
Pre-Hire 360® Feedback Report

Candidate: Patrick Thomas

Position: General Manager

Survey: General Executives, v2

Candidate IP Address: XX.XX.XX.XXX

User: Recruiter

Date: Thursday, April 09, 2015

Report History:

Report Generated: July 24, 2013 - 04:12PM

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.

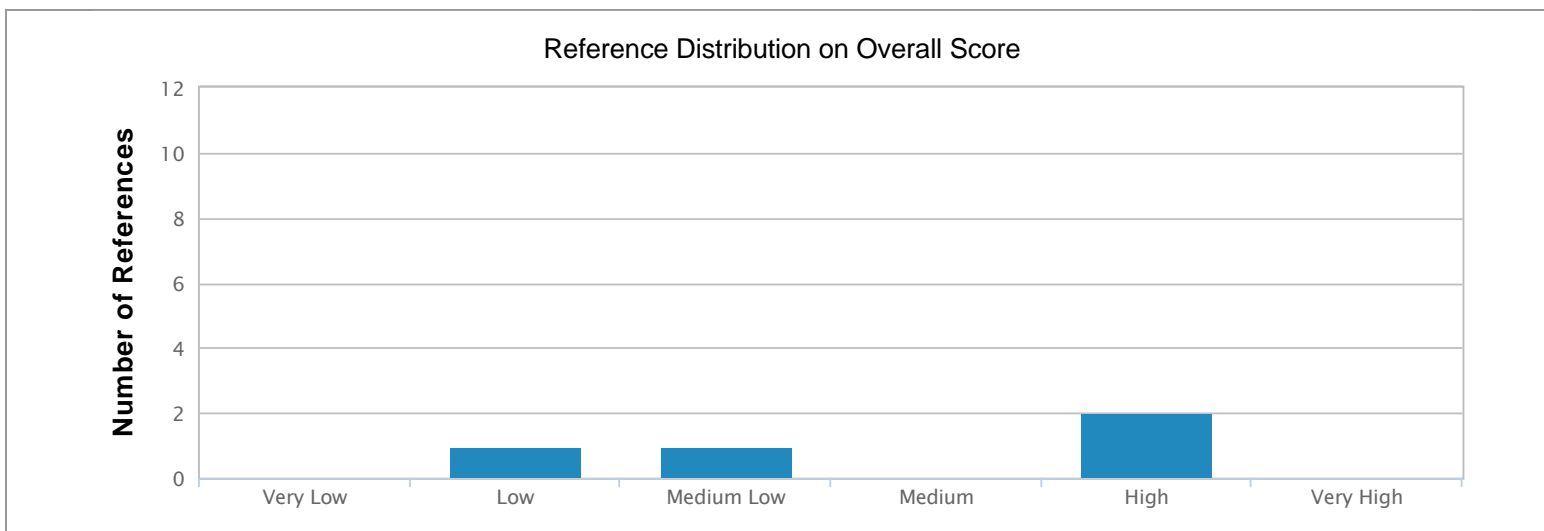
Note:

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.

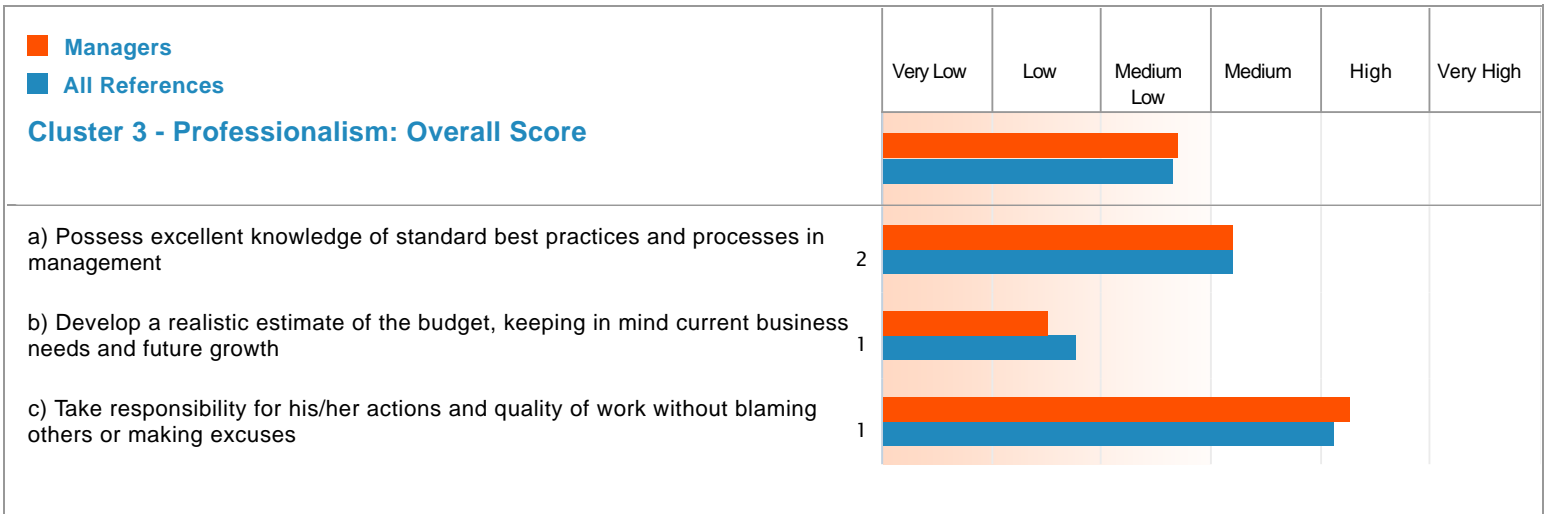
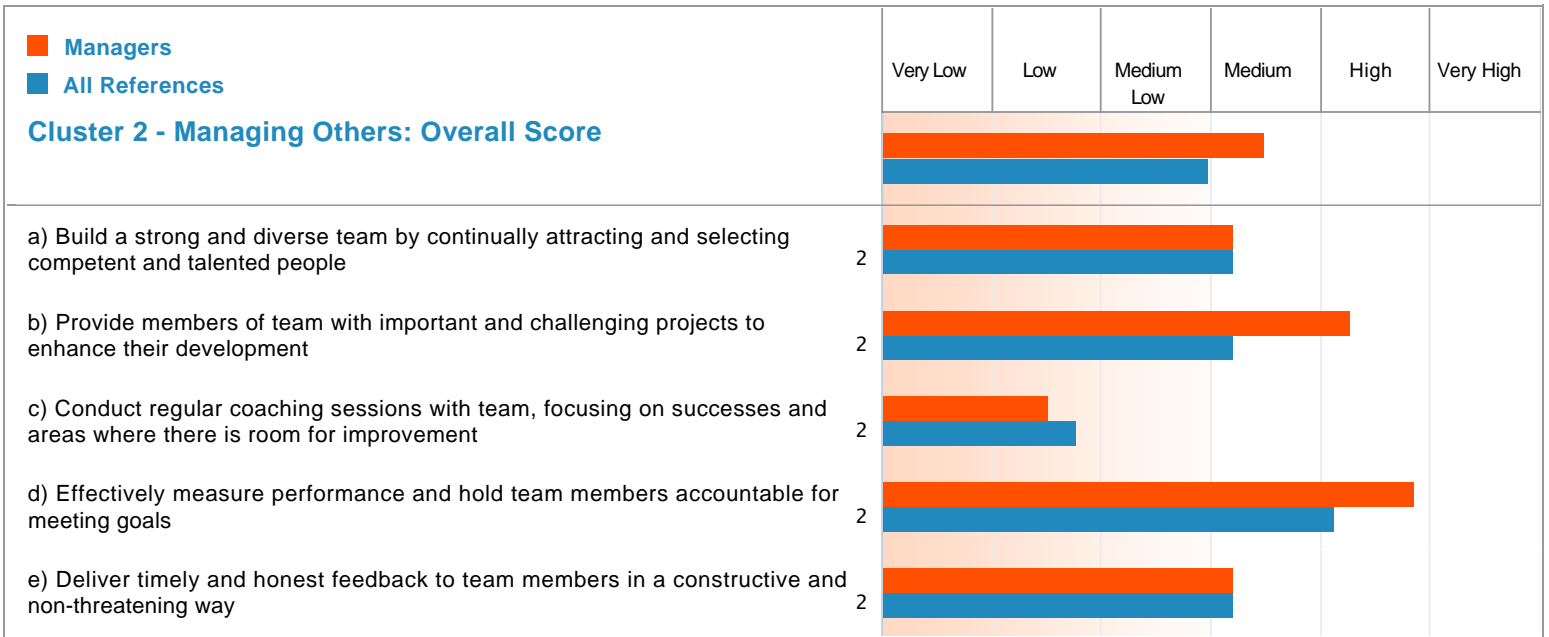
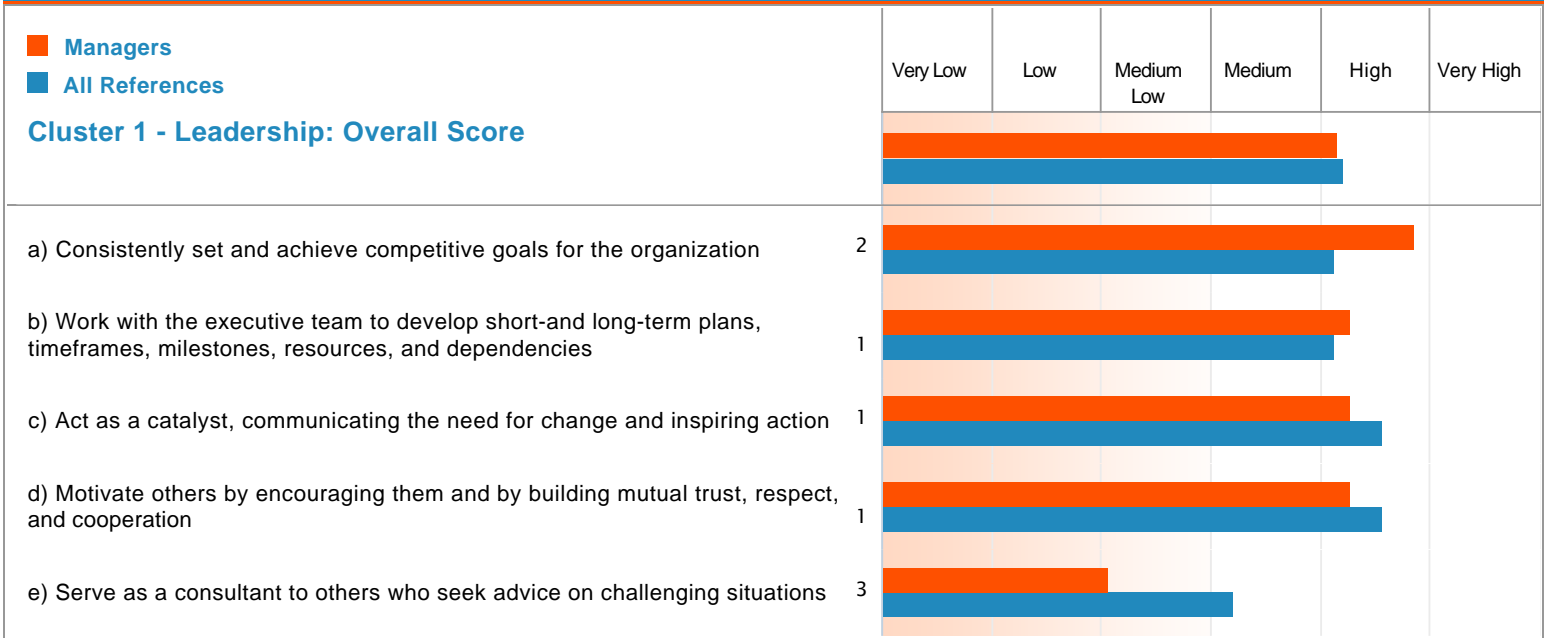
Overall Score

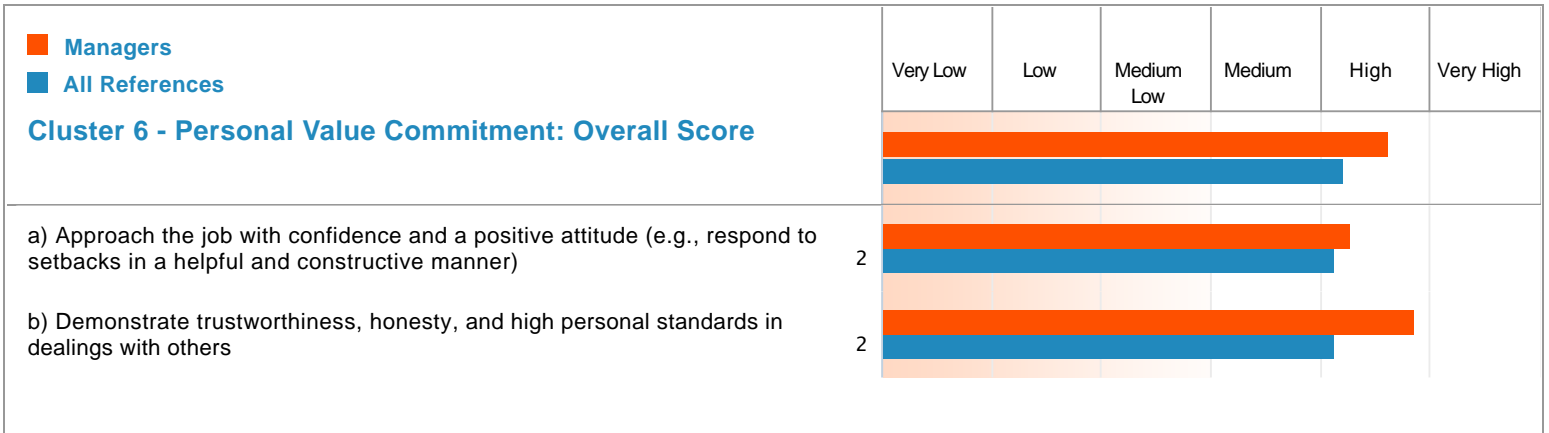
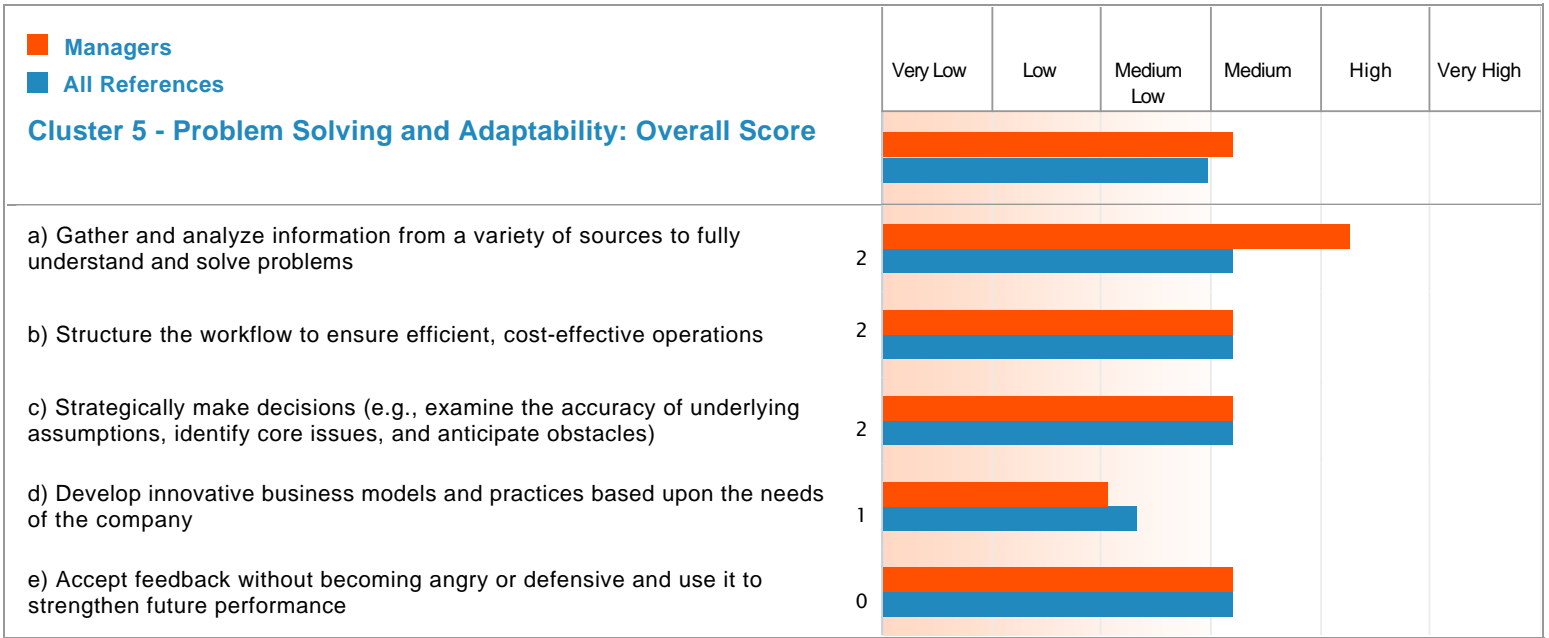
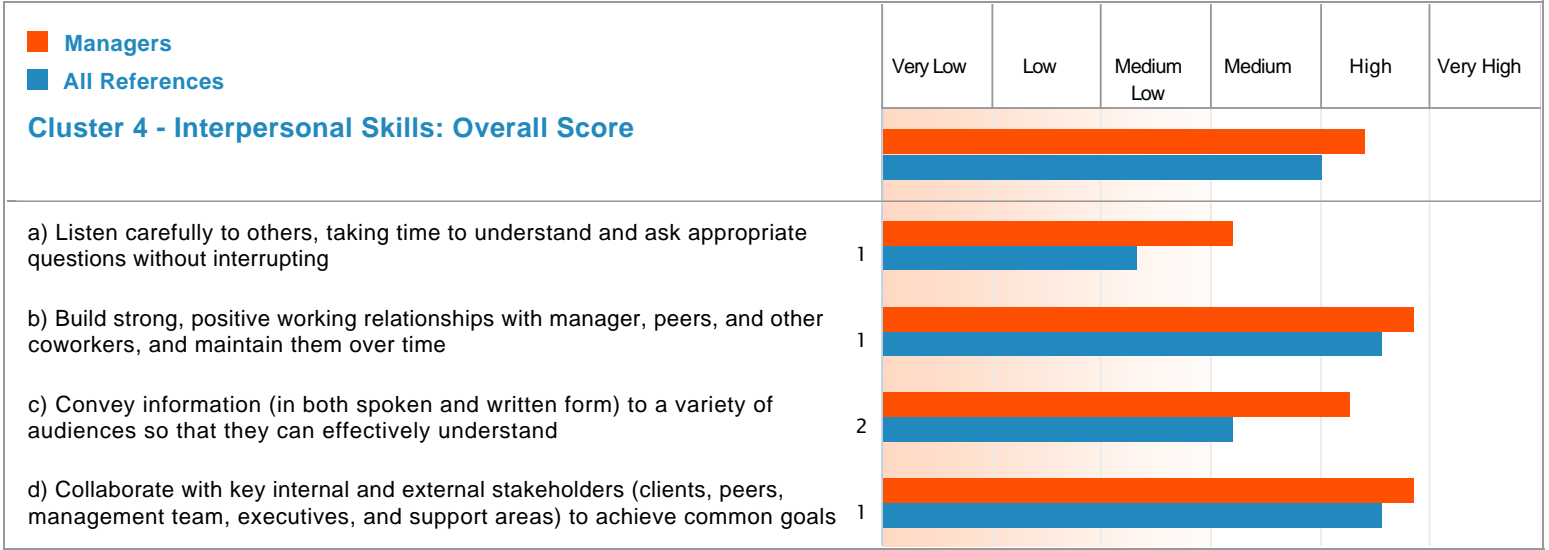
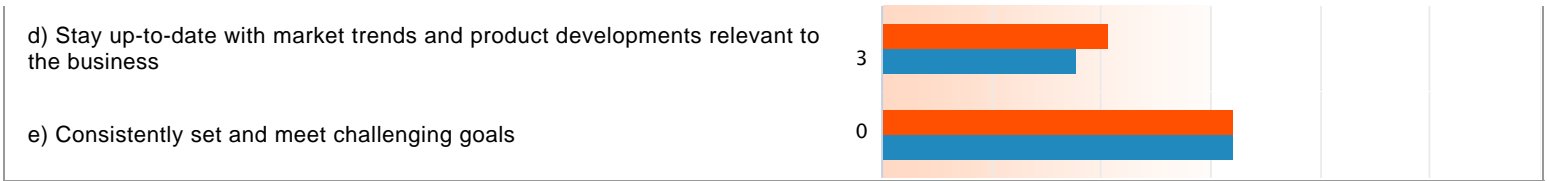
Section I: Overall Summary on Patrick Thomas

	Very Low	Low	Medium Low	Medium	High	Very High
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #FF6600; margin-right: 5px;"></div> Managers </div>						
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #0070C0; margin-right: 5px;"></div> All References </div>						
Overall Score						



Section II-A: Detailed Competency Report on Patrick Thomas





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



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)



e) Act with ethics and integrity, ensuring that all projects and other work activities meet or exceed professional and industry standards



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: 0/4 (0%)
 No: 4/4 (100%)

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

Yes: 4/4 (100%)
 No: 0/4 (0%)

Section III: Verbatim Comments on Patrick Thomas

Note: Individual comments separated by horizontal lines

STRENGTHS:

1. Very good at problem solving (root cause analysis and implementing corrective action). 2. Knowledge of aerospace manufacturing processes. 3. Worked on various aircraft platforms to apply Lean principles.

1. Great motivational / inspirational leader 2. Drives execution to BG&O's 3. Excellent Team player & builder

Motivated to protect the company bottom line, by resolving issues that cause waste in the system

Teamwork - Patrick always worked well within the team environment. Self Starter - Patrick was able to start and finish projects with minimal oversight. Finds a Way - Patrick was able to consistently find a way to achieve results without damaging long term relationships.

COULD IMPROVE:

1. Look for opportunities out of comfort zone that will enhance experience. 2. Increase experience in the business side (contracts, estimating, financial performance) 3. Continue to build relationships.

1. Improve strategic planning 2. Delegate more often 3. Improve financial / business acumen

Needs to work on his work life balance, by delegation and follow up

Delegation - Patrick could share more responsibility

Section IV: Custom Question Results

No Custom Questions Enabled

Section V: Reference Information on Patrick Thomas

Submitted to Candidate on:	July 09, 2013 - 01:33PM	Number of References Entered:	5
References Submitted by Candidate:	July 09, 2013 - 02:21PM	Number of Responses:	4
Report Finalized on:	July 24, 2013 - 04:12PM	Reference Response Rate:	80%
Candidate Response Time: <i>(in business days)</i>	0.03	Reference Response Time: <i>(median # business days)</i>	0.86
Candidate Response Time: <i>(in calendar days)</i>	0.03	Reference Response Time: <i>(median # calendar days)</i>	0.86

Section VI: Reference Detail for Patrick Thomas

Managers

Reference Information

Name: Mr.
Completed: (No)
Email: email@abccompany.com
Reference Job Title: Manager
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address:


Candidate Information

Candidate Job Title:
Dates: 01/09/2005 To 04/05/2011 (6 years, 3 months)

Company Information

Company: ABC Company
Address: United States

Reference Information

Name: Mr.
Completed:  7/9/2013 2:33:00 PM (0 Business day, 0 Calendar day)
Email: email@abccompany.com
Reference Job Title: Manager
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: XXX.XX.XX.XXX

Candidate Information


Candidate Job Title:
Dates: 06/04/2011 To 08/01/2012 (1 year, 2 months)

Company Information

Company: ABC Company
Address: United States

Does Reference/Referee want to be informed of professional development opportunities?: No

Reference Information

Name: Mr.
Completed:  7/10/2013 3:29:00 PM (1 Business days, 1 Calendar days)
Email: email@abccompany.com
Reference Job Title: Manager
Relationship: Manager
Phone#: Work: 555-555-5551
 (Work: 555-555-5555)
IP Address: 130.76.96.151

Candidate Information


Candidate Job Title:
Dates: 08/15/2007 To 02/09/2008 (0 years, 6 months)

Company Information

Company: ABC Company
Address: United States

Does Reference/Referee want to be informed of professional development opportunities?: No

Reference Information

Name: Mr.
Completed:  7/14/2013 11:49:00 AM (3 Business days, 5 Calendar days)
Email: email@abccompany.com
Reference Job Title: Manager
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: XXX.XX.XX.XXX

Candidate Information

Candidate Job Title:
Dates: 08/01/2012 To 01/28/2013 (0 years, 6 months)


Company Information

Company: ABC Company
Address: United States

Does Reference/Referee want to be informed of professional development opportunities?: No

Non-Managers

Reference Information

Name: Mr.
Completed:  7/10/2013 6:32:00 AM (1 Business days, 1 Calendar days)
Email: email@abccompany.com
Reference Job Title: Supplier Manager

Relationship: Peer (or Colleague)
Phone#: Work: 555-555-5555
IP Address: XXX.XX.XX.XXX

Candidate Information

Candidate Job Title:
Dates: 10/01/2005 To 08/15/2007 (1 year, 11 months)

Company Information

Company: ABC Company
Address: United States

Does Reference/Referee want to be informed of professional development opportunities?: No

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.