

## Pre-Hire 360® Feedback Report

Candidate: Patrick Thomas

Position: IT Manager

Survey: IT Manager, v2

Candidate IP Address: XXX.XX.XX.XXX

User: Recruiter

Date: Thursday, April 09, 2015

### Report History:

Report Generated: August 06, 2013 - 02:21PM

### 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](http://www.skillsurvey.com).

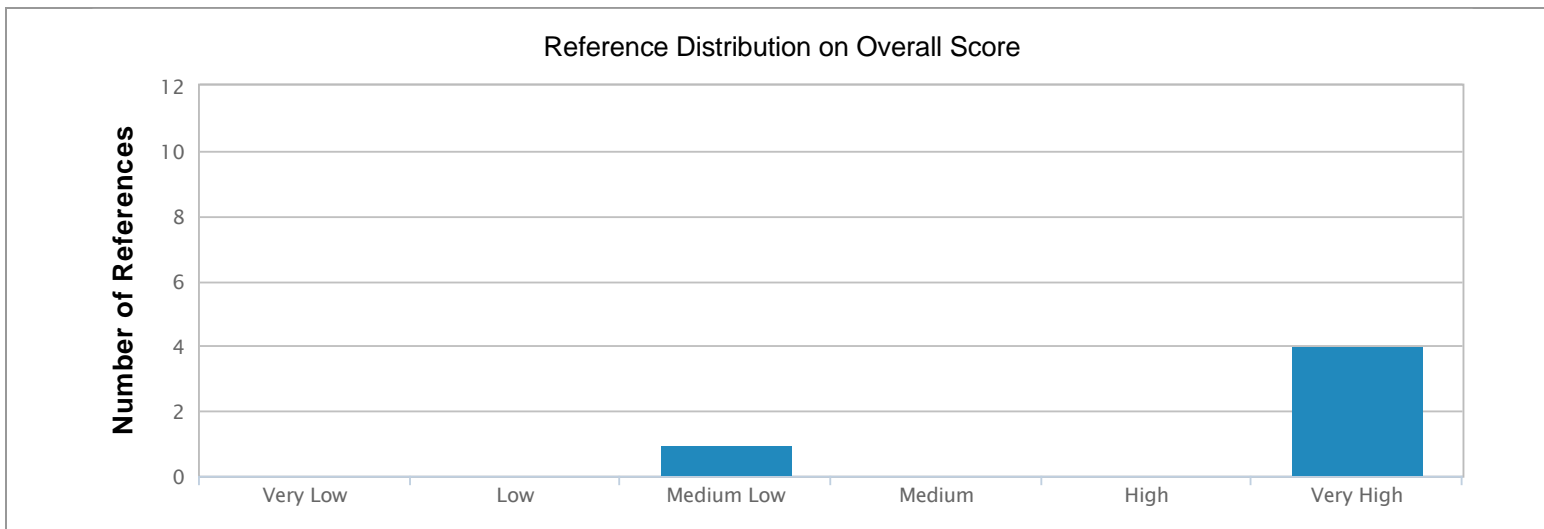
### Note:

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.

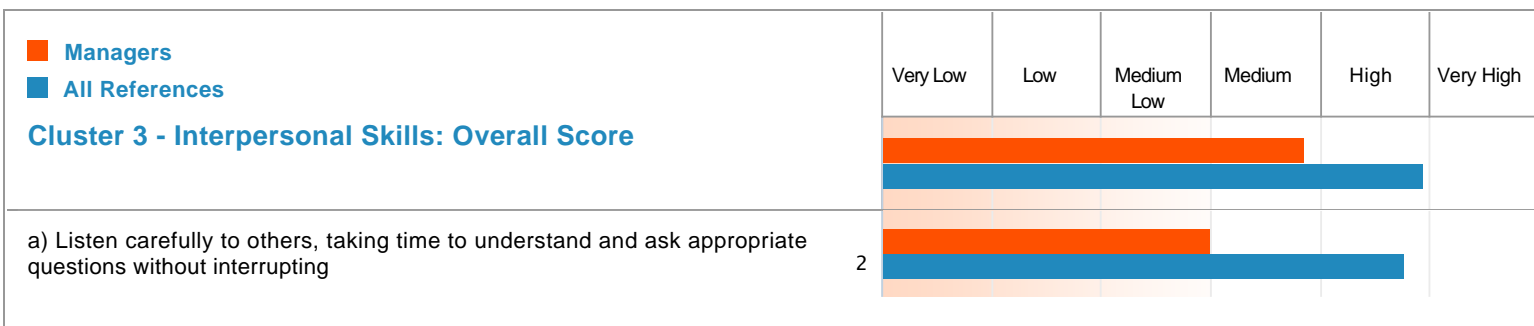
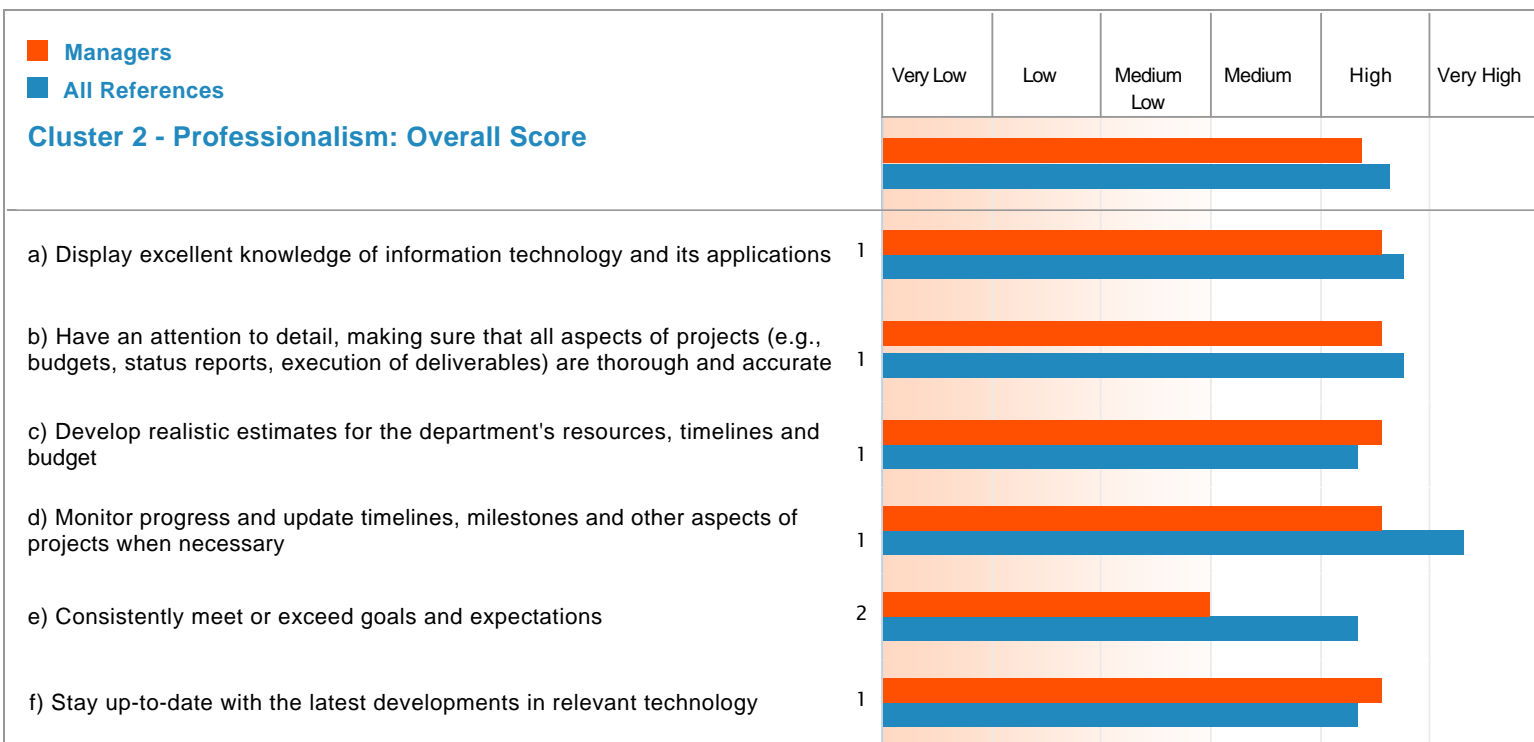
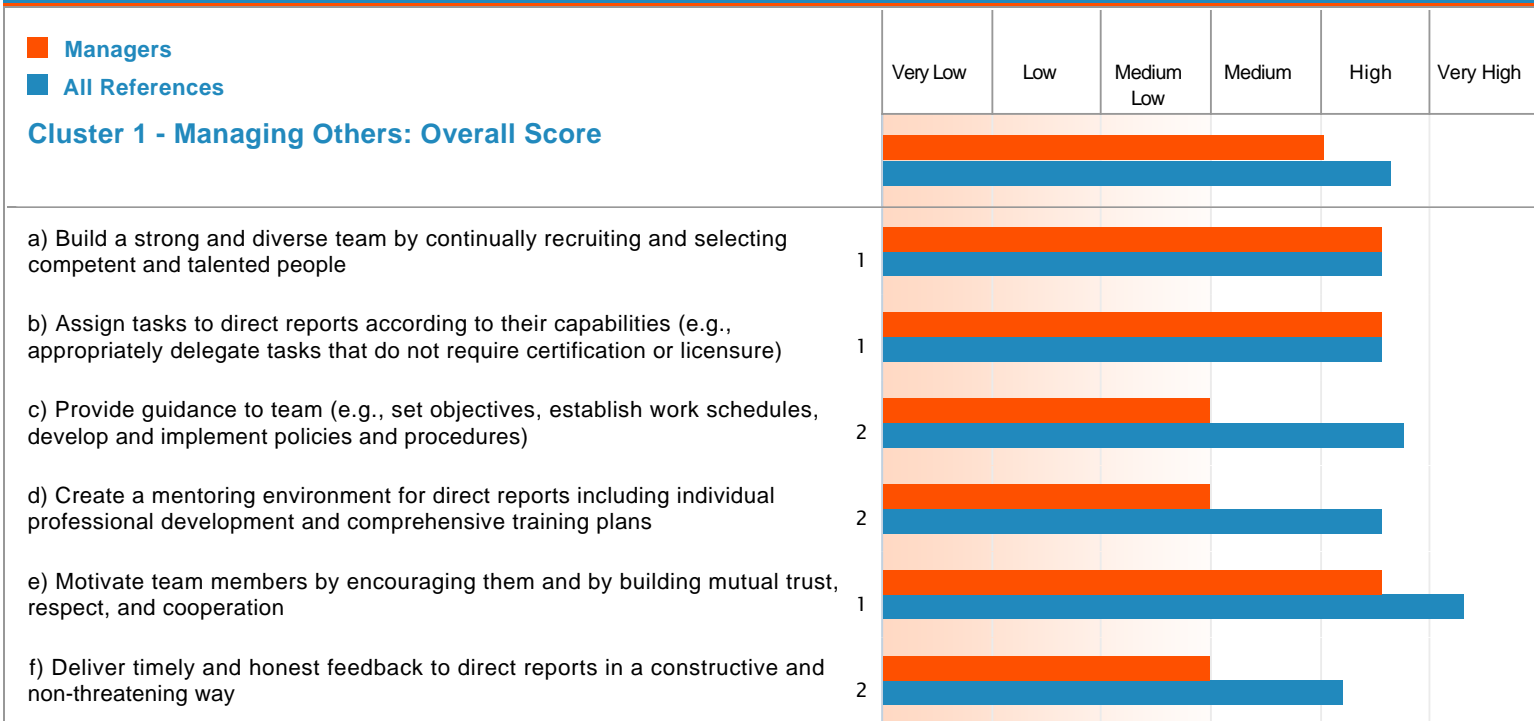
## Overall Score

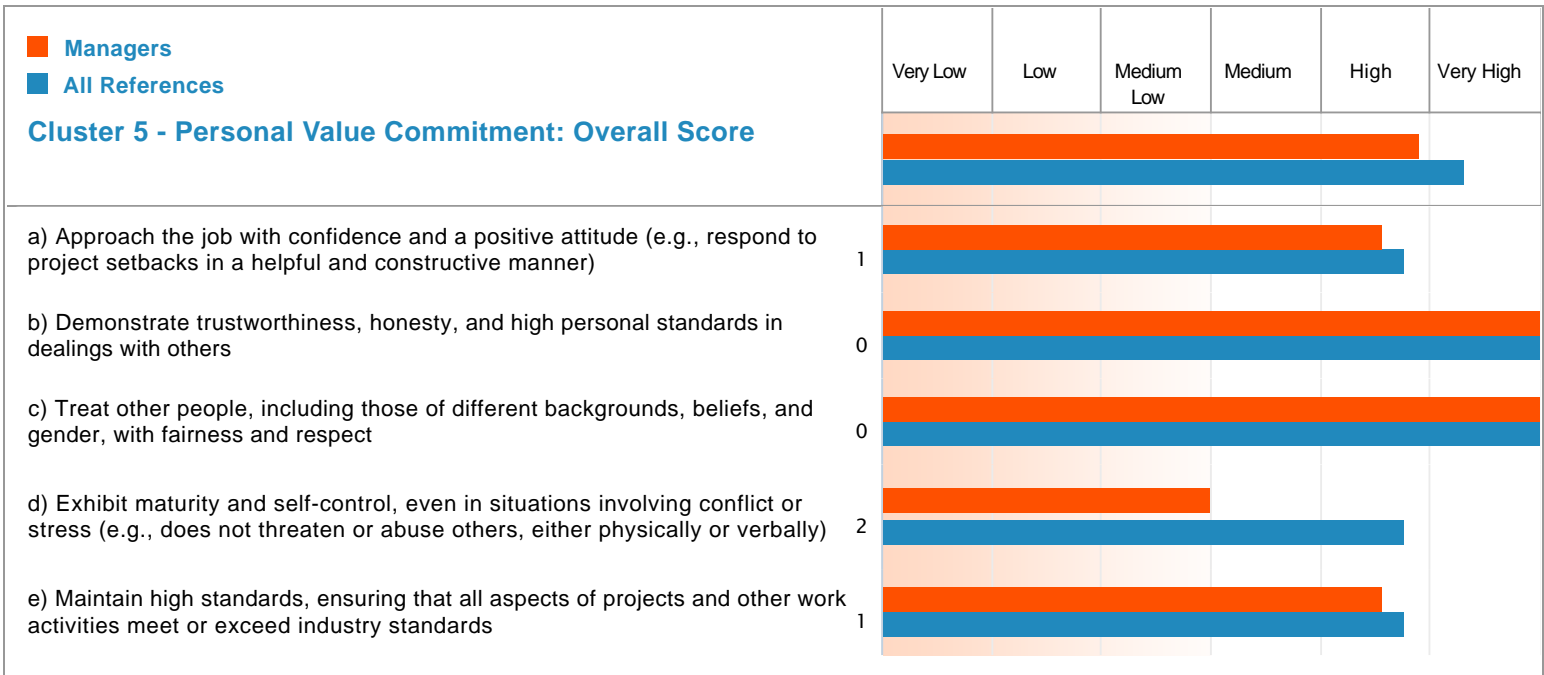
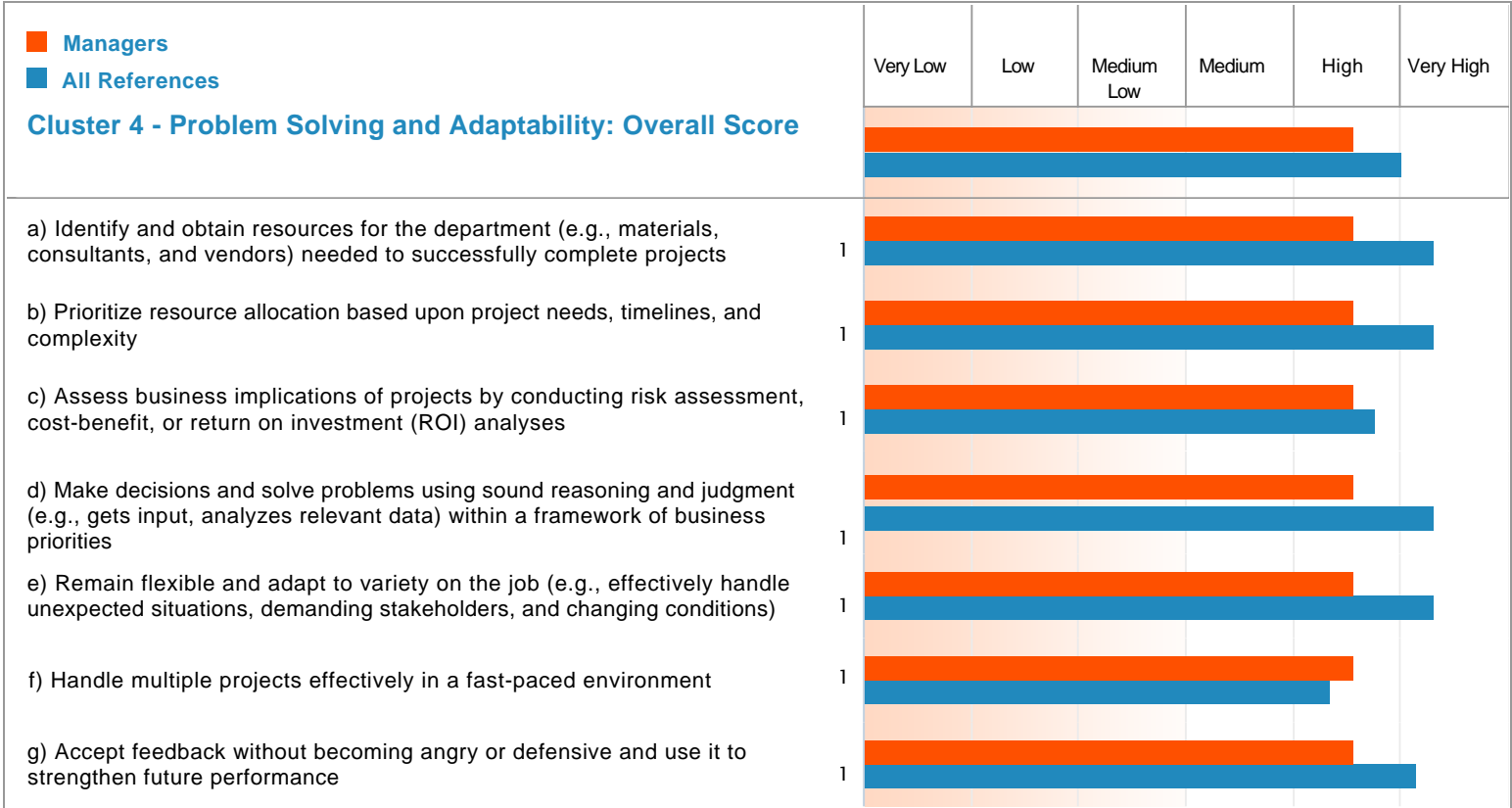
Section I: Overall Summary on Patrick Thomas

	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>						
<b>Overall Score</b>						



Section II-A: Detailed Competency Report on Patrick Thomas





f) Act with ethics and integrity, maintaining confidentiality and privacy of end user and company information

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## 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:

- Patrick had a great rapport with clients. He was able to bring technical terms into their wheelhouse. - I never saw Patrick not get along with anyone. He is easy going and works to get along with everyone. - Patrick is a stickler for detail.

1. Resourceful - Patrick's ability to network and build working relationship with managers and peers to get the job done. 2. Mentorship - pairing direct reports with more senior developers 3. Project management - organized and skilled in communicating project plan, budget, and resource needs to senior leadership.

Excellent Project Management Skills with flexibility in approaches and methods. Proactive in achieving customer and client deliverables in advance of deadlines. Team oriented in collaborative work environments.

Patrick is extremely knowledgeable about technology, is a people-person, and a great team player, able to communicate up and down the corporate ladder. Patrick sees the "big picture" and how he fits into it. He is always striving to do the best job he can and make sure he achieves the goals he and his company have set for him.

### COULD IMPROVE:

- Patrick sometimes attempts to collaborate too much. Sometimes decisions could be delayed as he attempted to build consensus that was not always possible. - If a project deadline was in jeopardy Patrick would occasionally hold off on informing as he tried to correct the problem. This worked sometimes and not others.

1. Continue to develop domain expertise 2. Continue to encourage collaboration among managers on departmental projects. 3. Continue to develop expectation management by considering institutional priorities and resources.

No observed areas of work performance improvement needed.

Patrick is very anxious to do a great job, and always says yes to helping others. This can sometimes impact his other responsibilities. Patrick is tenacious, sometimes to the point of excess, in performing and completing his projects on time and on budget. Patrick is willing to do what it takes to get his work done, even if that means taking on the responsibility of another project team member who may not be pulling their own weight.

## Section IV: Custom Question Results

No Custom Questions Enabled

## Section V: Reference Information on Patrick Thomas


<b>Submitted to Candidate on:</b>	July 26, 2013 - 08:29AM	<b>Number of References Entered:</b>	5
<b>References Submitted by Candidate:</b>	July 27, 2013 - 02:22PM	<b>Number of Responses:</b>	5
<b>Report Finalized on:</b>	August 06, 2013 - 02:21PM	<b>Reference Response Rate:</b>	100%
<b>Candidate Response Time:</b> <i>(in business days)</i>	0.65	<b>Reference Response Time:</b> <i>(median # business days)</i>	0.56
<b>Candidate Response Time:</b> <i>(in calendar days)</i>	1.25	<b>Reference Response Time:</b> <i>(median # calendar days)</i>	1.96

## Section VI: Reference Detail for Patrick Thomas

## Managers

## Reference Information

**Name:** Mr.

**Completed:**  7/29/2013 1:25:00 PM (1 Business day, 2 Calendar day)

**Email:** email@abccompany.com

**Reference Job Title:** Sr. Director Research IT Informatics and Infrastructure

**Relationship:** Manager

**Current Company:** **ABC Company**

**Phone#:** Work: 555-555-5555

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

## Candidate Information

**Candidate Job Title:**

**Dates:** 01/01/2011 To 01/01/2012 (1 year, 0 months)

## Company Information


**Company:** DEF Company

**Address:** United States

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

## Reference Information

**Name:** Mr.

**Completed:**  7/29/2013 10:17:00 AM (0 Business day, 2 Calendar day)

**Email:** email@ghicompany.com

**Reference Job Title:** Director of Convergence Technology and Network Security (**Associate Director of Convergence Technology and Network Security**)

**Relationship:** Manager

**Phone#:** Work: 555-555-5555

**IP Address:** XXX.XXX.XXX.XXX

## Candidate Information

**Candidate Job Title:**

**Dates:** 05/26/2009 To 07/27/2013 (4 years, 2 months)

### Company Information

**Company:** GHI Company

**Address:** United States

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

### Non-Managers

#### Reference Information

**Name:** Ms.

**Completed:**  7/30/2013 5:55:00 PM (2 Business days, 3 Calendar days)

**Email:** email@jklcompany.com

**Reference Job Title:** Sr. Trainer - Support Specialist

**Relationship:** Subordinate (or Direct Report)

**Current Company:** **JKL Company**

**Phone#:** Work: 555-555-5555

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

#### Candidate Information

**Candidate Job Title:**

**Dates:** 01/01/2011 To 03/04/2013 (2 years, 2 months)

### Company Information

**Company:** JKL Company

**Address:** United States

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

#### Reference Information

**Name:** Mr.

**Completed:**  7/27/2013 7:08:00 PM (0 Business days, 0 Calendar days)

**Email:** email@mnocompany.com

**Reference Job Title:** Technical Project Manager

**Relationship:** Coworker

**Phone#:** Work: 555-555-5551

(Work: 555-555-5555)

**IP Address:** XXX.X.XXX.XXX

#### Candidate Information

**Candidate Job Title:**

**Dates:** 05/01/2005 To 07/27/2013 (8 years, 3 months)


### Company Information

**Company:** MNO Company

**Address:** United States

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

## Reference Information

**Name:** Mr.  
**Completed:**  7/30/2013 3:27:00 PM (2 Business days, 3 Calendar days)  
**Email:** email@mnocompany.com  
**Reference Job Title:** Research Solutions Manager  
**Relationship:** Peer (or Colleague)  
**Phone#:** Work: 555-555-5555  
(Work: 555-555-5555)  
**IP Address:** XXX.XXX.XXX.XXX

## Candidate Information

**Candidate Job Title:**  
**Dates:** 06/01/2010 To 07/27/2013 (3 years, 2 months)

## Company Information

**Company:** MNO Company  
**Address:** United States

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

## 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.