

## Testing Results



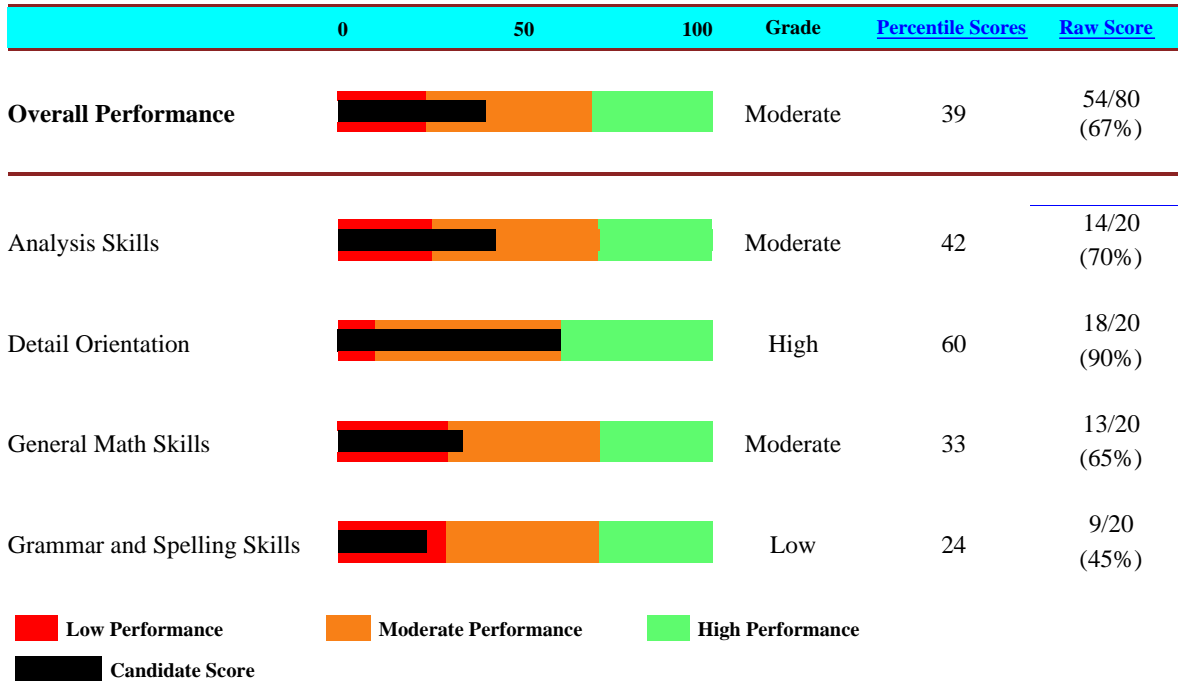
### Test Information

#### Identity - GWS

Report Name: Julie Sample  
ID: 812410  
Date: 6/4/2012  
Time: 11:59  
Time Taken: 34 minute(s)



### Performance Analysis



### Detailed Description of Results



#### Overall performance

**Description** In today's fast-paced, dynamic work environment, employees across a range of job duties and responsibilities need to possess basic skills critical to performing a wide array of tasks. Employers who hire individuals who possess these skills and abilities will have the competitive advantage.

The General Work Skills score is a general indicator of an individual's ability to perform the basic skills that underlie numerous jobs, from entry-level through supervisory positions (including language, observation and analysis, and basic math skills). Review the individual scale results for more detailed insights into the individual's abilities in each of these skill areas.

**Score** [Percentile Scores](#): 39. This candidate scored higher than 38% of other candidates. (Moderate performance)

This individual's General Work Skills score is within the Moderate range, indicating either Moderate performance in all skill areas or possibly High performance in some areas and Moderate or Low performance in others. Since some skill areas may be more important than others when applied to different jobs, it is highly recommended that you carefully review the scale scores below to determine areas of strength and weakness for this individual. Scales in which the candidate scored Moderate (particularly at the low end of this range) or Low can be useful areas for further exploration during the interview process.

## Performance in Each Skill Area



### Analysis Skills

- Score** [Percentile Scores](#): 42. This candidate scored higher than 41% of other candidates. (Moderate performance)
- Description** Analysis Skills measures the degree to which this individual can quickly and accurately answer questions by referencing information presented in the form of a table. This characteristic is appropriate for jobs that require looking up information from documents or computer screens such as in spreadsheets or numerical charts. Most clerical jobs require some degree of this ability.
- This individual's Analysis Skills score falls within the Moderate range. While some individuals who score in this range can quickly and accurately look up or verify tabular information, others (particularly those scoring at the low end of the range), at times, may have trouble in this area. More in-depth interviewing and reference checks focusing on analyzing skills may be a good idea for this individual if this characteristic is important for job success.



### Detail Orientation

- Score** [Percentile Scores](#): 60. This candidate scored higher than 59% of other candidates. (High performance)
- Description** Detail Orientation measures the degree to which an individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information. This ability is important for most clerical jobs. It is also appropriate for jobs that require proofing skills.
- This individual's Detail Orientation score falls within the High range. There is a higher probability that this individual is detail-oriented and has the ability to perform tasks such as quickly and accurately verifying and proofing written information compared to those scoring lower. This is definitely an area of strength for this individual.



### General Math Skills

- Score** [Percentile Scores](#): 33. This candidate scored higher than 32% of other candidates. (Moderate performance)
- Description** The General Math Skills score measures the degree to which an individual has the ability to learn quickly, solve problems, and understand basic mathematical concepts. This ability is appropriate for most, if not all jobs.
- This individual's General Math Skills score falls within the Moderate range. While some individuals who score in this range demonstrate the characteristics of a quick learner who solves problems with an understanding of basic mathematical concepts, others (particularly those who score at the low end of the range), at times, may have trouble consistently demonstrating these abilities. More in-depth interviewing and reference checks focusing on math skills may be a good idea for this individual if this characteristic is important for job success.



### Grammar and Spelling Skills

- Score** [Percentile Scores](#): 24. This candidate scored higher than 23% of other candidates. (Low performance)
- Description** Grammar and Spelling Skills measures the degree to which an individual can quickly and accurately identify errors in word usage, punctuation, spelling, and capitalization. This ability is important for most clerical positions, particularly positions that involve writing, reviewing, or proofreading documents.
- This individual's Grammar and Spelling Skills score falls within the Low range. There is a higher probability that individuals who score in this range may not possess the same level of knowledge of proper word usage, punctuation, spelling, and capitalization compared to those scoring higher. As a result, it may be difficult for these individuals to identify language errors when creating, reviewing, or proofreading written materials. This may be an area of concern for this individual. More in-depth

interviewing and reference checks (including submission of writing samples) are highly recommended for this individual if this characteristic is important for job success.