People Orientation

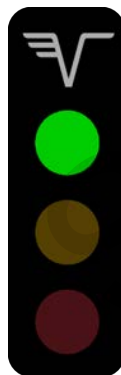


Analytical Orientation



OVERALL SALES FIT

Competitive Sales



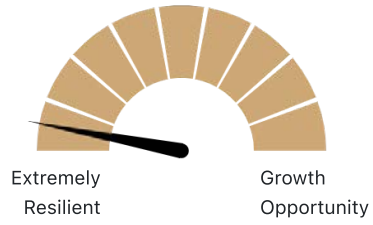
Proceed

Relationship Sales

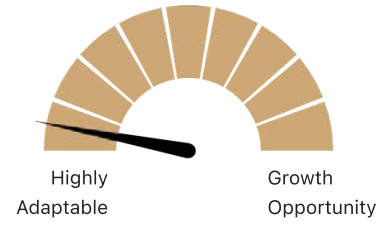


Proceed

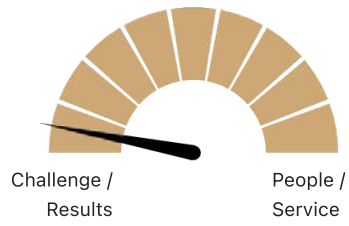
Resilience



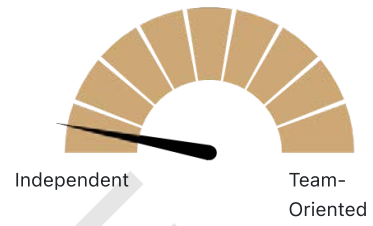
Adaptability



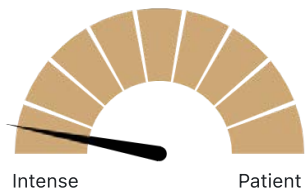
Motivational Mix



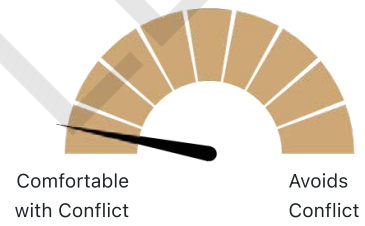
Collaboration



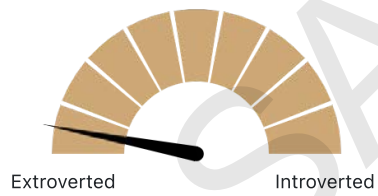
Sense of Urgency



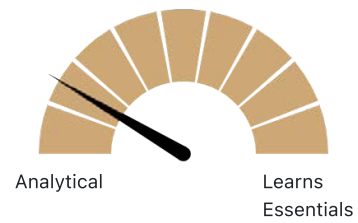
Comfort with Conflict

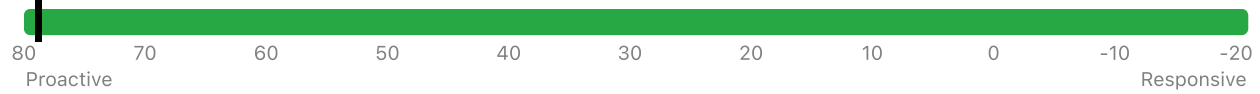
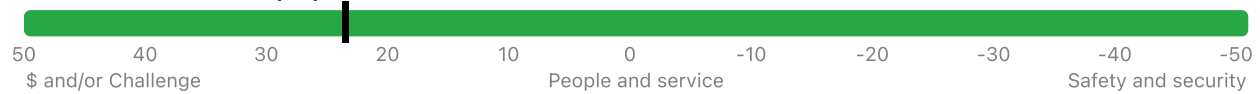
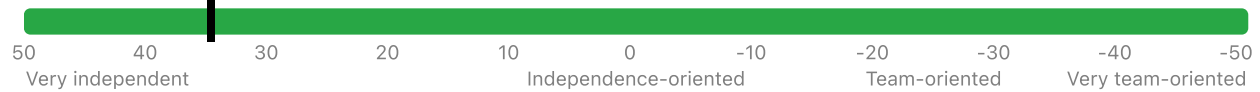
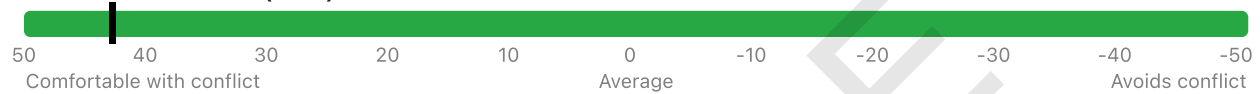
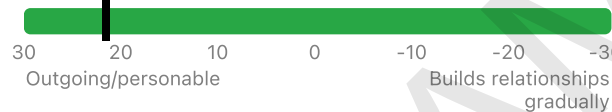
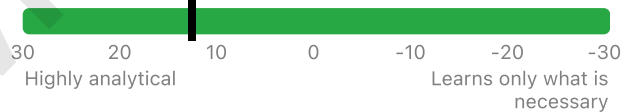
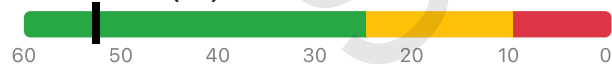
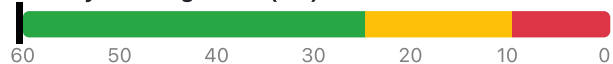
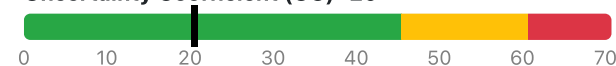


People Orientation



Learning Agility



Enterprising Potential (EP)=79**Achievement Potential (AP)=24****Independence Potential (IP)=35****Predictor Score (PS)=100****Comfort with Conflict (CWC)=43****Emotional Quotient (EQ)=82****Communication Style****People Orientation (PO)=22****Analytical Orientation (AO)=13****Attitudes****Self Directed (SD)=53****Lifestyle Management (LM)=75****Uncertainty Coefficient (UC)=20**

**Based on the Enterprising Potential (E.P.) Results**

This individual enjoys dynamic and fluid work environments and has a natural potential to organize daily activities and self manage them through to completion. Providing this individual with a degree of autonomy to take initiative would be the suggested management approach.

**Based on the Achievement Potential (A.P.) Results**

This individual can become bored in work situations that do not provide opportunities to achieve high level results. Constant challenge will be needed to maintain engagement and facilitate the achievement of strong targets that this individual seeks to obtain.

**Based on the Independence Potential (I.P.) Results**

Individuals with this score are extremely independent and prefer to structure their own day and to work on tasks with minimal feedback and guidance. It is important to avoid micro-managing this individual and to establish a communication schedule that aligns with both parties' needs and preferences.

**Based on the People Orientation (P.O.) Results**

Since this individual gets some satisfaction out of people contact, suggest virtual coffee / lunch meetings with other colleagues as a way of staying connected. Regular company meetings and town halls are other ways of keeping your highly extroverted employees engaged.

**Based on the Analytical Orientation (A.O.) Results**

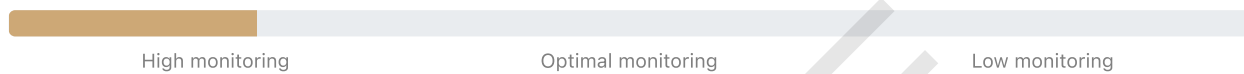
This individual is analytical and curious. Ensure that you are providing this individual with ample learning and growth opportunities and be very thorough in how you communicate tasks remotely.

EQ Definition: The ability to understand and apply emotional information about ourselves and others effectively.

SELF AWARENESS I: MOOD LABELING – A measure of a person's ability to accurately label personal feelings and emotions.



SELF AWARENESS II: MOOD MONITORING – A measure of the amount of energy a person puts forth in monitoring their own feelings and emotions.



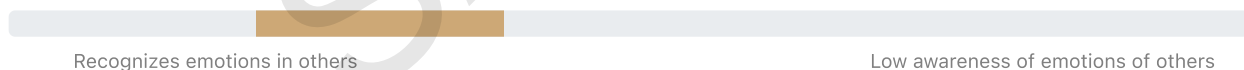
SELF CONTROL – A measure of a person's restraint as it relates to one's control over their impulses, emotions, and/or desires.



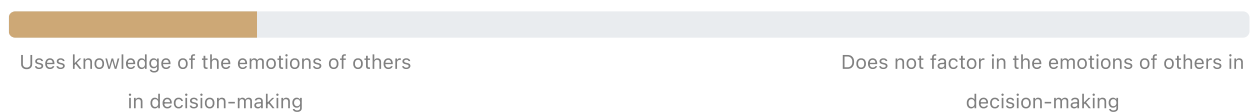
MANAGING EMOTIONAL INFLUENCES – A measure of a person's ability to manage emotional influences that would prevent him/her from taking those actions that they believe are necessary in dealing effectively with everyday situations and/or meeting personal goals.



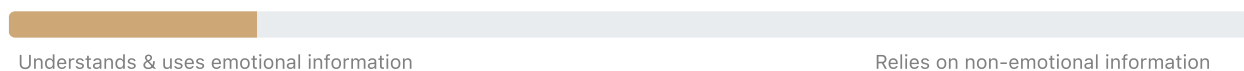
EMPATHY – A measure of a person's ability to understand the feelings and emotions of others.



SOCIAL JUDGEMENT – A measure of a person's ability to make appropriate decisions in social situations based on the emotional states of others.

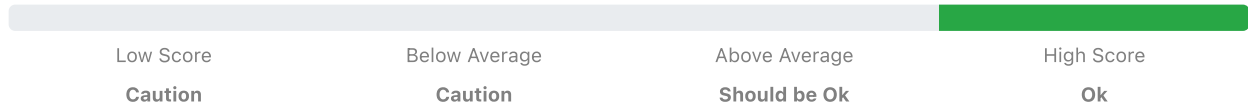


OVERALL – An overall measure of how well a person understands emotional information and uses it effectively.

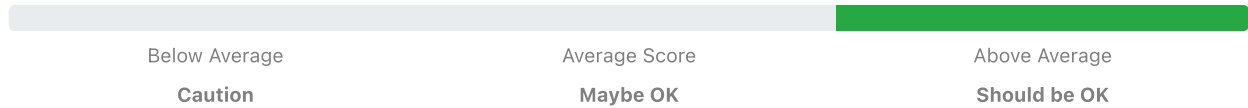


Snapshot of Integrity Results

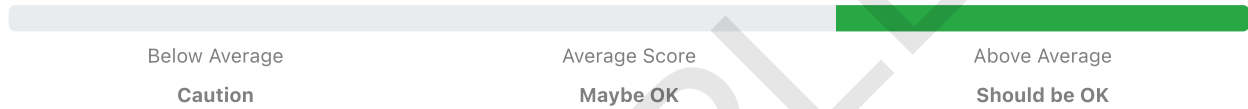
Overall Integrity Score



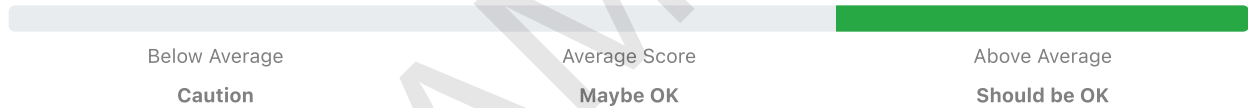
Attitudes Towards Theft



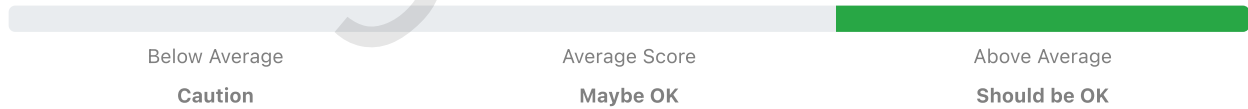
Attitudes Towards Counterproductive Behavior



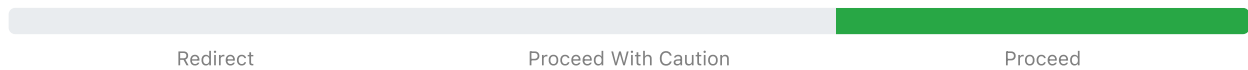
Attitudes Towards Antisocial Behaviors



Honesty



Overall Recommendation



Overall Integrity Score

Selection Considerations

Test does not appear to condone unethical and/or inappropriate workplace behaviors. Test's responses to the items comprising the IntegrityScreen™ indicate that he/she perceives theft, counterproductive behavior, and manipulative behaviors to be inappropriate within the workplace. Test is therefore able to clearly distinguish between appropriate and inappropriate workplace behaviors, and is therefore likely to use such discretion while at work.

Attitudes Towards Theft

Test does not condone theft in the workplace. Test appears to perceive theft as universally wrong, and does not make a distinction between personal and corporate theft. In addition, Test's attitudes towards theft do not appear to be influenced by environmental factors or the object being stolen (e.g., pencil vs. computer). Overall, Test's attitudes indicate that he/she would not likely steal from his/her place of work.

Attitudes Towards Counterproductive Behavior

Test's responses indicate that he/she believes that employees should be productive during their assigned work hours. Test believes that employees should be punctual and subsequently work all of their assigned hours. Test perceives long lunches and extra breaks to be inappropriate and costly to his/her employer. Overall, Test is likely to be a productive employee.

Attitudes Towards Antisocial Behaviors

Test appears to have his/her colleagues and the company's best interests in mind. Test does not perceive cheating and dishonesty as appropriate strategies for improving his/her performance. As a result, Test is not likely to sabotage the performance of others in an attempt to stand out and gain recognition. Test is a team player who puts the company's interests before his/her own.

Honesty

Test's responses to these items indicate that he/she is an honest and self aware individual. These responses indicate then when asked difficult questions Test will provide honest and candid responses. In addition, we can be confident that Test answered the other questions comprising the IntegrityScreen™ in an honest manner, and therefore his/her responses reflect his/her true attitudes regarding these morally-based constructs.



Trust Report

EPOP™

Name : Test Test

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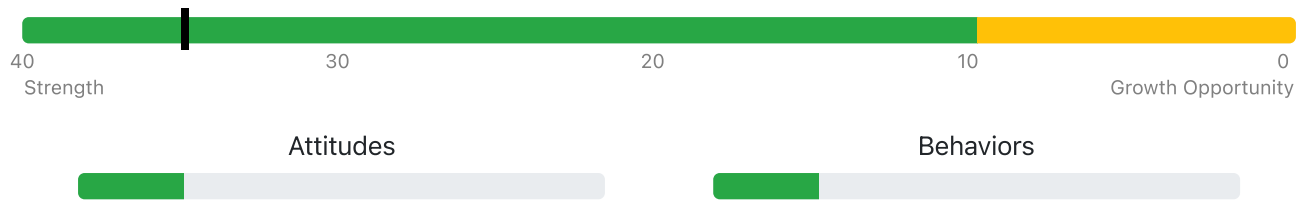
Report ID : TUAHCQVGIC1C

Test Date : 2022/12/07

Trust is an essential interpersonal construct that has the ability to influence the quality and effectiveness of a variety of business relationships. The Trust POP™ provides a robust and comprehensive assessment of an individual's level of trustworthiness by assessing common attitudes, perceptions and behaviors known to facilitate trust-based relationships. As such, the Trust POP™ is intended to act as a diagnostic tool, highlighting an individual's strengths and growth opportunities in the area of trust and should be used to guide future coaching / developmental strategies.

John C. Marshall, PhD

Consistency (35)



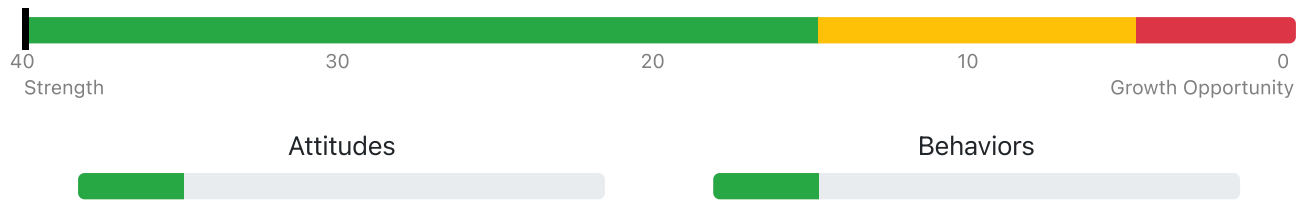
Test would be described as an extremely predictable and reliable individual. As such, Test likely follows a fairly regular routine and reacts to various situations with consistent emotional and behavioral responses. This predictability and consistency makes it easy for others to assess how Test will respond. As such, when having to make a decision about whether or not Test will do what he/she says he/she will do, his/her previous predictable nature will likely expedite and facilitate this evaluative process.

- Help Test understand how to leverage this strength. By being cognizant of his/her level of predictability, he/she can use it to his/her advantage moving forward.

- Have Test list attributes that he/she feels are facilitators of distrust. Go through them with Test and highlight those that relate to consistency / predictability.

- Get Test to list all of the things he/she consistently does when interacting with team members and staff. Discuss these in relation to trust and brainstorm additional ways he/she could strive to build trust-based relationships with these people.

Commitment (40)

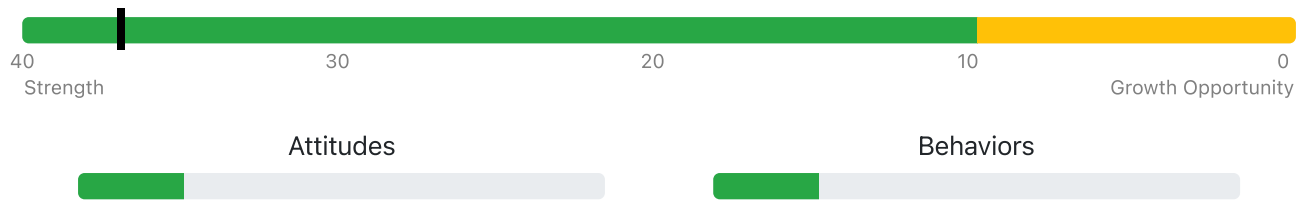


Test's responses indicate that he/she places a great deal of importance on keeping the commitments that he/she makes to his/her colleagues/staff/team members. As such, it is very likely that he/she has met previous commitments, and would therefore be perceived as a reliable and trustworthy individual. When dealing with others, Test's dependable nature likely allows him/her to establish very strong professional relationships in a relatively short period of time. This character trait likely serves him/her well.

- Discuss with Test what it means to make and keep a commitment. Help him/her understand what doing so says about his/her character, as well as the social and interpersonal impact that keeping commitments can have on other people. Being aware of this will help him/her leverage this strength moving forward.

- Having Test coach a colleague who is having trouble making and keeping commitments may be beneficial to both parties.

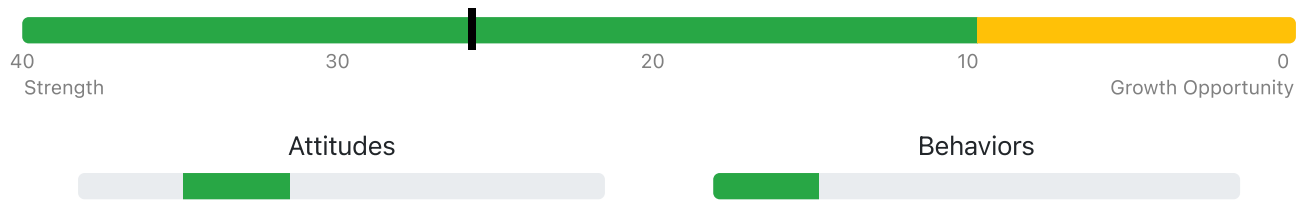
Transparency (37)



Test would be described as transparent, direct and candid in his/her interactions with colleagues and staff. He/She places a great deal more importance on telling others the truth, and not simply what they want to hear. When dealing with others, Test is extremely transparent and believes it is important to disclose all aspects of an initiative when engaging others. His/Her responses indicate that he/she believes being open and up front is the best strategy. Such an approach has the ability to facilitate trust.

- Have Test work with other employees that require help in this area. The task of coaching and articulating the strategies that Test uses with colleagues/staff will help make him/her more cognizant of this disposition.
- Run through Test's normal delivery of a new company initiative or goal. Pick out those components that reinforce the transparency of the approach. Use this exercise to reinforce these points, while also using the template to help coach others.
- Discuss with Test the need for balance in transparency. Too much transparency and directedness is usually just as counterproductive to building strong interpersonal relationships as too little.

Managing Self Perceptions (26)



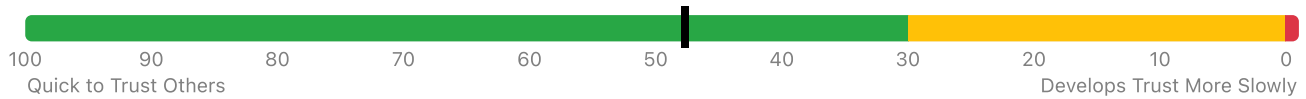
Test's responses indicate that he/she prefers to be him/herself when meeting new people, and therefore does not try to present him/herself in a socially desirable manner. Test believes that being him/herself is an effective strategy for developing deep and meaningful relationships with other people. Overall, others are able to get a much better read on who Test really is, which is extremely important in the development of trust.

- Acknowledge that Test's candid and transparent nature is a major strength. Have him/her work with others on refining his/her approach to interpersonal relationships.

- Being too candid and transparent can also be problematic, as different social situations possess different normative codes of conduct. As such, being completely inflexible in his/her approach will not likely benefit him/her in the future. Consequently, working with him/her to become more aware of important social or behavioral cues that can aid in the formation of first impressions will allow him/her to be more effective at developing quality relationships in the future.

- Have Test run through his/her normal feedback dialogue with you. Highlight areas that reinforce his/her transparency and the value of this trait, while also bringing awareness to any areas that may be delivered more effectively based on social or behavioural cues.

Potential to Trust (48)



Test would be described as a trusting individual. His/Her responses indicate that he/she will trust someone until given a reason not to. As such, his/her natural disposition is to trust and believe other people, until that trust is broken. This trusting disposition is a strong facilitator of trust-based relationships. This is a trait that Test should leverage moving forward.

- Highlight to Test that his/her trusting nature is a strength. Work with him/her to leverage it moving forward.

- People who are too trusting may be perceived as naive. Try to help Test see his/her trusting nature as a strength, and develop strategies for ensuring that others perceive it the same way.

- You may want to pair up Test with other colleagues and have him/her work with them to develop this attribute.

People's Perception of Your Trustworthiness (66)



Test's responses indicate that people in his/her environment interact with him/her in a way that suggests a high level of trustworthiness. Test's colleagues and friends routinely share personal information with him/her and seek his/her advice when facing difficult situations. He/She reports avoiding gossip situations and places a great deal of importance on keeping other peoples' private information to him/herself.

- Ask Test what qualities he/she possesses that make others trust him/her. Understanding these strengths will help him/her leverage them moving forward.

- Have Test coach others who may be having difficulty in this area. The task of coaching, and articulating the value of trustworthiness will help make him/her more cognizant of this trait.

1=Don't Agree At All | 2=Agree A Little | 3=Somewhat Agree | 4=Moderately Agree | 5=Definitely Agree

1. Effort gets results. (5)
2. I thrive under pressure. (5)
3. I rarely interrupt others while they are speaking. (4)
4. It is easier to sell to friends than to strangers. (3)
5. I am often influenced by others. (3)
6. I would have difficulty integrating a demanding career into my lifestyle. (1)
7. I have never told lies. (1)
8. Aggressive salespeople usually make a good income but have less repeat business. (3)
9. Most mistakes can be avoided. (5)
10. I am comfortable with changes in technology. (5)
11. I like to hear people fully explain their point of view. (5)
12. I avoid actions that might make people dislike me. (3)
13. People's good qualities are seldom recognized. (2)
14. I sometimes lack the energy to perform important tasks. (1)
15. Most conversations take too long. (1)
16. It is important that people approve of me. (4)
17. I am good at most things that I try to do. (5)
18. I stay focused on my priorities. (5)
19. After listening to an interesting anecdote, I like to describe a similar situation involving me. (4)
20. Salespeople have a positive public image. (5)
21. Success is mostly luck. (3)
22. I often allow my attitude to affect my performance negatively. (1)
23. All of my habits are good and desirable ones. (1)
24. It is very important to push people to buy a product or service after you have established that they need it. (5)
25. People get the respect that they deserve. (5)
26. I generally have a positive attitude towards work. (5)
27. I never envy others their good luck. (4)
28. Salespeople make more money than they deserve. (1)
29. It is impossible to change company procedures. (5)
30. I find it difficult to manage my professional demands. (1)
31. I prefer to listen in conversations. (2)
32. I find it easy to make new acquaintances. (5)
33. Hard work brings success. (5)
34. I excel in a dynamic environment. (5)
35. I consciously pause before responding to others. (4)
36. My first sales should be to my family and friends. (3)
37. Plans never work out. (1)
38. I often avoid difficult tasks. (1)
39. I have never been late for work or for an appointment. (1)
40. In a group, I feel uncomfortable if a person does not like me. (1)
41. I create opportunities. (5)
42. I take care of myself with good daily habits. (5)
43. I try to do most of the talking when presenting materials to others. (3)
44. I have been successful in developing a large network of people. (5)
45. Compliments make me uncomfortable. (3)
46. I have difficulty coping with daily job challenges. (1)
47. I have never boasted or bragged. (1)
48. I adapt to what others expect of me. (4)

1=Don't Agree At All | 2=Agree A Little | 3=Somewhat Agree | 4=Moderately Agree | 5=Definitely Agree

49. A good plan can avoid mistakes. (5)
50. Stress improves my performance. (4)
51. After listening to someone talk, I repeat the important points back to them to ensure my understanding. (5)
52. I often refer people to my family and friends. (3)
53. Hard work does not always get results. (1)
54. To be effective on the job, I need more energy. (1)
55. I make sure others have finished speaking before I respond. (4)
56. Informal social events are a good source of sales contacts. (3)
57. I find it easy to talk about myself. (4)
58. Regular habits are an important part of my success. (5)
59. I have never said anything unkind about anyone else. (1)
60. I have met very few people whom I did not like. (5)
61. I am distracted easily. (1)
62. Professional demands often interfere with my lifestyle. (1)
63. People take too long to get to the point. (2)
64. I get upset when salespeople call me at home. (5)
65. I am a confident person. (5)
66. I can concentrate on my work for long periods of time. (5)
67. I will interrupt other people to provide an answer to their question. (5)
68. To be successful at sales, I must change my image. (1)
69. My performance depends on the situation. (5)
70. To be effective, I need to make several lifestyle changes. (1)
71. No one is ever rude to me. (2)
72. I would rather approach a potential new client by telephone than in person. (2)
73. I am successful in most aspects of my life. (5)
74. Work does not get me down. (5)
75. I enjoy listening to other people. (5)
76. Most people would prefer not to deal with salespeople any more than necessary. (3)
77. I am reluctant to make decisions. (1)
78. Lifestyle demands have interfered with my career success. (1)
79. I always admit my own mistakes. (4)
80. I would not like to be known as a salesperson. (1)
81. I take time to reflect on my accomplishments. (4)
82. I enjoy pressure on the job. (5)
83. I give others my undivided attention when they are speaking to me. (5)
84. I have bought a product or service mainly because of the salesperson. (5)
85. I let the organization define my training needs. (3)
86. People do not understand the pressures of my job. (5)
87. I prefer to ask very specific questions that require only a 'yes/no' answer. (3)
88. My family and friends are a good source of sales. (2)
89. Effort is entirely my responsibility. (5)
90. I manage stress effectively. (5)
91. I have a tendency to finish other people's sentences. (4)
92. Rejection is the most difficult aspect of sales. (4)
93. Others have interfered with my success. (1)
94. It is difficult to establish job priorities. (1)
95. I am not a good listener. (1)
96. I feel comfortable promoting myself and my company at social gatherings. (4)

Enterprising Potential



Outline a situation in which you had to develop a plan and follow it to completion.



Outline a similar situation where you had to follow someone else's plan. Which did you prefer?



What were the advantages of each situation? Which situation suited you best?

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Achievement Potential



Outline your goal setting process.



How do you keep track of your progress? If you are not meeting your targets, what do you do?



Describe some of your most recent achievements. How did you establish the goals?



How have you been able to convert your challenge orientation to helping you in past business roles?

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Independence Potential



How did you feel about the last environment in which you worked? What did you like (or dislike)?



Outline a situation where you worked in a very structured environment. How were you able to adapt?



How comfortable are you following a proven methodology?



Describe a situation where you developed new procedures. What role did you play in their implementation?

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Comfort With Conflict



Describe a situation where you had to deal with an angry client (or peer).



Why did the person become angry? How did you resolve the situation?



What strategies have you used to avoid conflict?

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People Orientation



Describe your approach to building an effective relationship with someone you have just met.



What do you do differently if you are not able to see the other person?



What are your strengths as a communicator? How can you use them in working with our organization?



What are your goals with regards to growth in interpersonal areas? What are you doing to improve in these areas?

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Analytical Orientation



Describe a situation where you were able to solve a problem that others had not been able to handle.



What makes you an effective problem solver?



What are some of the challenges that our organization may face in the near future?

SAMPLE

Managing Rejection



What are the major differences between people you like and those who you tend to avoid?



What qualities do you tend to hide when you first meet someone?



What percentage of your social contacts do you see again after the initial meeting?



How many new acquaintances did you make last year?

SAMPLE

Prospecting Orientation



Describe the last time you were approached by a friend or family member to buy something at a social gathering. What was your response? Did you buy?



Do you have friends that approach you at social gatherings to buy products or services they are selling? What is your usual response?



Is it more difficult to sell to strangers than to your friends? Why?



Who do you see as your best sources of sales? Why?



Are your family and friends generally receptive to most salespeople and sales ideas?

Commitment to a Sales Career



What do you like about a sales career?



How much does a salesperson influence the buying decision?



How would you get others interested in a sales career?

SAMPLE



Candidate Feedback Report

EPOP™

Name : Test Test

Email : chris@validity.group

Phone : 0423307116

Report ID : TUAHCQVGIC1C

Test Date : 2022/12/07

Thank you for taking the time to complete the POP™.

The following information identifies several of your personal strengths that are important to your career planning. The objective of the POP™ is to match you to the "best fit" position that will capitalize on your strengths and maximize your chances for a successful, rewarding career.

John C. Marshall, Ph.D.

Personal Strengths / Career Needs



In Terms of Enterprising vs. Support Role Possibilities

You can be described as extremely competitive, enterprising, assertive, aggressive, tough-minded, determined and goal-oriented. You may display new and creative ways to reach your personal and work objectives. You typically evaluate your work, and you can sometimes be critical of your own performance. Given a goal, objective or requirement, you can develop your own plan, manage your time and focus your effort on a daily basis to reach your goals. Being a self manager should come very naturally to you, and these skills should be refined through formal training and/or on-the-job experience.



In Terms of Your Style & Strength of Various Motivations

In comparison with most people, you can be described as strongly achievement-oriented, quite hard-driving, active, eager and sometimes impatient. In some circumstances, just taking on a challenge because it is a challenge is enough motivation for you, because it makes you feel confident about your capabilities. In your career, you will want some challenge for its own sake, but in general, the rewards, both financial and recognition, for doing the job well and being productive, will be the main motivators. Earning a high income and having a strong sense of personal achievement will be your way of evaluating how well you are doing in your career.



In Terms of Your Independence vs. Your Need to Be in the Team

You can be described as extremely strong-minded, stubborn, demanding, firm, independent and resolute. You seek responsibility and dislike constant supervision. Your result indicates that you are an individual interested in developing your own skills, and innovative in developing your own procedures or methods of approaching business, perhaps even to the extent of conflicting with existing company procedures. In a team situation, you would be most likely to move as quickly as possible into a team leadership role, if you decided to participate in the team at all.



In Terms of Your Orientation Toward the "People" Side of Business

You can be described as quite sociable, enthusiastic, cheerful, genial and outgoing. You enjoy personal relationships and interactions, and would make a good company representative in terms of customer satisfaction, and personal and company public image. You value initial and ongoing interpersonal relationships.








In Terms of Your Orientation Toward Technical & Practical Concerns

You can be described as quite logical, reflective, analytical, factual and practical. A job requiring the solving of intellectual or conceptual problems would stimulate someone like you. You have a flair for technically-oriented, detailed work. Taking on challenges to learn and use new information in a field that interests you would be rewarding in itself.

What To Seek / What To Avoid In Jobs

What Should You Look for In a Job/Career that Matches You Best?

-  Look for opportunities to create your own work structure and to develop your self-management skills through training in time management and activity planning. The opportunity to put solid effort into the job each day is a real plus for you, as you know that effort invested consistently will produce the results you seek in both productivity and recognition.
-  Look for a career path that has the opportunity for you to undertake major personal challenges and that will reward you financially in proportion to your effort and your accomplishments. Taking on challenges for the sake of the challenge itself and for the recognition you may receive when you are successful may be sufficient motivators, in some cases.
-  Look for employment that provides you with a lot of freedom to be creative in developing your own ways to do business. You should seek a supervisor that likes staff members who think for themselves and work independently.
-  You should look for employment that provides you with "people" contact or some public relations opportunities. You derive satisfaction from interaction with other people in both personal and work environments.
-  A job with some learning and technical requirements would be quite satisfying. The opportunity to be creative and to put your new-found knowledge into action would also be appealing to you.

What To Seek / What To Avoid In Jobs

What Should You Avoid in Jobs/Careers that Don't Match You?

- Avoid tightly and rigidly structured work situations. If there is no room to put your personal touch to work in organizing and managing yourself, the job may become too constricting for you. Try to avoid jobs that may limit your self-management skills development. You have a strong need to be a self manager, and that affects your personal productivity and your sense of satisfaction with any job.
- Avoid jobs that treat everyone the same, regardless of how much effort they put in or how much they achieve. Non-challenging or repetitious jobs are probably not going to make use of your powerful achievement potential.
- Avoid work circumstances in which you would be expected to follow rigorous rules and be under close and continuing supervision for an extended period. However, you should be careful not to give people the impression that there is little anyone can teach you.
- You should avoid employment in jobs that have only limited feedback from others. You should also not be in situations that isolate you from others.
- You should avoid jobs that are not intellectually challenging, creative and those that do not offer a chance for personal growth in a technical or practical sense.