

Clarity Talent Measurement

Assessment Report Interpretation Guide



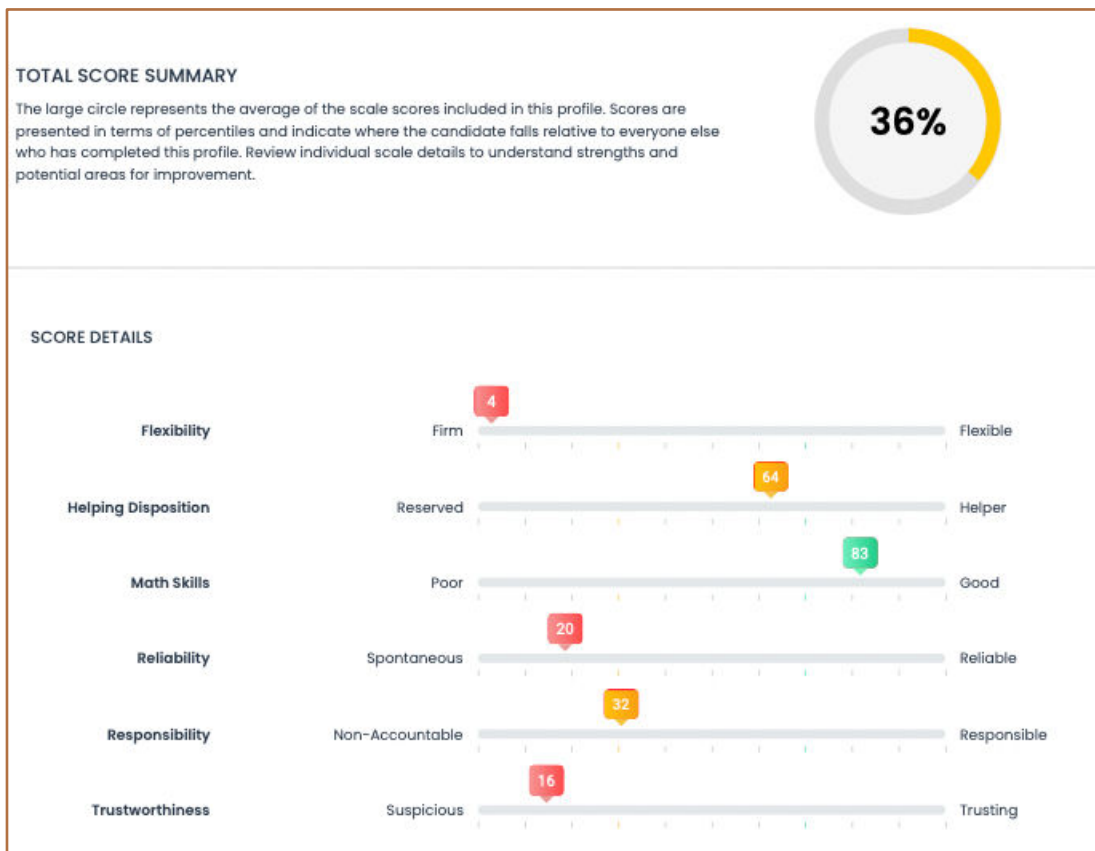
Clarity Talent Measurement’s comprehensive assessment reports contain all of the information you need to make an informed hiring decision or to compare applicants for a role in your organization. This information is presented in the following sections of the report:

- ◆ Summary Information
- ◆ Scale Score Interpretations
- ◆ Management Strategies
- ◆ Interview Guide

This assessment report interpretation guide provides detailed information regarding each of these sections.

Summary Section

The Summary Section of the report, which can be found on the first page, provides both Score Details for each scale in the assessment as well as a Total Score Summary.



Score Details and Total Score Summary

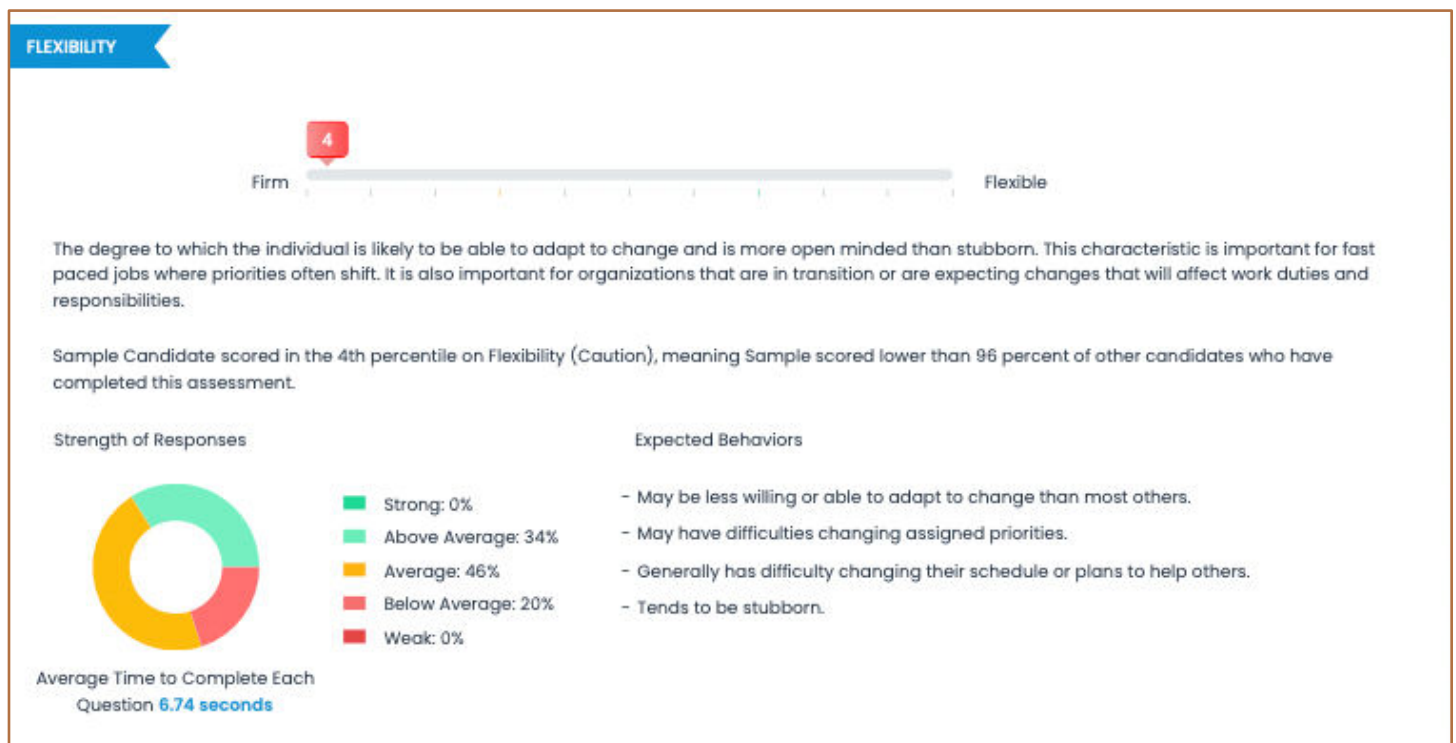
Each scale included in the assessment is listed along with a graph that presents the candidate's percentile score. See the previous example for the Elite Retail Profile. In this example, we can see that the assessment includes six scales – Flexibility, Helping Disposition, Math Skills, Reliability, Responsibility, and Trustworthiness.

The graph that accompanies each scale presents the endpoints, or the Low and High score points, associated with that scale. In the example below, the Flexibility scores can range from Low (Firm) to High (Flexible). The candidate's percentile score, in this case the 4th percentile, indicates that they scored higher than 3 percent of the thousands of candidates that have completed this assessment, and lower than 96 percent of those candidates. Scores are colored to represent their relative standing with **red scores** being the lower third of the population, **yellow scores** corresponding to the middle third of the population and **green scores** representing the top third of all test-takers.

In addition, the Total Score Summary is presented to help you to quickly compare candidates on their overall assessment standing. This summary is calculated as the average of all of the scale scores.

Scale Score Interpretations

The next section of the report presents definitions of each of the scales along with a detailed interpretation of the candidate's score.



In the previous example, we can see that the candidate's Flexibility score was well below average (4th percentile) meaning the candidate scored lower than 96 percent of other candidates who have completed this assessment.

This section of the report also provides **Expected Behaviors** we are likely to experience from this candidate at work. In this example, we can expect that the candidate:

- may be less willing or able to adapt to change than most others,
- may have difficulties changing assigned priorities,
- generally has difficulty changing their schedule or plans to help others, and
- tends to be stubborn.

Management Strategies

The Management Strategies section of the report offers suggestions for developing or managing the candidate based on their Profile responses. ***This information can be extremely useful for both new hires and existing employees and can be used when considering career pathing or upward mobility in your organization – allowing you to align employees with positions that best fit their nature.***



In the example above, we can see that additional management and supervision efforts, along with consideration of additional learning and development content, should focus on how this individual can better treat customers and coworkers.

Interview Guide

The final section of the report presents follow-up interview questions that focus on those areas where further information or development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts, to further uncover potentially negative behavioral tendencies.

Numerous interview questions are provided in each report based on the specific assessment responses and scores of the candidate. Following is an example of an interview question generated from the assessment referenced in this Interpretation Guide:

QUESTION

Give work-related examples of both good and bad customer experiences you have had.

RESPONSE NOTE:

Response Expected of a Poor Performer Response Expected of a Satisfactory Performer Response Expected of an Excellent Performer

1 — 2 — 3 — 4 — 5 — 6 — 7

At the end of the Interview Guide, an overall score calculator is provided so that you can compute a single Interview Score that can be used to compare this candidate to other candidates that you might interview for the same role. By using this tool, you not only obtain assessment scores for each candidate, but you also administer a customized interview based on their assessment, and you can easily generate another valuable and objective data point that can be used to help you make a hiring decision!

SUM OF RATINGS : **NUMBER OF QUESTIONS RATED:** **AVERAGE RATING :**

(Sum of all ratings divided by the number of questions rated.)

We hope this Assessment Report Interpretation Guide was helpful. Please contact us with questions.

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