

Report for: SAM SAMPLE

Answer Sheet Serial Number: 5

The **Employee Screening Questionnaire - Great Clips (ESQ-GC)** is a highly advanced assessment used to predict an applicant's future work behavior. It was professionally developed by leading experts and it leverages decades of research in personality.

The results reported on this page are based on the above job candidate's responses to the ESQ-GC.

It is important that persons administering and interpreting the ESQ-GC read and follow the instructions found in the ESQ-GC User Guide. You are not authorized to use this assessment unless you follow the instructions found in the User Guide. For a free copy of this document, please call SIGMA at (800) 265 1285 option 2.

This report should not be shown to the job candidate. User assumes all liability resulting from the release of this confidential information to unauthorized persons, including the job candidate.

Results

		Low	Medium	High
Overall Hiring Recommendation		PROCEED		
Positive Work Behaviors	Delivering Our Brand	████████████████████		
	Productivity, Efficiency	████████████████		
	Accuracy	██████████		
	Commitment, Job Satisfaction	██		
Risk of Counterproductive Behavior		████████████████████		

Definitions

Overall Hiring Recommendation

The Overall Hiring Recommendation is based on combined scores for Positive Work Behaviors and Risk of Counterproductive Behavior.

Delivering Our Brand

Enjoys interacting with customers, takes initiative to be helpful, courteous, accommodating and flexible, makes a conscious effort to connect with customers, fulfills customer needs considerately and dependably, concerned with maintaining a good reputation among customers.

Productivity, Efficiency

Feels obligation to work hard, persistent, not easily distracted.

Accuracy

Demonstrates care and attention to detail, well organized.

Commitment, Job Satisfaction

Enjoys working with others, considerate, optimistic, likeable, and cooperative, feels a sense of duty toward employer and coworkers.

Risk of Counterproductive Behavior

More likely than the average to engage in on-the-job delinquent acts such as unauthorized absences, lateness, loafing, sabotage of employer's production or property, safety infractions, and theft.