
Pre-Hire 360® Feedback Report

Candidate: Patrick Thomas

Position: Senior Quality Engineer

Survey: Engineering Professionals, v2 (with Safety-Related Behaviors)

Candidate IP Address: **XX.XX.XX.XX** (Duplicate IP Address)

User: Recruiter

Date: Thursday, April 09, 2015

Report History:

Report Generated: May 11, 2014 - 09:33PM

ABOUT SKILLSURVEY:

SkillSurvey provides solutions that address critical points in the talent lifecycle to help talent management professionals contribute to their organization's business results by obtaining and applying more reliable and valid data and insight to inform their hiring processes. The company's flagship solution, Pre-Hire 360, is an award-winning, patented technology that utilizes a unique combination of behavioral science, talent analytics, and the ability to make comparisons to relevant norm groups. SkillSurvey's Pre-Hire 360 solution is scientifically proven to provide access to data that can be used to drive better hiring decisions based upon feedback provided by references on a candidate's past job performance. SkillSurvey's cloud-based software products are being used by 1,400 companies, institutions and organizations. Visit SkillSurvey at www.skillsurvey.com.

Note:

The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.

Overall Score

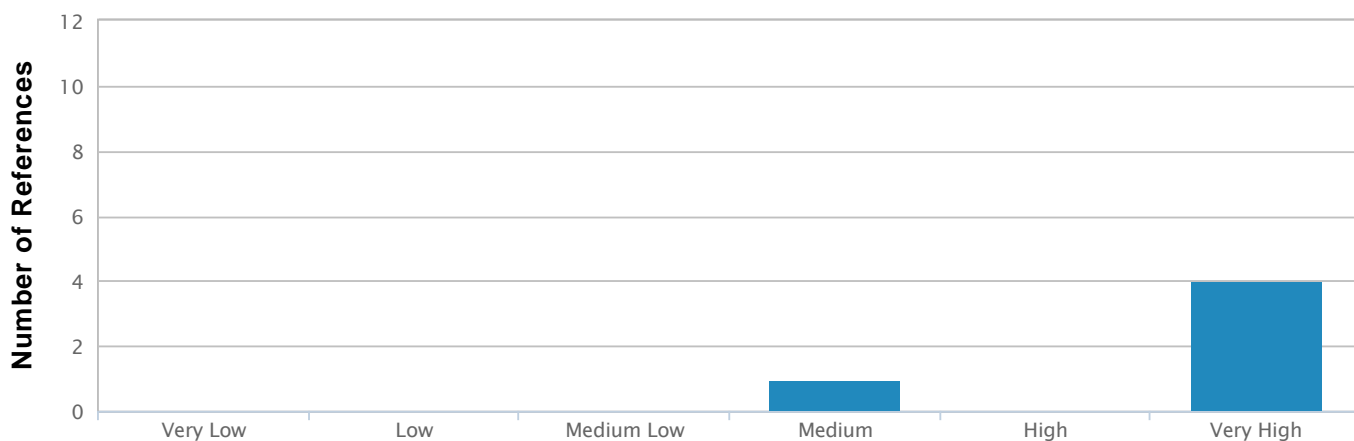
Section I: Overall Summary on Patrick Thomas

- Managers
- All References

Overall Score

Very Low	Low	Medium Low	Medium	High	Very High

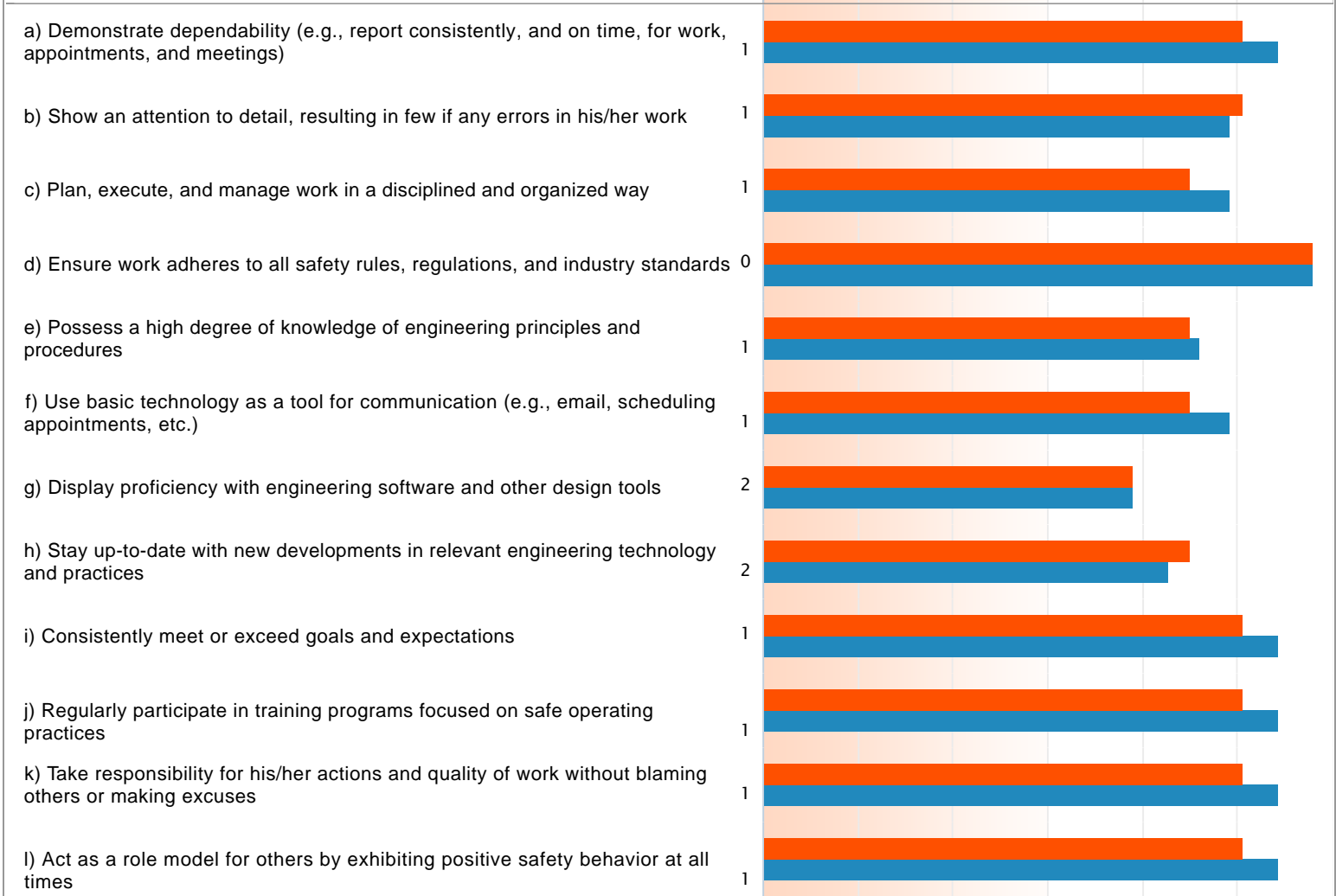
Reference Distribution on Overall Score



Section II-A: Detailed Competency Report on Patrick Thomas

- Managers
- All References

Cluster 1 - Professionalism: Overall Score



- Managers
- All References

Cluster 2 - Interpersonal Skills: Overall Score



e) Show diplomacy in dealing with others and effectively resolve any conflicts 1

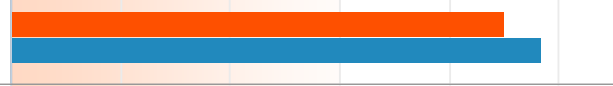


Managers
All References

Cluster 3 - Problem Solving and Adaptability: Overall Score



a) Independently manage own time and show good judgment in prioritizing work to meet deadlines 1



b) Focus resources and energy on activities that will achieve the greatest results (i.e., considers the relative cost and benefits of his/her actions) 0



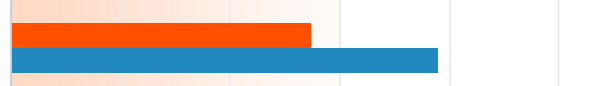
c) Analyze data and make high-quality decisions based upon facts and business priorities 2



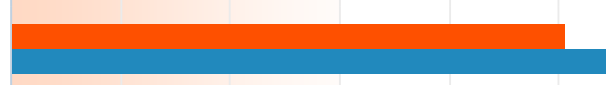
d) Develop elegant solutions to engineering challenges 2



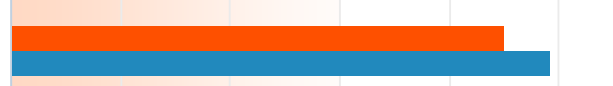
e) Take action to report and correct any unsafe work practices or other safety hazards 1



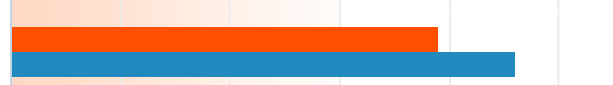
f) Remain flexible and adapt to change and variety on the job (e.g., effectively handle unexpected situations and changing conditions) 1



g) Persist in the face of obstacles or setbacks 2



h) Accept feedback without becoming angry or defensive and use it to strengthen future performance 1

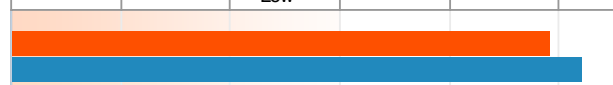


Managers
All References

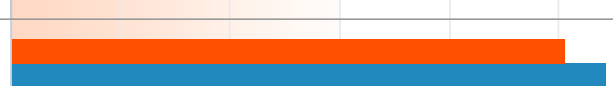
Cluster 4 - Personal Value Commitment: Overall Score



a) Approach work activities with confidence and a positive attitude (e.g., respond to requests in a helpful and constructive manner) 1



b) Demonstrate trustworthiness, honesty, and high personal standards in dealings with others 2



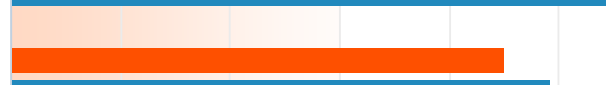
c) Treat other people, including those of different backgrounds, beliefs, and gender, with fairness and respect 1

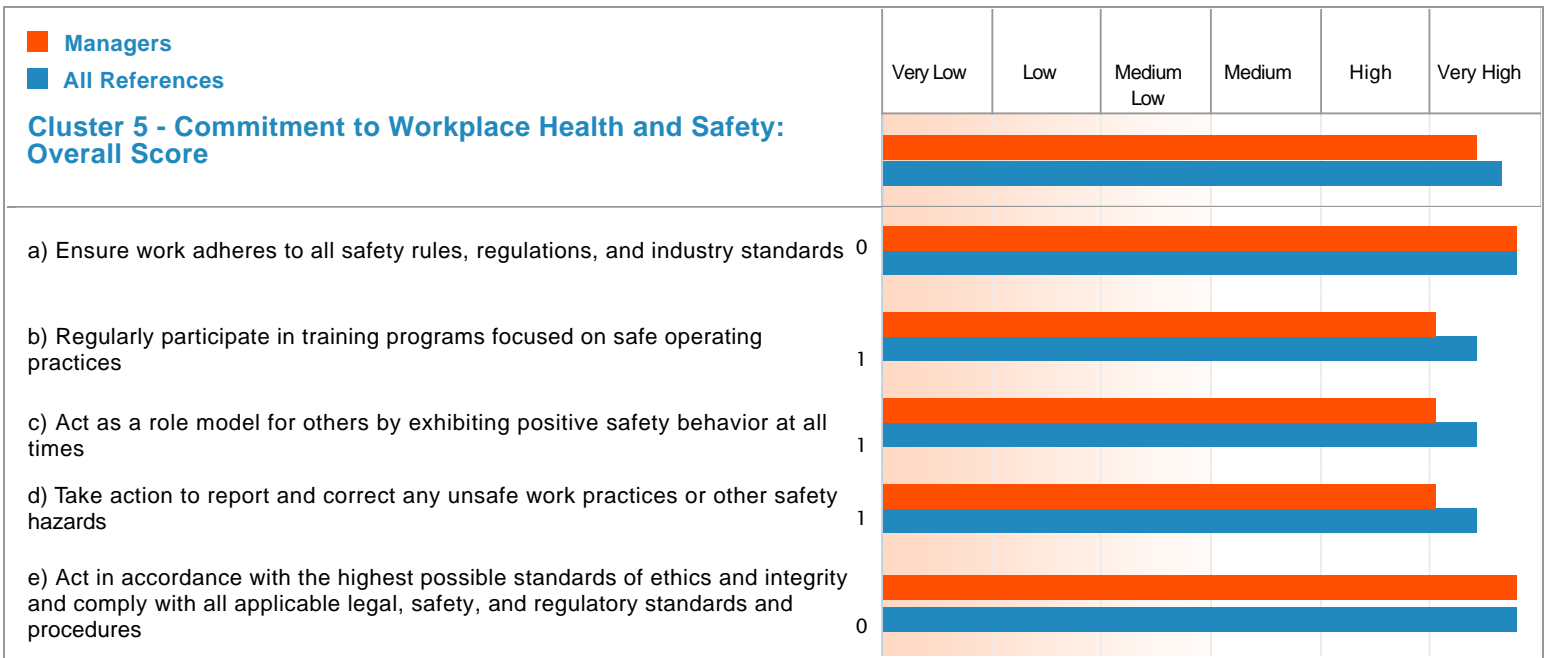


d) Exhibit maturity and self-control, even in situations involving conflict or stress (e.g., does not threaten or abuse others, either physically or verbally) 2



e) Act in accordance with the highest possible standards of ethics and integrity and comply with all applicable legal, safety, and regulatory standards and procedures 0





Section II-C – Additional Feedback on Patrick Thomas

1. Responses to the question, "Were you involved in the decision to hire this person at your company?"

Yes: 1/5 (20%)
 No: 4/5 (80%)

2. Responses to the question, "Would you work with this person again in the future?"

Yes: 5/5 (100%)
 No: 0/5 (0%)

Section III: Verbatim Comments on Patrick Thomas

Note: Individual comments separated by horizontal lines

STRENGTHS:

1. Very strong in planning, executing plans to adhere to given schedule. 2. Very strong in report generation, follow-ups and making updates. 3. Has a strong working relationship with colleagues, and giving fair judgment and decision.

He is dependable and hardworking. Can start and complete a task with minimum supervision. Goal oriented and can be delegated with task.

HE PROVIDES DAILY UPDATES ON JOB STATUS WITHOUT BEING ASK, VERY SUPPORTIVE TO OTHERS, HAS POSITIVE APPROACH TO EVERYTHING

Patrick's strengths include technically inclined, persistent to learn and with the highest degree of work commitment.

This person is very dedicated and hardworking person. He maximizes all the available resources and very flexible in any type of job assigned to him.

COULD IMPROVE:

1. If will be assigned in Auditing Automotive Quality System) , needs to undergo training related to Automotive standards, e.g VDA. etc.) 2. Exposure to other related Quality System areas, e.g. Complaint handling, Reliability, etc. 3. To understand further the Semiconductor processes to be able to give accurate judgment and decision should he encounter problem in the operation.

He must be able to gain more experience and expertise in problem solving techniques (engineering approach) and must use all resources including research to improve knowledge and performance techniques especially in dealing with others - cross functional

TAKES EXTRA TIME TO COMPLETE TASK,

Patrick must take challenges positively, be persistent to work with pressure and respond to needed results with urgency.

He trusted wholeheartedly to some colleagues that sometimes they tend to abuse him.


Section IV: Custom Question Results

No Custom Questions Enabled


Section V: Reference Information on Patrick Thomas

Submitted to Candidate on:	May 07, 2014 - 04:49AM	Number of References Entered:	5
References Submitted by Candidate:	May 07, 2014 - 08:16PM	Number of Responses:	5
Report Finalized on:	May 11, 2014 - 09:33PM	Reference Response Rate:	100%
Candidate Response Time: <i>(in business days)</i>	0.64	Reference Response Time: <i>(median # business days)</i>	0.71
Candidate Response Time: <i>(in calendar days)</i>	0.64	Reference Response Time: <i>(median # calendar days)</i>	0.71

Section VI: Reference Detail for Patrick Thomas

Managers	
Reference Information	
Name:	Mrs.
Completed:	 5/11/2014 7:48:00 PM (2 Business days, 4 Calendar days)
Email:	email@abc.com
Reference Job Title:	Quality Systems Manager (Quality Systems Section Manager)
Relationship:	Manager
Phone#:	Work: 555-555-5555
IP Address:	XX.XX.XX.XX (Duplicate IP Address)
Candidate Information	
Candidate Job Title:	
Dates:	01/02/2013 To 05/07/2014 (1 year, 4 months)
Company Information	
Company:	ABC Company
Does Reference/Referee want to be informed of professional development opportunities?: Yes	

Reference Information

Name: Mr.
Completed:  5/7/2014 10:38:00 PM (0 Business day, 0 Calendar day)
Email: email@abc.com
Reference Job Title: Quality & Reliability Engineering Manager
Relationship: Manager (Coworker)
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX (Duplicate IP Address)**


Candidate Information

Candidate Job Title:
Dates: 01/02/2013 To 05/07/2014 (1 year, 4 months)

Company Information

Company: ABC Company
Does Reference/Referee want to be informed of professional development opportunities?: Yes

Reference Information

Name: Mr.
Completed:  5/8/2014 9:50:00 PM (1 Business days, 1 Calendar days)
Email: email@def.com
Reference Job Title: Manager
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information


Candidate Job Title:
Dates: 04/01/2008 To 12/31/2012 (4 years, 9 months)

Company Information

Company: DEF Company
Does Reference/Referee want to be informed of professional development opportunities?: Yes

Non-Managers

Reference Information

Name: Mrs.
Completed:  5/8/2014 1:03:00 AM (0 Business day, 0 Calendar day)
Email: email@abc.com
Reference Job Title: Training and Certification Supervisor
Relationship: Fellow Employee
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:

Dates: 01/02/2013 To 05/07/2014 (1 year, 4 months)


Company Information

Company: ABC Company

Does Reference/Referee want to be informed of professional development opportunities?: Yes

Reference Information

Name: Mr.

Completed:  5/8/2014 1:20:00 PM (1 Business days, 1 Calendar days)

Email: email@ghi.com

Reference Job Title: In-process Quality Inspector (**Data management Staff**)

Relationship: Subordinate (or Direct Report)

Current Company: **Concentrix**

Phone#: Work: 555-555-5555

IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:

Dates: 04/01/2009 To 12/31/2012 (3 years, 9 months)

Company Information

Company: GHI Company

Does Reference/Referee want to be informed of professional development opportunities?: Yes

Notice:

This Candidate did not receive the recommended minimum number of manager references.

How to interpret the Red text for an IP Address:

An IP Address usually represents a unique computer that belongs to an individual. A **bold red color text** for an IP address on the report indicates that the same IP Address was used more than once and that there could be a problem with the authenticity of the References that a Candidate has provided. The following scenarios would trigger the **bold red color text**:

- If the Candidate IP Address is in red text, this means that the Candidate's IP address also matches the IP Address of one or more of the provided References
- If the Candidate IP address is not in red text, but one or more the References have a matching IP address in red text

We cannot guarantee that the above situations definitely mean that the references are not authentic. There is a possibility that Candidates and References can have the same IP address for legitimate reasons. For example, this may happen when some organizations have a corporate security policy where all outgoing traffic to the Internet is set to the same IP Address.

In instances where the Candidate and References do not work for the same organization, there is an increased probability that it's an issue with authenticity.