



Individual's Feedback Report

One person

DEFINITIONS

PERSONALIZED FEEDBACK



PROVIDED BY

Justin Wiegand
Sift HR
Urbana, IL 61801
(309) 310-8048



PXT Select Authorized Partner:
Sift Human Resources LLC
Find Fit. Hire Right.
www.sifthr.com

INTRODUCTION

The goal of this report is to give you feedback from the assessment you took and help you achieve greater success in your work endeavors.

What's in this report?

DEFINITIONS

On the following pages, each of the styles, traits, and interests that were measured by the assessment will be defined

PERSONALIZED FEEDBACK

You will receive personalized feedback based on your results and how they should be interpreted

What did the assessment I took measure?

THINKING STYLE

- Thinking Style is the ability to process information.
- It includes problem-solving, communication, interaction, and learning skills.

BEHAVIORAL TRAITS

- Behavioral Traits are commonly observed actions that help define who you are.

INTERESTS

- This section may predict your motivation and potential satisfaction with various jobs.

RESULTS INTERPRETATION

THINKING STYLE

Composite Score A reflection of overall learning, reasoning, and problem-solving potential

- You are almost always able to adapt to a variety of training situations.
- It is very likely that you will find it easy to learn the requirements of a new job.
- You may appreciate a challenge while training on new tasks.
- Most likely, you solve problems well, considering solutions from many different perspectives.

Verbal Skill A measure of vocabulary

- Most likely, you would excel in a job that requires strong vocabulary skills.
- You tend to communicate using a diverse vocabulary.
- You are able to read and understand material written in complex and advanced language.
- You probably write with sophistication and precision.

Verbal Reasoning Using words for reasoning and problem solving

- You are able to draw on and assimilate verbal and written information from a variety of sources when thinking through decisions.
- Most likely, you are good at analyzing and using abstract verbal information.
- Recognizing useful information in complex communications is probably one of your strengths.
- You tend to be good at reasoning through and solving problems using high-level verbal information.

Numerical Ability A measure of numerical calculation ability

- You are typically very accurate when working with numerical data.
- Even under pressure, you tend to be capable of precise numerical calculations.
- Most likely, you are adept at using formulas or other equations to solve numerical problems.
- You would probably excel in a job that requires you to perform accurate calculations to solve difficult problems.

Numeric Reasoning Using numbers as a basis in reasoning and problem solving

- You are able to use complex numerical information to make decisions and address work-related issues.
- Solving complicated numerical problems likely comes easily to you.
- You probably readily understand the implications of detailed numerical information.
- Most likely, you are able to draw your own conclusions using advanced numerical concepts.

BEHAVIORAL TRAITS**Pace** Overall rate of task completion

- You tend to work at a steady, productive pace.
- Most likely, you don't particularly like feeling pressured.
- At times, you might get caught up in the planning stages of a project.
- You will probably take action with urgency when necessary.

Assertiveness Expression of opinions and need for control

- Situations in which you are held accountable for results tend to motivate you.
- Most likely, you are willing to be more of a leader than a follower.
- Typically, you use direct statements.
- You will likely express yourself with a fair amount of confidence.

Sociability Desire for interaction with others

- You tend to be reserved in some situations, but are also willing to interact with others whenever needed.
- You probably enjoy working by yourself, at least some of the time.
- On occasion, you will probably reach out to others for feedback.
- You can function well without relying on a large network of work relationships.

Conformity Attitude on policies and supervision

- Typically, you are willing to accept guidance and suggestions from others.
- You appear to be friendly and cooperative.
- Most likely, you're willing to conform to company policies without feeling a loss of personal freedom.
- You will usually accept advice and criticism well.

Outlook Anticipation of outcomes and motives

- Usually, you trust others' motives.
- You tend to be optimistic about changes to policies and procedures.
- Typically, you have positive expectations for solutions to problems.
- You may, at times, be enthusiastic about change and unexpected challenges.

Decisiveness Use of speed and caution to make decisions

- You prefer to carefully consider your decisions when confronted with a problem.
- When making decisions, you tend to want plenty of time to thoroughly consider your options and all available information.
- You likely find it difficult to make quick or hasty decisions under pressure.
- You probably want to avoid the consequences of making a bad decision by carefully deliberating and weighing your options.

Accommodation Inclination to tend to others' needs and ideas

- You tend to have a cooperative outlook and are generally prepared to help others.
- Usually, you recognize the need to share resources and information.
- When it comes to most issues, you are more likely to express a moderate opinion.
- Most likely, you will seek solutions that are acceptable to everyone.

Independence Level of preference for instruction and guidance

- You generally prefer minimal instruction when carrying out important tasks.
- On occasion, you may want some degree of guidance to make sure you are on the right track.
- Usually, you are self-sufficient and willing to take on new developments or challenges.
- In most situations, you appreciate the freedom to determine how you will get things done.

Judgment Basis for forming opinions and making decisions

- You tend to apply your knowledge of the facts to current problems and situations.
- You typically focus on logic, rather than your own instincts, to make decisions.
- You tend to take an objective view of situations and to minimize your own feelings when formulating your opinions.
- You tend to make objective, factually driven decisions under pressure.

INTERESTS

The assessment you took measured six possible Interests. They are listed below, along with definitions, from the area in which you expressed the most interest to the one in which you expressed the least (any ties are noted).

Your Order of Interests

- Ordered from your highest- to lowest-scoring interest
- Ties are indicated if present

TIED	Technical	A Technical interest suggests the enjoyment of learning technical material, interpreting complex information, and solving abstract problems. Individuals with this interest may enjoy working with numbers, data, and/or computer programs.
	Mechanical	A Mechanical interest suggests the enjoyment of building and repairing things and working with machinery or tools. Individuals with this interest may like tasks that involve using their hands, being outdoors, and/or breaking a sweat.
	Financial/Admin	A Financial/Admin interest suggests the enjoyment of working with numbers, organizing information, and office routines such as record-keeping and completing paperwork. It could indicate an eye for detail and a desire for accuracy.
	Enterprising	An Enterprising interest suggests the enjoyment of leadership, presenting ideas, and persuading others. Individuals with this interest may desire responsibility and exercise initiative, ambition, and resourcefulness.
	Creative	A Creative interest suggests the enjoyment of imaginative and artistic activities. It often involves personal expression, emphasis on aesthetics, and novel ways of solving problems, producing ideas, and designing new things.
	People Service	A People Service interest suggests the enjoyment of collaboration, compromise, and helping others. It may indicate a strong sense of empathy and support and a knack for bringing people together.