



*Professionally Developed
and Validated Assessment Systems*

Development Report

Created for:



| | |
|-----------------|---------------------|
| Candidate Name | SAM SMITH |
| Remote/In-House | Remote Candidate |
| Company | ABC Storage Company |
| Position | Facility Manager |
| Hiring Manager | Bob Jones |
| Phone # | 999-999-9999 |
| Date | September 18, 2018 |
| File # | 18090036Dp |

The following developmental report was produced from your responses to the Business Check List (BCL). The BCL was developed and normed on business people taking the test as part of pre-employment screening. For that population it is a valid and predictive instrument. To the extent that your background and approach to the test resembles that of the normative population, this report should provide some helpful insights and suggestions for career and personal development.

Use this report along with input from other sources and your own observations to develop a plan of action. The issues you identify for self-development should be those that are most important and relevant to you, not the things that other people think you should do. Keep in mind that it is easier to develop skills and acquire knowledge than to change your basic personality. Success depends on commitment and on a dedication to life-long learning. Also keep in mind that others may not notice or react positively to changes in your behavior initially. It may take time for them to realize that the changes are real.

The first part of the report is a narrative which is made up of five paragraphs. The first addresses your approach to the test in terms of consistency, carefulness, defensiveness and similarity to others who have taken the test. The second paragraph discusses your approach to problem solving, the third discusses emotional and motivational factors, and the fourth addresses issues relating to your social and interpersonal style. The final paragraph focuses on some important work skills as well as on your similarities to people in certain types of jobs.

The second part of the report contains developmental suggestions which are derived from your most significant scores. Some of those scores are presented in the last part of the report in a graph or profile, while others are not. Extreme scores tend to represent the most prominent features of an individual's personality. As such, they probably reflect both your greatest strengths and your greatest potential weaknesses. Learning to handle the downsides and risks associated with our unique personality characteristics should be among the goals of most developmental activities.

TEST TAKING APPROACH

You appear to have read the items carefully and responded consistently. You described yourself in a favorable and positive manner, and may have overdone it to some extent. While this is not unusual with job candidates, it sometimes indicates a tendency to avoid negatives or to gloss over problems.

PROBLEM SOLVING

You should be able to deal with technical material. You can be logical but you may let social factors bias your judgment at times. You can see too many shades of gray and consequently you may have difficulty drawing a firm line. You are likely to be tender-minded in your approach. You are disciplined in your approach, at times to the point of compulsivity. You have a casual manner but you are in fact quite detail oriented. You need structure to help you channel your efforts most productively. You may be more theoretical than practical in your approach and you are likely to enjoy exploring ideas. You are probably more playful than your manner suggests. You may have difficulty forming clear and strong opinions. Consequently you may seem to waffle on issues.

EMOTIONAL FACTORS

You will typically prefer order and predictability to a great deal of stimulation or uncertainty. You show signs of being highly dependable and of having a strong sense of duty. You have moderate status needs, but you do not appear to be overly egocentric. You will typically appreciate private recognition for jobs well done. You tend to be risk averse. You are high-spirited but you seem to be emotionally steady. You can be a worrier at times, but you aren't particularly moody. You are motivated by both internal and external factors. You tend to be more disciplined than highly intense or driven in your approach. You tend to be sensitive to conformity pressures. This can inhibit your ability to take an independent stand.

SOCIAL STYLE

You may not be as assertive as necessary at times. Be careful that you aren't being too passive or compliant. You probably dislike and avoid conflict. To keep the peace, you may be overly acquiescent. You generally temper your directness with others, but you can occasionally be abrupt. You are likely to have high standards, but you can temper them with an awareness of others' feelings and with patience. You are not prone to be highly talkative, and may undercommunicate as a result. You can temper your seriousness with some degree of humor. You express positive emotions readily, but you're sensitive to the social acceptability of your reactions. While you may be adequately poised in your self-presentation, you may not actively sell your ideas as well as you could. You are somewhat introverted when compared to a business population. However, you probably strive to be friendly and sociable. You are a private person. You're likely to be slow to express your ideas and opinions.

WORK FACTORS

Your results suggest an unusual mixture of sales, customer service, technical and administrative leanings. You probably handle large-scale planning well, but you may be less focused on administrative routine. You are likely to be more comfortable and effective as an individual contributor, but you should be able to develop supervisory skills, depending on your motivation and effort. You can function as part of a team, but you may be rather private, reserved and prone to undercommunicate. You are likely to be disciplined and self-paced, but you may be reluctant to put time pressure on others. You should be able to understand big-picture issues, but you may not always translate them into specific goals. You are likely to enjoy a relatively high level of structure in your work environment, and may need rather clear direction in place before taking action. You are rarely demanding and may be more hesitant than necessary to apply pressure to get results.

Low Social Assertiveness. Your profile suggests that you may be non-confrontational, cautious or restrained when you need to take a more aggressive or forceful stance. People with similar patterns of results tend to avoid conflict and they may not confront other people with problems quickly enough. Are you prone to acquiesce too quickly? How well do you operate in a competitive or hostile environment? Think about work situations which demanded that you take a forceful, vocal or dominant stance. How well did you perform? What do you think you could have done differently to be most effective?

Low Anxiety. Your score pattern suggests that you're not prone to be insecure, stress-prone or nervous. You're likely to come across as relaxed, calm and even-tempered. On the downside, people with similar profiles are sometimes complacent, emotionally detached and prone to overcontrol their emotions. They sometimes feel too good about themselves and they sometimes come across as distant or emotionally unresponsive. Are you prone towards overconfidence? This pattern is occasionally indicative of a need to present oneself in a positive manner to avoid dealing with negatives and problems. However, the most likely potential negative associated with this pattern is that of being overly self-assured and overly confident.

Patience. Your profile is one of patience, emotional control and low tension. You're likely to be seen as comfortable with yourself and free from excessive emotional tension or anxiety. Be careful that you don't settle into a comfortable routine and that you're not overly easygoing when you need to push for quick results. Think about times when you've had to fight for your position, argue your point of view or show emotion on the job. What was the outcome? What would you have done differently? What did you learn about yourself?

Conformity. Your scores suggest that you see yourself as conventional, traditional and conforming. People with similar patterns of results are likely to be by-the-book, cautious and structured. They can become overly dependent on external structure when they need to operate in a more spontaneous and less rule-bound manner. Are you likely to be too cautious and conservative in your decisions and responses? Work on your abilities to be flexible and to operate outside the box.

Detail Orientation. There is evidence that you're precise, detail oriented and exacting. You're likely to be oriented towards procedure and prone to monitor things carefully. People with similar patterns of results are sometimes overly perfectionistic and overly dependent upon procedure. Be sure you're able to pull yourself away from details and to keep the big picture in view. If you're supervising other people, you may need to pay particular attention to your abilities to delegate. Be careful that you don't overmanage subordinates.

High Tolerance. You're likely to be seen as warmhearted, good natured and forgiving. Your profile suggests that you're tolerant, trusting and open when dealing with people. You're likely to enjoy building and maintaining harmonious relationships. This is sometimes associated with strong needs to be liked and well accepted. Be sure you're not being overly tolerant and forgiving when you need to take a more tough-minded or aggressive position. Make sure you're setting limits on people and taking a hard-nosed stance when people try to take advantage of your good nature.

Reflectiveness. There are signs that you are reflective, intellectually oriented and analytical in your approach. You're likely to be seen as methodical, precise and scholarly. Are you prone to be overly reflective or intellectual when you need to be more practical and down-to-earth? Be careful that you're not spending too much time in reflective thought when you need to focus on action and quick results.

SUCCESS FACTORS

FOR SAM SMITH

Success Factors are those scales which are related to success in this type of job. If a study has been done on this job at your company, the data are likely to be particularly useful. In general, scores further to the right indicate stronger probability of success. Always investigate extreme scores in your hiring process, even if they are in the desired direction.

