Wheebox

COMPASS 8PA

JAMES

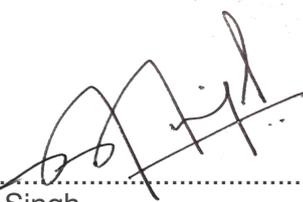|	
Date of Assessment	: 2018-03-07
Test Duration	: 30 Minutes
Time Taken	: 21 Minutes 8 Seconds

Certificate of Achievement

James Miller

has successfully completed

COMPASS 8PA

Sanjay Singh
Head of Consumer Certifications

Wheebox
Measuring World's Talent and Skill Potential

Date of Certification: 2018-03-07
Certificate ID: COMPASS1002302614
Validate: wheebox.com/verify

Introduction

The Compass Test is a work-based questionnaire that aims to describe an individual's personality based upon five major scales - Openness to Experience, Conscientiousness, Extraversion, Agreeableness and Emotional Stability. The test is well established on the Big Five model, currently recognized as the most stable and well defined structure of personality. Because the Major Scales are largely independent of one another, they can additionally be interpreted in combination so that particular meanings can be assigned to certain patterns of scores. For example, a person with high Openness to Experience and high Emotional Stability can be meaningfully differentiated from a person with low Openness to Experience and low Emotional Stability.

Compass Standard Profile Report

This Compass Profile report is built around well known organizational competencies which are essential to perform well in a variety of jobs. This information will underpin recruitment decisions, coaching and development interviews along with various other talent management interventions across an employee's lifecycle.

Each section provides a competency definition, the individual's scores on each of the five major scales which contribute to the analysis and narrative interpretations of these results.

Understanding the Scores

Much of the information provided in this report is presented in the form three scoring categories and therefore it is important to be able to read them accurately and make use of the information contained within them.

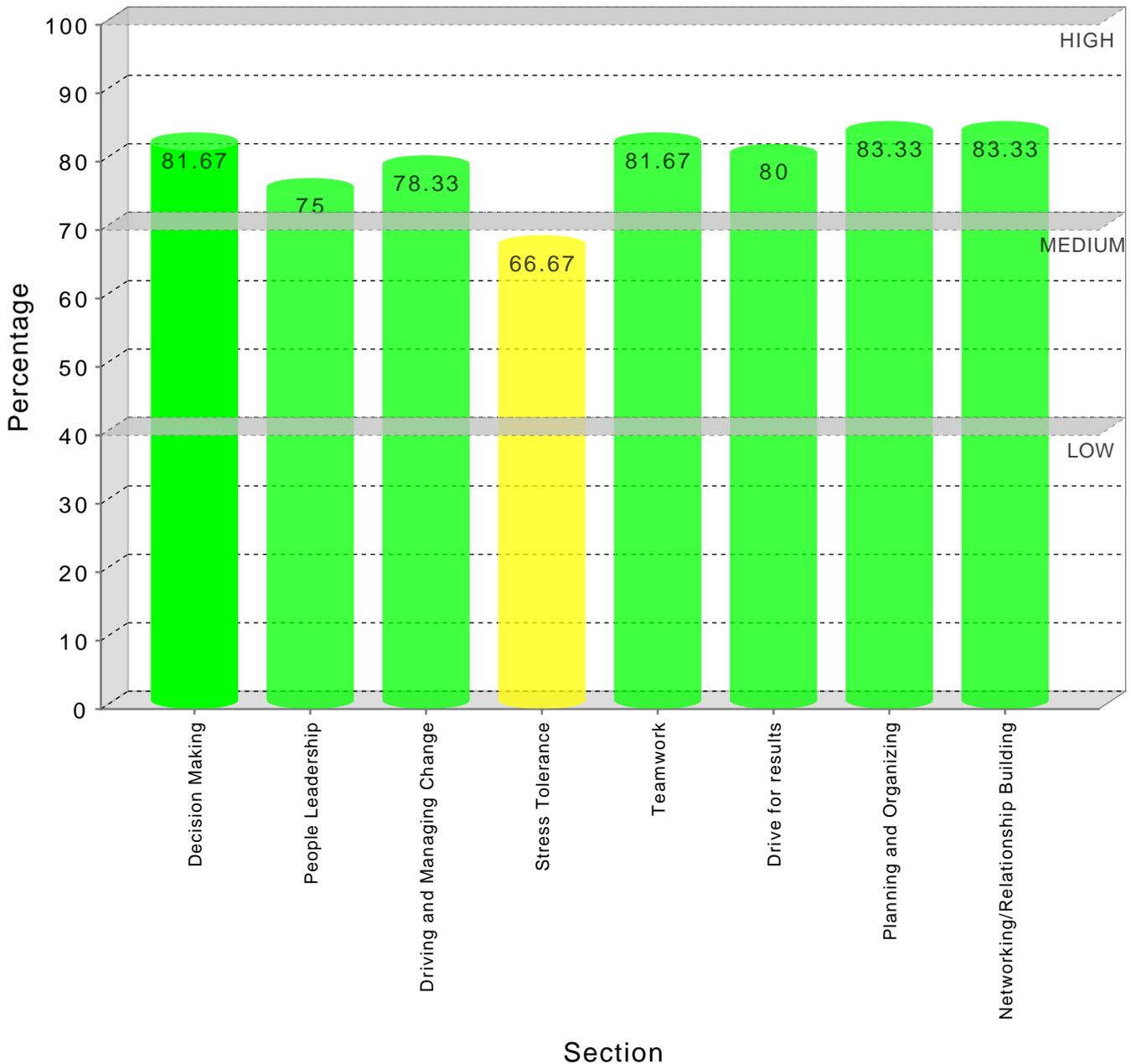| Category	Description	
BE	Below Expectations/Low	Requires high level of supervision and guidance. Needs multiple suggestions for improvements.
ME	Meets Expectations/Medium	May require specific inputs for further improvement.
EE	Exceeds Expectations/High	Manages independently. Consistently demonstrates appropriate behavior.

1%-20%	★
21%-40%	★★
41%-60%	★★★
61%-80%	★★★★
81%-100%	★★★★★

Section Report

Percentage vs Section

Section	Percentage
Decision Making	81.67
People Leadership	75
Driving and Managing Change	78.33
Stress Tolerance	66.67
Teamwork	81.67
Drive for results	80
Planning and Organizing	83.33
Networking/Relationship Building	83.33

HIGH
MEDIUM
LOW

High Interest Scorers are above the 70th percentage. Average Interest Scores are between the 40th and 70th percentage. Low Interest Scores are below the 40th percentage.

Overall Candidate Potential Index is ★★★★ EE

Decision Making

★★★★★

CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
DM	Decision Making	0% ▮▮▮▮▮ 100% 81%	0% ▼ 100% 96%

The ability to exercise good judgement in making decisions, considering all the available sources of information and alternatives.

Candidate Feedback

This individual may prefer to work in structured environments and devise systematic approaches to achieve work goals and make decisions. Such people prefer planned tasks and organize work by bringing together the necessary resources. They practice and plans for contingencies to deal with unexpected events or setbacks. They identify in advance the stages and actions to be taken in a task or project and schedule realistic timescales and milestones for tasks and projects. Such individuals will produce clear and comprehensive plans to achieve defined objectives. People with extremely high score may lack flexibility or be too dependent on the structure which may delay the decision making process. They may place high value on other peoples support, seeking the approval, assistance, understanding and affection of those colleagues. Such people may enjoy the social side of work and may be uncomfortable in conflicts. At times, high scores on both Conscientiousness and Agreeableness may lead to arriving at decisions that are based on popular consensus.
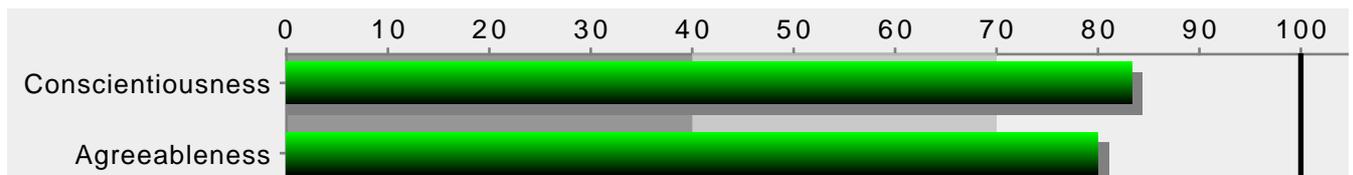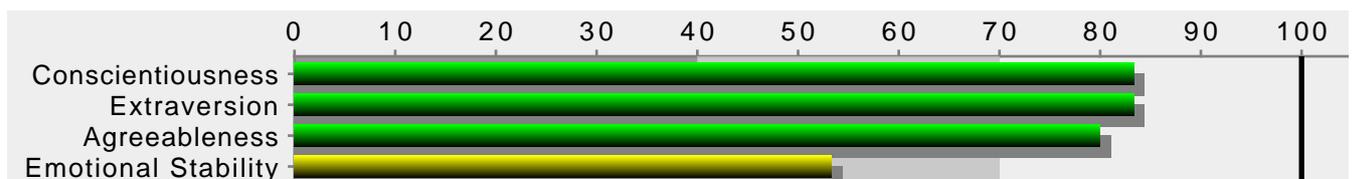
People Leadership ★★★★

CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
PL	People Leadership	0% ▮▮▮▮▮ 100% 74%	0% ▼ 100% 85%

The ability to guide others towards positive outcomes by providing them with clearly defined objectives, feedback & growth opportunities.

Candidate Feedback

This individual will produce clear and comprehensive plans to drive others to achieve defined objectives. Such individuals will give clear directions to team members and ensure that they are understood. They will coordinate team activities, set clear, measurable goals and objectives for team members in order to keep them focused on important objectives. They will prefer team to individual work and find it easy to build and maintain contact with known and unknown people. They will remain calm, stable and in control as most people. Probably, emotions will only overwhelm a person with such a profile on occasions, reflecting a reasonable ability to manage internal emotions and to keep an even temper when facing difficult, stressful or frustrating situations. However, they may put off addressing problems in case they interfere with established relationships. They may also be disappointed if colleagues do not offer support which may further impact their ability to take tough people decisions.

Conscientiousness
Extraversion
Agreeableness
Emotional Stability

0 10 20 30 40 50 60 70 80 90 100

Driving and Managing Change

★ ★ ★ ★

CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
DMC	Driving and Managing Change	0% ▮▮▮▮▮ 100% 78%	0% ▼ 100% 94%

To understand the need for change & proactively build/adapt systems, processes and capability to harness the change opportunity.
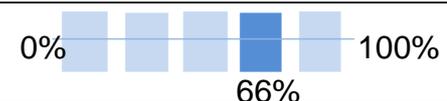
Candidate Feedback

This individual seems to be very comfortable with creative debates and discussions about new ideas, and may be stimulated when addressing complex problems or using new ways of looking at things. Such individuals will seek out continuous learning opportunities that develop self and expand organizational intellectual capital. They also seem to appreciate variety, novelty, change and even originality and may be able to adapt to very different kinds of work, environments and colleagues. By contrast, such individuals seem to value and respect environmental rules and social norms highly. People with this profile can be trusted to observe organizational rules and conventions and may worry about appearing different or giving offence. They may appear conformist and conventional. At times, high scores on both Openness to Experience and Agreeableness may cause conflict and tension within an individual. This should be investigated further.
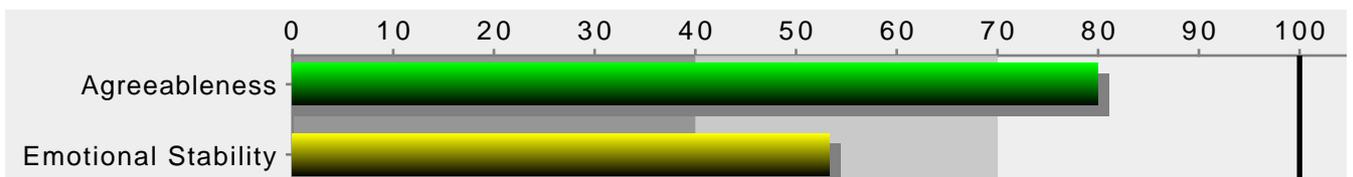
	0	10	20	30	40	50	60	70	80	90	100
Openness to Experience											
Agreeableness											
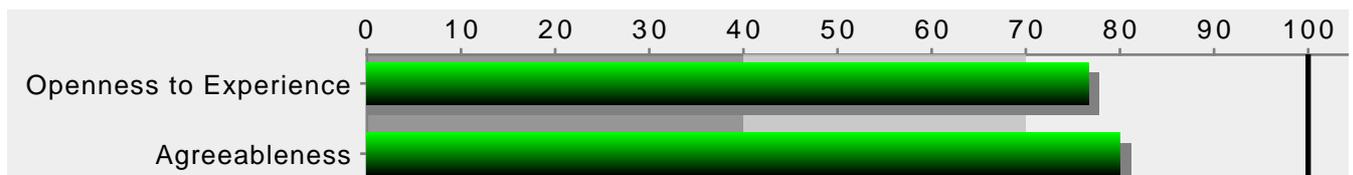
Stress Tolerance

★★★★

CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
ST	Stress Tolerance	0% ▮▮▮▮▮ 100% 66%	0% ▼ 100% 75%

The ability to maintain calm, controlled and positive manner when under pressure and remain focused on the task.

Candidate Feedback

Such individuals will remain calm, stable and in control as most people. Probably, emotions will only overwhelm a person with such a profile on occasions, reflecting a reasonable ability to manage internal emotions and to keep an even temper when facing difficult, stressful or frustrating situations. They may place high value on other peoples support, seeking the approval, assistance, understanding and affection of those colleagues. Such people may enjoy the social side of work and may be uncomfortable in conflicts. However, this combination of fairly managed emotions and seeking approval from others may put them at the risk of not addressing problems in case they interfere with established relationships.

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                0    10   20   30   40   50   60   70   80   90   100
Agreeableness   ████████████████████████████████████
Emotional Stability █████████████████████████
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Teamwork

★★★★★

CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
T	Teamwork	0% ▮▮▮▮▮ 100% 81%	0% ▼ 100% 92%

The ability to work collaboratively with others to achieve common goals and positive results.
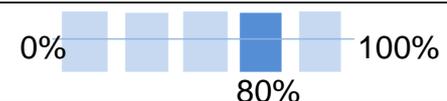
Candidate Feedback

This individual will be quick to place his/her faith in others and possess a positive view of others. Such individuals will tend to establish very positive relationships with others, are welcoming and tolerant of others diverse viewpoints, perspectives and attitude. They will tend to create relationships based mutual trust and exchange and will take people at their face value, rather than question their motives. They may be quick to offer support and encouragement to team members and will be attentive to the needs of others. Since such people are inclined to give others the benefit of doubt, they may at times be overly trusting and appear to be a little na ve. They may feel extremely disappointed if others take advantage of their trust and good-will. Such individuals will be comfortable working in a group and may prefer to take decisions in discussion with others rather than act in an independent manner. They tend to be a natural team member who works towards creating a supportive and harmonious work atmosphere. However, they may be at risk of letting personal relations getting in the way of objectives and tasks.
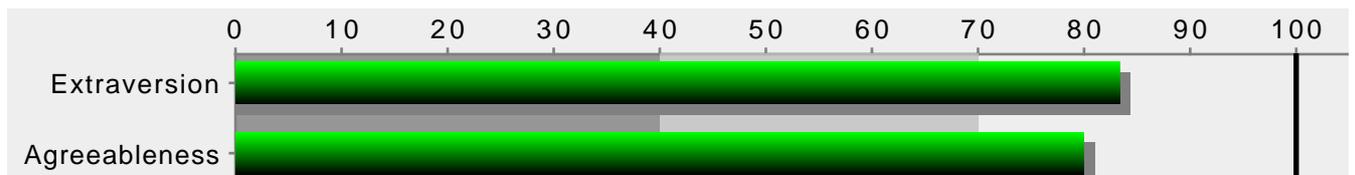
Drive for results

★★★★

CODE	COMPETENCY	COMPETENCY SCORE		PERCENTILE SCORE	
DFR	Drive for results	0% ▮▮▮▮▮ 100% 80%		0% ▼ 100% 97%	

It shows resilience and continuousness to strive to reach goals, despite obstacles. Demonstrates a focus on achieving results & objectives. Continuously strives to meet or exceed performance expectations.

Candidate Feedback

This individual will probably show great perseverance in completing work, even in the face of difficulties and distractions. He or she will see projects through once they take them on, feeling a personal commitment to deliver high work quality. Individuals with extremely high score may resist delegating work, feeling that they are the best people to be able to ensure quality standards. Furthermore, this need to complete a task with perfection and great quality may come along with trying newer methods to achieve a task. They may not stick to tried and tested work habits. Overall, this person may come across as highly responsible and highly interested in new ideas and methods. Being focused on thoroughness, combined with a desire to follow up new ideas could lead to tension over priorities. This area should be investigated further in the interview or any other development intervention.

	0	10	20	30	40	50	60	70	80	90	100
Openness to Experience											
Conscientiousness											
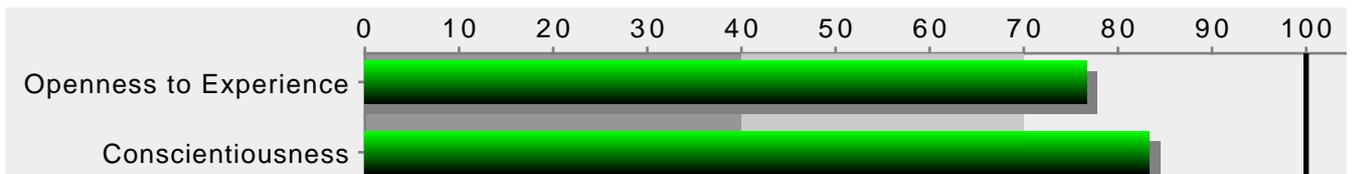
Planning and Organizing

★★★★★

CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
PO	Planning and Organizing	0%　　　　　　　100%　　83%	0%　　　　　100%　　100%

The ability to establish systematic action plans for self and others to assure accomplishment of specific objectives. Creates prioritizations based on urgency and criticality.

Candidate Feedback

This individual may prefer to work in structured environments and devise systematic approaches to achieve work goals. Such people prefer planned tasks and organize work by bringing together the necessary resources. They practice and plans for contingencies to deal with unexpected events or setbacks. They identify in advance the stages and actions to be taken in a task or project and schedule realistic timescales and milestones for tasks and projects. Such individuals will produce clear and comprehensive plans to achieve defined objectives. People with extremely high score may lack flexibility or be too dependent on the structure.
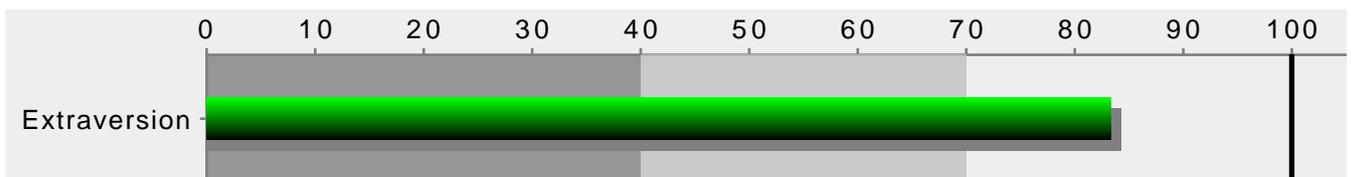
	0	10	20	30	40	50	60	70	80	90	100

Conscientiousness
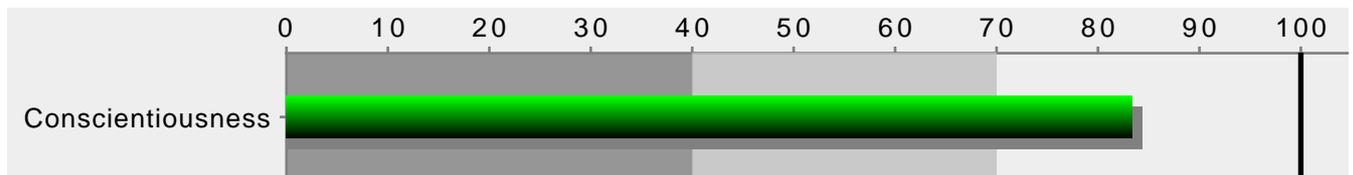
Networking/Relationship Building ★ ★ ★ ★ ★

CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
NRB	Networking/Relationship Building	0% ▮▮▮▮▮ 100% 83%	0% ▼ 100% 92%

To actively build and maintain working relationships and seeking new contacts.

Candidate Feedback

This individual will be quick to come to the fore in social settings, initiate social contacts and communicate effectively with new acquaintances. Such people are likely to be a good at making small talk and tend to take an active role in group discussions and debates and assert themselves. They are confident and self-assured in social settings, feel comfortable in the limelight and are able to network, looking to increase their circle of friends and contacts. While they may exert influence on others but may also risk being too intrusive and not listening enough. Such people are quick to place their faith in others and possess a positive view of others. They will tend to establish very positive relationships with others, are welcoming and tolerant of others diverse viewpoints, perspectives and attitude. They will tend to create relationships based mutual trust and exchange and will take people at their face value, rather than question their motives. Since such people are inclined to give others the benefit of doubt, they may at times be overly trusting and appear to be a little naïve. They may feel extremely disappointed if others take advantage of their trust and good-will.

	0	10	20	30	40	50	60	70	80	90	100
Extraversion											

Validity of the Report	
Central Tendency Scale	**Impression Management Scale**
This scale assesses the degree to which respondents have answered the questionnaire with conviction- avoiding middle or non-committal responses.	This scale assesses the extent to which an individual has presented a self-image that is markedly positive.
Candidate Feedback	**Candidate Feedback**
The report is valid. The respondent has answered the questionnaire decisively and is willing to express his real attitude and actions in most situations.	The respondent may have a desire to present an unrealistically positive image of one to others and tend to deny the presence of shortfalls that are typical of most people. It is imperative to consider the respondents motivation for responding in a socially desirable manner. Information elicited from either the interview or feedback session will prove useful in such situations.