

Dependability and Job Fit Ratings

The Dependability rating for John Henderson is: **A**

The Dependability Rating is a measurement of an individual's level of integrity, flexibility, patience, and stress. The Dependability Rating is a general guideline as to the dependability of the individual with regard to tardiness and/or absenteeism, adherence to policies and procedures and reliability.

Legend

A - John Henderson's assessment results indicate that he or she possesses the personality traits of a dependable and reliable worker.

B - John Henderson's assessment results indicate that he or she possesses some of the personality traits of a dependable and reliable worker.

C - John Henderson's assessment results indicate that he or she possesses personality traits that may impact his or her ability to be a dependable and reliable worker.

Study data has revealed that there are a few core traits that are required for success in most positions. Following are the core traits that determine job fit.

Energy: Measures the individual's energy and drive level, as well as ability to work under pressure.

Energy

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

- | | |
|------------|---|
| 1-2 | Questionable. Exceptionally high tension and anxiety may be indicative of personal or physical problems. Tension and anxiety could also result in work-related injuries, absenteeism and inability to focus on job. |
| 3-7 | Ideal. Has energy to wait on customers and perform job, yet also able to stay focused on job. |
| 8-9 | May have low energy. |

Flexibility: Measures the individual's ethics, honesty, reliability and dependability as this trait relates to handling customers' needs and/or following company policies and procedures.

Flexibility

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

- | | |
|------------|---|
| 1-2 | Questionable. Highly flexible. May not follow company guidelines or policies relating to dealing with customers, safety, health or cleanliness. |
| 3-7 | Ideal. Projected to be honest, reliable and dependable, yet flexible and adaptable to change. |
| 8-9 | Highly structured. |

Communication: Measures an individual's ability to meet and deal with people.

Communication

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

- 1-2 Questionable. Very reserved and uncomfortable meeting and dealing with customers and others. Customers may perceive as being unfriendly or aloof.
- 3-7 Ideal. Able to meet and deal with customers and communicate effectively. Also able to listen attentively.
- 8-9 **Highly gregarious and sociable.**

Emotional Development: Measures an individual's ego, self-confidence and patience in dealing with people, situations and stress.

Emotional Dev

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

- 1-2 Questionable. Low self-esteem and diminished ego can result in impatience, childish behavior and inability to handle stress.
- 3-7 Good level of self-esteem and ego. Wants to get work done quickly, but not overly impatient with customers or other co-workers.
- 8-9 **High ego and laidback attitude. May procrastinate or take too much time serving customers.**

Assertiveness: Measures the individual's ability to take orders and directions from others.

Assertiveness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

- 1-5 **Ideal. Will follow the directives and instructions of others and be cooperative with co-workers and customers.**
- 6-9 Questionable. May be difficult to manage and overly dominant.

Mental Toughness: Ability to handle pressure and stress without becoming discouraged.

Mental Toughness

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨

- 1-2 Overly sensitive to criticism and rejection. May take things too personally.
- 3-7 **Ideal. Tough enough to handle ups and downs in a job, but sensitive to the needs of others.**
- 8-9 Very tough minded. May lack empathy.

The Job Fit rating for John Henderson is: B

The General Job Fit Rating is a general guideline indicating the degree to which an individual possesses these core traits.

Legend

A - John Henderson's assessment results indicate that he or she possesses personality traits that are likely to be a good job fit.

B - John Henderson's assessment results indicate that he or she possesses personality traits that may be an acceptable job fit.

C - John Henderson's assessment results indicate that he or she possesses personality traits that are not likely to be a good job fit.