

Wheebox



COMPASS 8PA

JAMES

Date of Assessment : 2016-06-09
Test Duration : 30 Minutes
Time Taken : 27 Minutes 0 Seconds

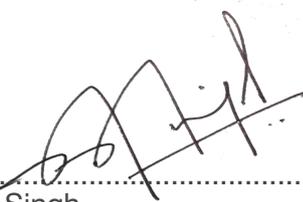


Certificate of Achievement

James Miller

has successfully completed

COMPASS 8PA


.....
Sanjay Singh
Head of Consumer Certifications

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Date of Certification: 2016-06-09
Certificate ID: COMPASS1000392120
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%

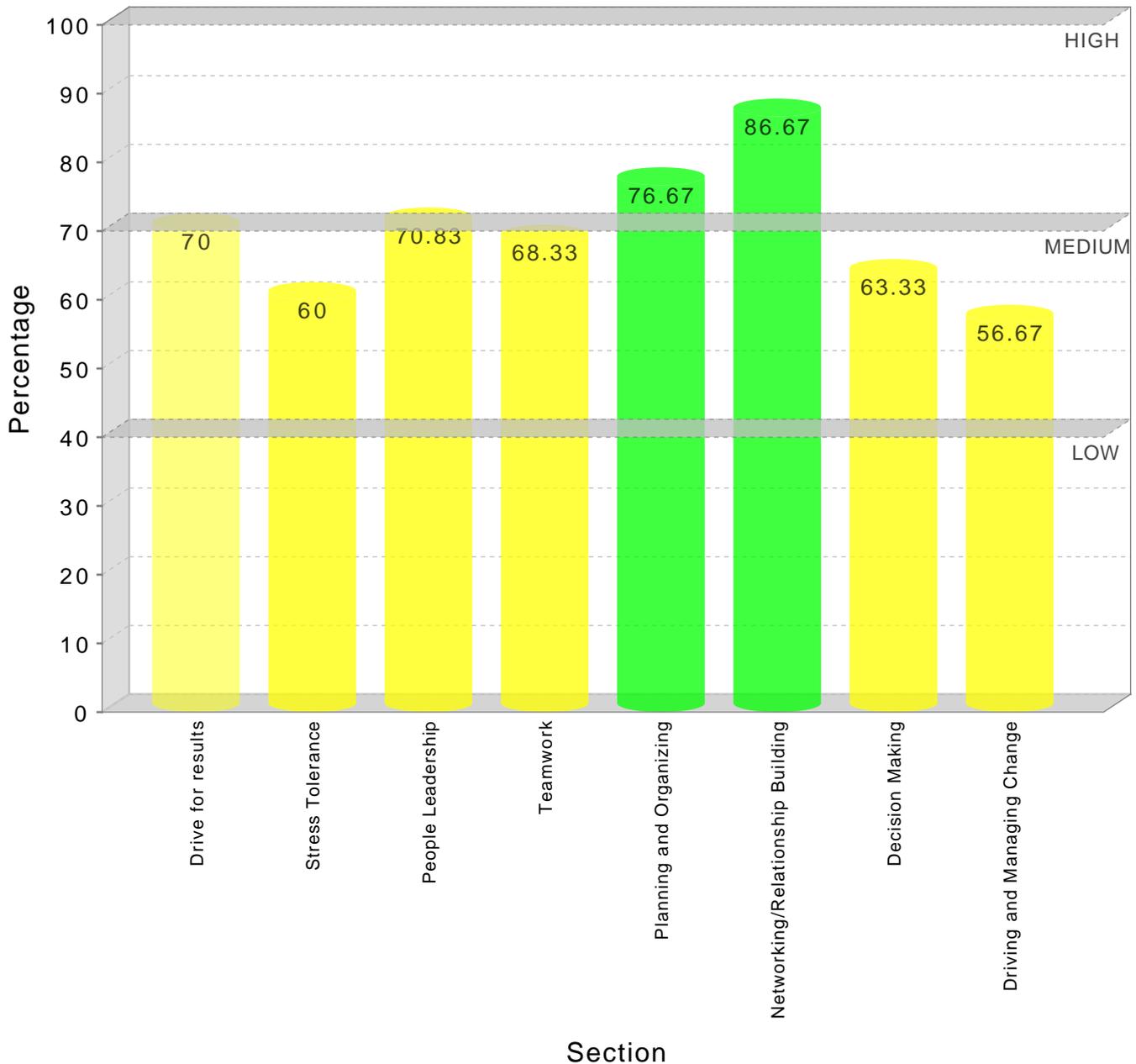


81%-100%





Section Report



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  



Drive for results

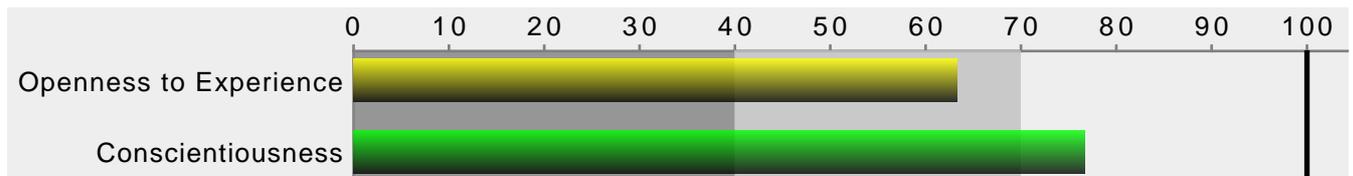


CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
DFR	Drive for results	 0% ——— 100% 70%	 0% ——— 100% 77%

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 personal efforts on achieving results consistent with the organizations objectives. She/He will proactively seek significant challenges both within own and outside of current job scope. This individual will work on new projects or assignments that add value without compromising current accountabilities. Such individuals see projects through once they take them on, feeling a personal commitment to high work quality. At times, She/He may resist delegating work, feeling best able to ensure quality standards. Such people may find it difficult to change priorities and adapt to the dynamic environment. However, they will be open to working things out as the situation unfolds and should be able to multi-task. People reporting this type of profile can probably cope with a reasonable variety of activities while being able to concentrate on a relatively stable routine.





Stress Tolerance

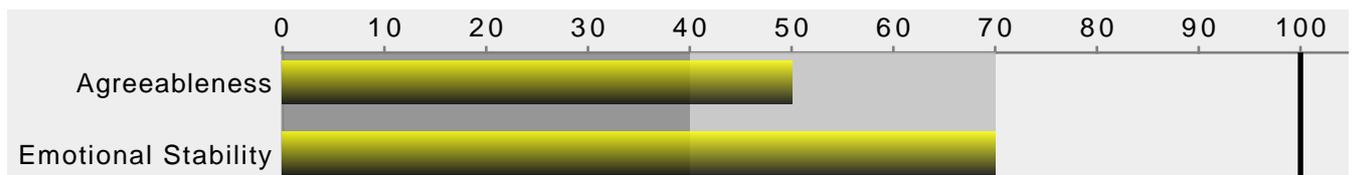


CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
ST	Stress Tolerance	 0% ——— 60% ——— 100%	 0% ——— 64% ——— 100%

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. Such people will tend to value other peoples support, encouragement, kindness and help, but they can also, as the situation demands, work without this support. They may experience average enjoyment from the social side of work and may occasionally be uncomfortable in extreme cases of conflict. People with this profile may, at times, put off addressing problems in case they interfere with established relationships. They may have a tendency to be disappointed if their team members/reporting managers/stakeholders do not offer overt support on occasions.





People Leadership

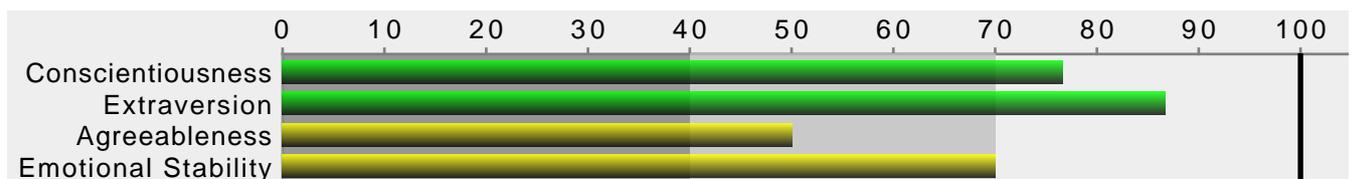


CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
PL	People Leadership	0% ——— 100% 70%	0% ——— 100% 77%

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. Such people will tend to value other peoples support, encouragement, kindness and help, but they can also, as the situation demands, work without this support. Such individuals balance between both relationship oriented and task oriented leadership as the situation demands.





Teamwork



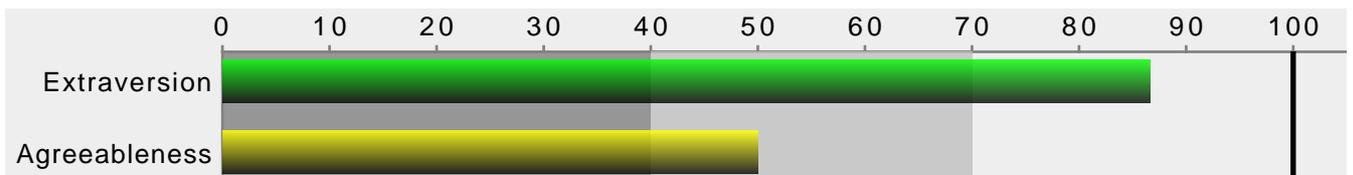
CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
T	Teamwork	 0% ——— 100% 68%	 0% ——— 100% 77%

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 naïve. They may feel extremely disappointed if others take advantage of their trust and good-will.

People with such profile maintain a balance between adopting a collective versus an independent decision making approach. Depending on the situation, such people will leverage on their ability to understand and contribute to collective decision-making and action or act on their own criteria.





Planning and Organizing

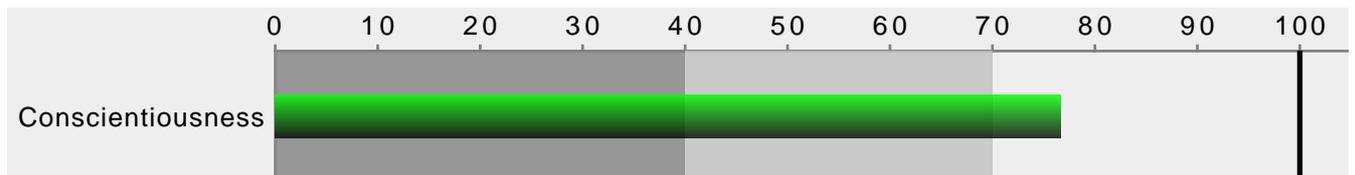


CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
PO	Planning and Organizing	<p>0% 100%</p> <p style="text-align: center;">76%</p>	<p>0% 100%</p> <p style="text-align: center;">85%</p>

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.





Networking/Relationship Building

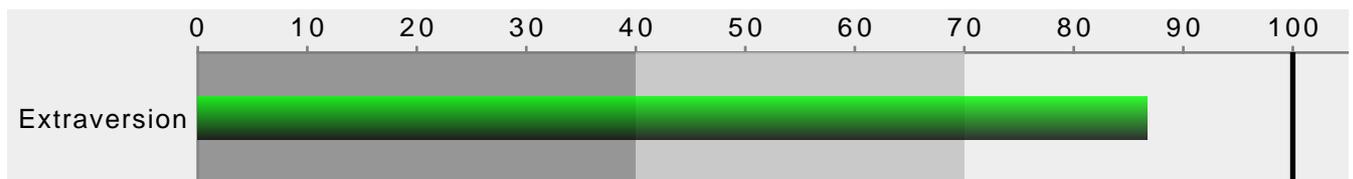


CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
NRB	Networking/Relationship Building	<p>0% 100% 86%</p>	<p>0% 100% 100%</p>

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 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.





Decision Making

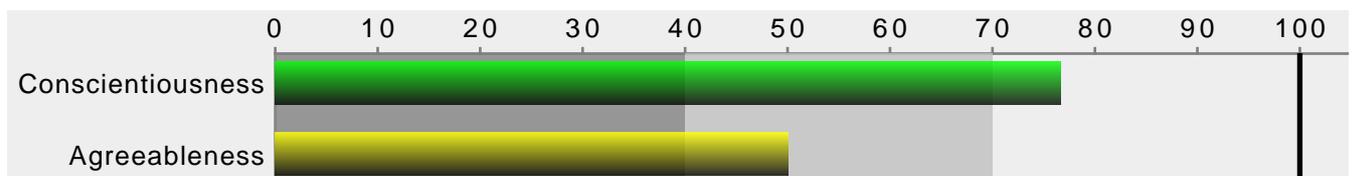


CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
DM	Decision Making	 0% ——— 100% 63%	 0% ——— 100% 70%

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. Such people will tend to value other peoples support, encouragement, kindness and help, but they can also, as the situation demands, work without this support. They may experience average enjoyment from the social side of work and may occasionally be uncomfortable in extreme cases of conflict. People with this profile may, at times, put off addressing problems in case they interfere with established relationships which may impede the ability to consider all the available sources of information and alternatives in some situations.





Driving and Managing Change

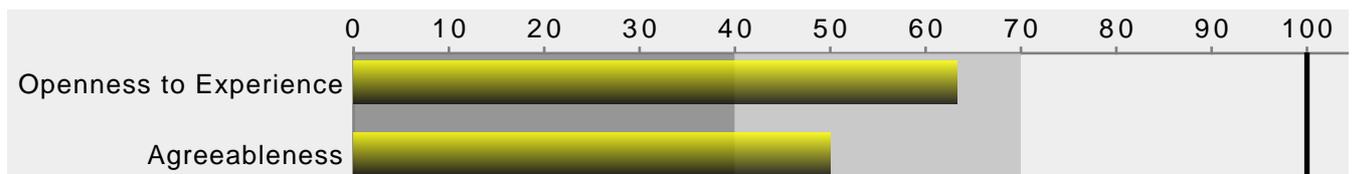


CODE	COMPETENCY	COMPETENCY SCORE	PERCENTILE SCORE
DMC	Driving and Managing Change	<p>0% 100% 56%</p>	<p>0% 100% 62%</p>

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

Candidate Feedback

This individual seems as comfortable with creative debates and discussions about new ideas as most other people, and is reasonably at ease to address complex problems and new ways of looking at things. This person will balance tried and tested ways of doing things with new ideas and suggestions for improvement, as well as action and discussion. By contrast, such individuals seem to value and respect the rules and social norms of environments as much as most people, having a flexible attitude to observing and breaking them. At times, this may constrain their natural ability to think differently as they might be concerned about appearing different from others. Their inclination towards driving and managing change is tempered by a flexible attitude towards social conventions and norms.





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 report is valid. The respondent has answered the questionnaire truly and shows awareness of ones strengths and shortfalls in most situations.

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