ACCELA

How To Interpret Job Fit Reports

Solution Sales Job Fit Report for John Tester ①

② **Overall: 93%**

③ **General Reasoning**
(Cognitive)

Slower Processing
Accepts Simple & Repetitive Work

⑤

Faster Processing
Needs Intellectual Challenge ★

④ - John tends to rapidly think of solutions which can work well for solution sales type positions

- Quick learning speed means that John may become bored if not continually challenged

- John may be better suited for environments where the sales process and products are more complex in nature

Question: Tell me about a time when you solved a very complex problem for a customer. Describe the problem and the solution you proposed.
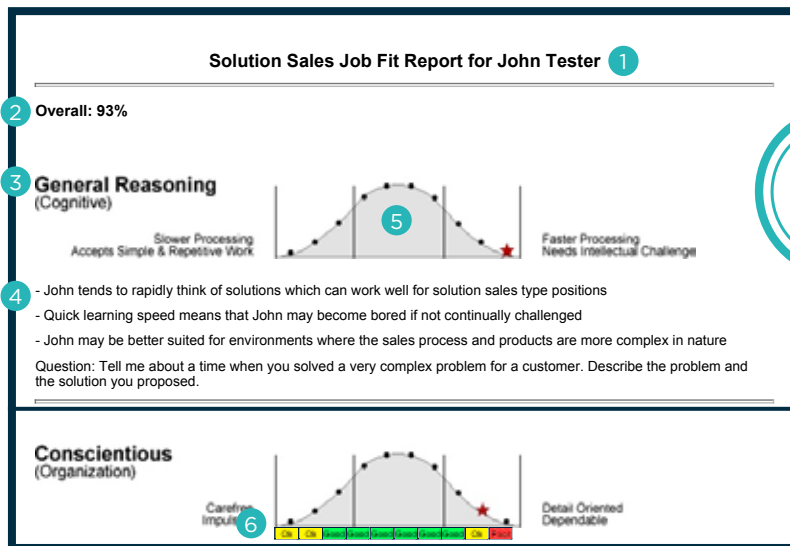
Conscientious
(Organization)

Carefree
Impulse

⑥

Detail Oriented
Dependable ★

1. Job Fit Benchmark

This is the template of the ideal candidate as determined by a number of scientific studies and previous research of where the best candidates score. We have a library of over 120+ job fit templates for you to use right away and we can also create custom job fit benchmarks for your business if required.

2. Percentage Job Fit Score

This gives you an overall percentage job fit score for the candidate when compared to the ideal fit for the job role. The lower the score, the less likely the candidate will be successful in the job.

3. General Reasoning Ability

This tells you how well candidates have scored on the Cognitive Ability Test and is an indication of how well candidates can solve problems, learn new things and, process information and what level of challenge they can handle.

4. Narrative Description

The narrative description provides an interpretation of the candidates score and a summary of their preferred behavioural approach to work in relation to the each specific trait.

5. Bell Curve Score

The red star illustrates where candidates actually scored for each specific trait in relation to all the other particpants that have completed the PeopleClues assessment.

6. Benchmark Indicator

This illustrates the level of job fit the candidate has against the template of the ideal candidate and is specific for each trait. Candidates scoring in the Green area represent a good fit for the role, candidates scoring in the Yellow area represent an OK level of job fit and candidates scoring in the Red area represent a poor level of job fit.

Powered by
PeopleClues
Hire thinking.

> Question: Tell me about a time when your compensation was mostly tied to individual and internally competitive type results. What did you do to make it work for you?

Good Impression
(Social Desirability)

Frank
Candid

Exaggeration
Disguised

- John has responded with a moderate level of exaggeration, but still within acceptable levels

7. Candidate Specific Interview Questions

This gives you a suggested interview question to ask the candidate that is specific to the job role and the candidates score for each trait. Use the interview questions to help you probe and verify the candidates level of job fit.

8. Good Impression Scale

This gives you an indication as to whether the candidate has responded in an honest and open way to the assessment or if they have tried to exaggerate and disguise their responses, perhasps in an atempt to fake the assessment or second guess the assessment.

TOP TIPS
Selecting The Best Candidate

1. Check the candidates overall level of job fit using the percentage job fit score and determine if they are a candidate you want to invest time assessing further. Remember, the higher the job fit score, the more likely it is they will go on to be successful in the job role.

2. Next, check to make sure they have a "valid" profile by assessing the candidates score on the Good Impression scale. Remember, too high a score would suggest the candidate may have disguised or exaggerated their answers casting some doubt on the accuracy of the report..

3. Finally, review each of the scales to understand the candidates level of job fit. Remember, you should use the interview questions to help you probe and verify the candidates scores at interview.