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Applicant Profile Inventory

Samantha Sample

5SER6J6C

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Description of Low Scores	Percentile (0 20 40 60 80 100)	Description of High Scores
The composite score, based on a combination of the 11 scales shown below, tends to be low.	74	**Composite Score** The composite score, based on a combination of the 11 scales shown below, tends to be high.
Tends to be relatively low in diplomacy when interacting with others; does not feel a need to be polite with everyone; can be very direct with others.	97	**1. Consideration** Is considerate and polite with difficult people; shows respect to others; pays attention to the needs of others; may strive to please too much.
Tends to feel unproductive in groups; is not concerned about getting along with everyone; has difficulty working with people he/she does not like.	61	**2. Teamwork** Seeks opportunities to help coworkers; enjoys working in a group; may be inefficient when working individually; may need extra guidance.
Openly expresses emotions; may show frustration or anger if things go wrong; tends to get upset or irritated if criticized.	97	**3. Emotional Control** Controls temper and impulses; rarely shows anger or frustration; may keep emotions bottled up; is patient with others.
Avoids ambiguity and frequent change; prefers working in a predictable environment; is slow to adjust to new circumstances.	65	**4. Adaptability** Easily adapts to new ways of doing things; accepts uncertainty and embraces change; may dislike routine work and procedures.
Tends to avoid taking on new work or volunteering; tends not to be concerned about improving performance; postpones starting new projects.	61	**5. Initiative & Effort** Continuously strives to improve performance; may over volunteer for new assignments; does not put off unpleasant tasks; ensures work is correct.
Does not always follow through and complete assignments; is somewhat unpredictable; finds it hard to stay motivated to complete tasks.	74	**6. Dependability** Follows through and meets deadlines; is committed to fulfilling responsibility; is predictable; stays focused; can be counted on in a crisis.
Tends to find loopholes in rules to get the job done; does not like to be constrained by strict rules; may be inclined to change rules if they are disliked.	68	**7. Rule Following** Follows rules/procedures even if they are inconvenient; complies with policies and work procedures; usually strict about right and wrong.
May have injuries because of a willingness to take risks; tends to do risky things if challenged to do so by others; may take personal safety risks.	98	**8. Risk Avoidance** Is cautious and avoids taking risks; does things to prevent accidents or problems; believes own actions determine chances of success.
May be slow to develop a strong attachment to his/her employer; may lack enthusiasm about his/her job; possibly not fully engaged with work.	46	**9. Retention/Attendance** Is quite enthusiastic and engaged about work; shows up for work in spite of obstacles; tends to feel commitment to stay with a job long term.
If score is below 10, has an expansive self perception that likely exceeds own capabilities; thinks that he/she can do things that most people cannot.	30	**10. Self Perception** If score is above 90, has a self perception that is unpretentious; recognizes personal limitations and has a modest view of own capabilities.
If score is below 10, has described self in an inflated manner; has described self as possessing highly virtuous characteristics that few people claim.	46	**11. Self Presentation** If score is above 90, has described self in a humble manner; has admitted to common personal flaws and vices more frequently than most people.

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