

Recruiter Report : 100681268



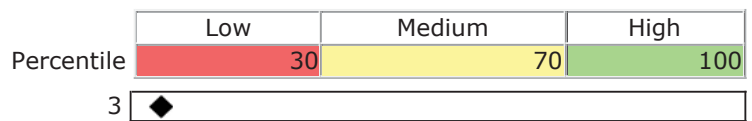
Applicant Information

Name: Gill Victor
Application Date: Wed Jun 08 12:03:00 UTC 2016
Applicant ID: 11468813
Session ID: 017421621616028312

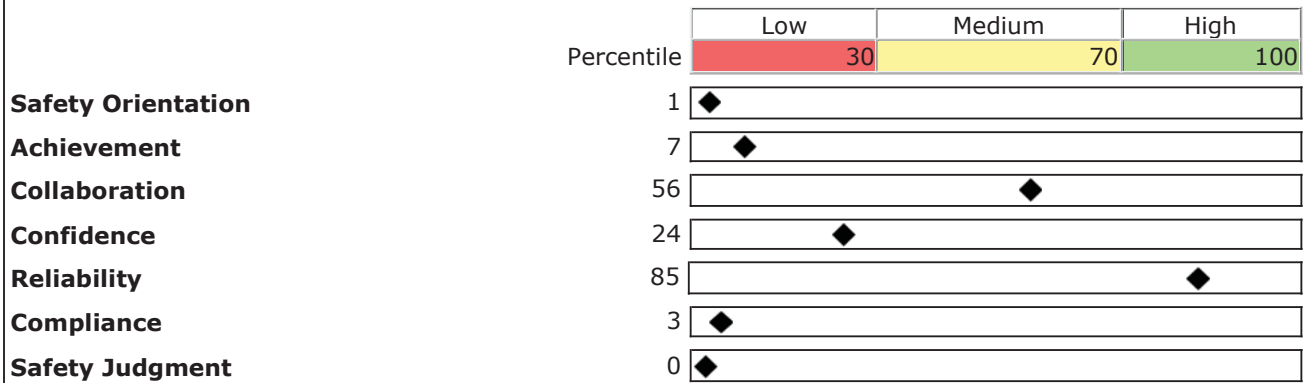
This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that SHL offers, please contact your account representative.

Overall Score

Not Recommended ✖



Detailed Results



Score Interpretation

Safety Orientation

This measures the work history, personal experiences, and achievements related to occupational success in industries and jobs that focus on safety. This is characterised by scores derived from responses regarding safety training, adherence to rules and procedures, and other personal and professional experiences.

This candidate's responses concerning past achievements and experiences are not similar to those of individuals who are successful in jobs that focus on safe and effective job performance. The candidate may lack experiences related to learning and performing safe work behaviours, and may be involved in or cause more incidents than his/her peers.

Achievement

This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterised by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

This candidate is likely to avoid challenging goals and projects, preferring to work only as hard as is necessary to complete tasks. The candidate may display little initiative and will tend to give up easily when

confronted with obstacles. The candidate is unlikely to be motivated by peer competition or ambitious deadlines, and may appear to lack an appropriate degree of urgency in approaching his/her work.

Collaboration

This component measures the tendency of one's sensitivity to the needs and feelings of others, as well as the extent to which he/she values agreement among coworkers. This trait can be viewed as valuing cohesion; being helpful and cooperative with others; and easily accepting other people.

This candidate is likely to appear helpful and cooperative in most circumstances, as long as others are mostly in agreement. Still, during times of conflict or challenge, the candidate may appear more skeptical and critical of others' intentions, ideas, and efforts. This candidate will generally balance a desire for agreement and participation with some amount of impatience, scrutiny, or doubt.

Confidence

This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.

This candidate is likely to struggle with feelings of self-doubt and inferiority. The candidate will likely hold an overly critical view of his/her own abilities and may be quick to accept blame (even when undeserved). The candidate will likely appear pessimistic and will only reluctantly express opinions, while often conceding too easily to others' opinions.

Reliability

This component measures the tendency of a person's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterised by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.

This candidate is likely to approach work in an orderly and efficient manner. The candidate is motivated to fulfill his/her obligations and will take responsibility for his/her actions without hesitation. When working on challenging or even mundane tasks, the candidate will apply a consistent level of effort following a well-planned and purposeful approach to his/her work.

Compliance

This component measures a person's tendency to acknowledge and respect authority and to accept and comply with rules. This trait is demonstrated by: trustworthiness; protecting sensitive or confidential information; following required procedures; and honouring one's commitment to the organisation.

This candidate is likely to make decisions and take actions that are consistent with his/her own desires, regardless of appropriateness or compliance with policies, rules, or laws. The candidate will primarily seek to serve themselves, possibly resisting disciplinary action or evading accountability. The candidate may demonstrate dishonesty and a lack of concern for repercussions, making it difficult to trust them with confidential or sensitive information.

Safety Judgment

This measures the tendency to make good judgements about how to safely and efficiently perform job duties in environments that may be unpredictable or dangerous. This type of judgement is characterised by making good decisions regarding the priority of safely performing job duties, advocating safe work practices, and using sound judgement about what to do in unsafe situations.

This candidate is not likely to exercise sound judgements when placed in unpredictable or dangerous environments. He/she is not likely to advocate safety behaviour to peers, may prioritise productivity goals ahead of safety goals, and may not feel that safety rules need to be followed at all times.