



## INDIVIDUAL ASSESSMENT REPORT - STRICTLY CONFIDENTIAL

The purpose of the assessment has been to provide further information to assist with the recruitment of

# Ms. Sam Sample

On Wednesday, 10th June 2009

Prepared by

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## **Confidentiality**

This highly confidential document is provided to the client on the candidate named on the cover sheet on the basis that the need for this confidentiality is recognised, accepted and that such confidentiality will be strictly maintained.

It should therefore only be read by staff specifically involved with the selection, promotion or development of the person named, and stored securely with minimum access.

Should a report be required at a later date, it can be obtained without further cost, from Psych Press archives.

## **Objectives**

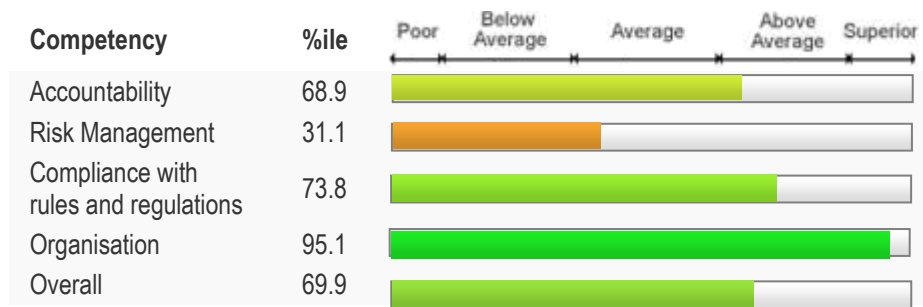
The report on the candidate's capabilities has been done based on several assessment materials used to provide objective information about the competencies which might be required for the specific position.

## **Cross validation of Outcomes**

This report provides objective information on candidate's capabilities. We recommend supplementing it with other information obtained from other sources like interviews or other reports.

*The following report has been based on a scientifically validated profile, providing elements of insight or understanding into Ms. Sample's work behaviour style. The profile is intended to provide you with a point of reference from which you can objectively assess her work suitability or strengths and weaknesses as part of a career development plan.*

## WORK SAFETY PROFILE



*The work safety profile measures Ms. Sample's work-related attitude and style in relation to work safety behaviour. The profile assesses her personal accountability, ability to manage risks, compliance with rules and regulations, organised approach, and overall work safety attitude.*

Ms. Sample's performance on the work safety profile has placed her in the above average range compared to the general population in the resource and petrochemical industries. The results reflect a very strong tendency to perform her tasks in a planned and organised manner. She prefers planning tasks ahead and being fairly cautious when performing her tasks. These attributes imply that she is likely of experience a low number accidents in the workplace. If things go wrong she is likely to take personal responsibility and not shift the blame on others or the situation.

She has a fairly strong appreciation of company rules and regulations and is likely to follow company instructions. However, she appears to look favourably at taking unnecessary risks to achieve the required outcomes. This impact is likely to be modified by her planned and organised approach which will minimise uncalculated risks.

Overall, Ms. Sample is likely to be fairly work safety aware and experience a reasonably low number of accidents.

## General Information for Interpreting Report findings

<b>Objective Information</b>	This report provides objective information on the candidate's abilities.
<b>Educated Decision Making</b>	The candidate's performance is compared with a relevant population group to assist in achieving effective Human Capital decision making.
<b>Interpreting Results</b>	The results are presented in terms of a percentile (%) score for each test administered. A percentile is a score equal to or below which a certain percentage of the members of a selected sample group fall. Percentile scores can be misleading if small differences between individuals' scores are interpreted as implying significant differences in work performance.
<b>Population Norms</b>	Candidate's specific scores can be compared to a relevant Australian adult sample as a reference group or to a relevant sample from ones organisation.
<b>Score Ranges</b>	Psych Press uses a basic score range for ability percentile scores: 91st - 99th percentile – Superior performance 63rd - 90th percentile – Above Average performance 37th - 62nd percentile – Average performance 10th - 36th percentile – Below Average performance 1st - 9th percentile – Poor performance