

Siriüs

Job Fit Report

Role: Engineer

Joe Bloggs | 7 April 2014 | [CONFIDENTIAL](#)

Introduction

The Sīriūs Job Fit Report contains three sections, each designed to provide the hiring manager with the information needed to understand the candidate's fit for the position. No formal training or qualification in assessment is necessary to interpret the results.

Overall Summary

The graphs on the overall summary page (page 3) show Mr Joe Bloggs's likely fit with the competencies chosen for the role of Engineer. Mr Bloggs's potential is predicted from the results of the 16PF® personality questionnaire and test of General Mental Ability (GMA). This is based on research about the relationship between the questionnaires and job competencies.

Qualifications and Experience

This section summarizes Mr Bloggs's response to the essential or required and desirable or preferred qualifications and experience. These were specified by your organization for this role.

Detailed Competency Results

In this section, each competency that your organization selected as necessary in the job is explored in detail. The likely fit of Mr Bloggs to the competency is described, based on the degree of compatibility between Mr Bloggs's 16PF results and his ability test result, and the behaviors required to demonstrate the competency effectively.

Use of the Report

The statements and results in this report should always be checked against other information gathered during the recruitment process, such as interviews or biographical data. All information in this report is confidential and should be treated responsibly (e.g. shared only with people who need to know the results and stored privately).

It is important to consider that:

- The personality results are based on Mr Bloggs's description of his own personality and behavior, not how other people see him. The accuracy of the results is therefore dependent on Mr Bloggs's openness in answering the questionnaire and upon his level of self-awareness.
- The results are compared against those of a large group of people who have completed the questionnaires.
- Statements in the report which describe Mr Bloggs's likely style are not based on a direct measurement of his skills or knowledge, and therefore do not present final conclusions about his ability. The result of the ability test is shown separately for clarity.

The results of the questionnaire are generally valid for 12–18 months after completion, or less time if individuals undergo major changes in their work or life circumstances.

Overall Summary for Mr Bloggs

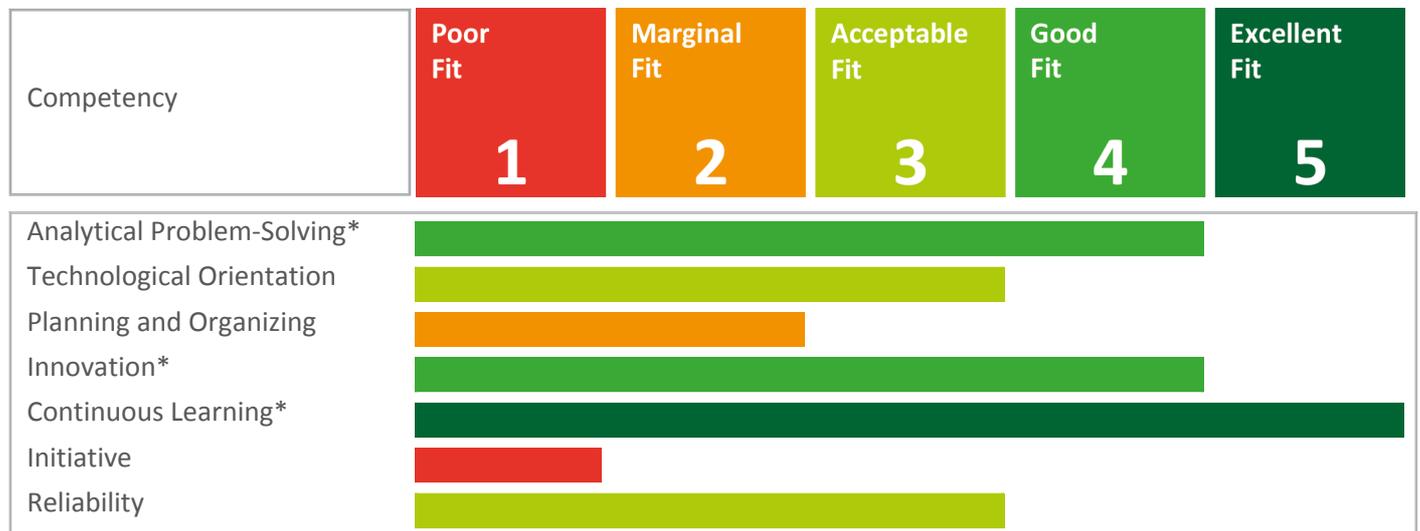
Job Suitability

This score is calculated by combining all of the competency scores below and giving greatest weight to the most important ones (not just a simple average).



Competency Results

The results below are Mr Bloggs's scores for each of the competencies chosen for Engineer with the most important listed first. The level of fit is based on the degree of compatibility between Mr Bloggs's results and the competencies.



General Reasoning Ability Test Results

This test measures a person's capability to solve problems and draw logical conclusions; this capability is critical in the world of work.

In this non-verbal test, Mr Bloggs was asked to answer questions in which he had to say which diagram came next in a logical sequence.

This result shows how well Mr Bloggs has done, compared with a large group of people who have taken the test before. The score is already included in the competency scores above (those marked *).



Mr Bloggs is likely to solve logical problems quickly.

Qualifications and Experience

Bloggs's responses to the essential or required and desirable or preferred qualifications your organization identified as required for the role of Engineer are shown below.

Qualifications

Essential

A valid driving licence



Desirable

Masters degree in engineering



Bachelors degree in engineering



Experience

Essential

Experience in automotive industry



Desirable

Experience in motor vehicle engineering and design



Detailed Competency Results

These pages give a more detailed interpretation of each competency with specific implications of Mr Bloggs's results for the role of Engineer.

Analytical Problem-Solving

Description: This competency is concerned with applying an analytical approach to solving problems and reaching logical conclusions. This means gathering information from a variety of sources and quickly gaining an understanding of it. It requires working effectively with complicated, conflicting or ambiguous information, and looking beyond the surface of issues to identify their underlying patterns and causes.





- Analyses data and solves problems in a cautious, considered way.
- Mr Bloggs absorbs new information quickly and is likely to be comfortable working with complex problems.



- Values feelings and intuition when solving problems rather than using logic or objectivity.
- Concern for practical details when problem-solving; may miss the wider context of the situation.

Technological Orientation

Description: Those demonstrating Technological Orientation show comfort and aptitude using technology in order to reach goals more efficiently and to a higher standard of quality. It means showing an openness to advancements in technology and being quick to understand them. People who are strong in this area will use technology appropriately, and will help others to appreciate and understand the benefits of using technology.





- Prepared to use familiar methods as well as try new approaches.

Planning and Organizing

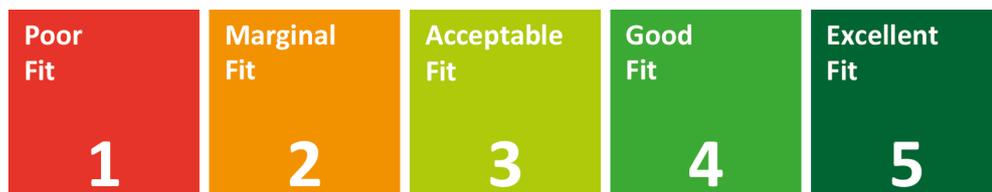
Description: This competency requires people to establish and prioritize tasks and objectives in order to manage time and resources appropriately. Effective planners will set deadlines based on the time required for each task, and on how each part of their plan affects the others. They will also have backup plans in case the situation changes.



	- As conscientious as most when incorporating standard procedures into plans.
	- Shows little concern for planning.

Innovation

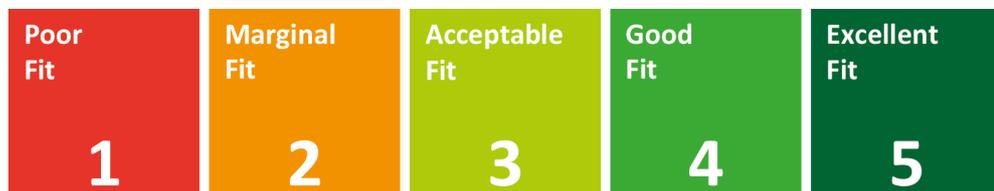
Description: Innovation is about turning creative ideas into original solutions. This competency is concerned with producing new or different approaches to current situations and enabling this creativity in others. An innovative approach involves both generating ideas and seeing them through to implementation.



	<ul style="list-style-type: none"> - Tends to operate without detailed planning, thus may be happy with change and innovation. - Mr Bloggs is likely to be able to quickly evaluate new ideas.
	<ul style="list-style-type: none"> - Comfortable with both established methods and new ones. - Adheres to rules, but will not dismiss necessary change.
	<ul style="list-style-type: none"> - Oriented towards practical and realistic solutions. - Prefers to think ideas through thoroughly before sharing with others.

Continuous Learning

Description: This competency is concerned with continually seeking new knowledge and skills, as well as developing existing capabilities. It involves taking advantage of all opportunities for professional development, seeking feedback on both style and performance, learning from others and gaining valuable lessons from successes and mistakes.





- More self-critical than most; so may be motivated to take up development opportunities.
- May feel intimidated by feedback or criticism, but likely to address them.
- Mr Bloggs absorbs new information quickly and accurately, and is likely to be comfortable with complex concepts.



- Enjoys developing knowledge and new skills.



- Only takes advantage of opportunities for development if they happen to arise.

Initiative

Description: People showing Initiative are constantly looking for things to do. They are self-confident and proactive and will generate activity for themselves rather than waiting for instruction. They are also prepared to take risks if they feel there is potential benefit in doing so.





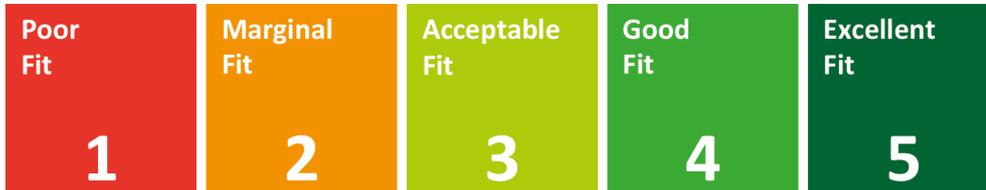
- As active and energetic as most people at work.
- Open to opportunities.



- Not confident when using initiative.
- Productivity levels vary depending on mood: which may be changeable and negative.
- Inhibited from taking risks.
- Avoids expressing ideas, in order to avoid conflict.

Reliability

Description: People demonstrating Reliability are conscientious and focused on working for the good of their team and organization. They willingly follow processes and procedures, rarely miss work or appointments and always warn others in advance if it seems they might fail to meet their commitments.



-  - Often complies with the wishes of others.
-  - Follows rules when necessary.
-  - Less self-disciplined than most; this may lead to being casual about some responsibilities.



unlocking potential

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