Pre-Hire 360® www.skillsurvey.com

Pre-Hire 360® Feedback Report

Candidate: Patricia Thomas

Position: Project/Process Administrator

Survey: IT Professional, v2

Candidate IP Address: XX.XX.XX.XX

User: Recruiter

Date: Thursday, April 09, 2015

Report History:

Report Generated: June 28, 2012 - 03:45PM

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.

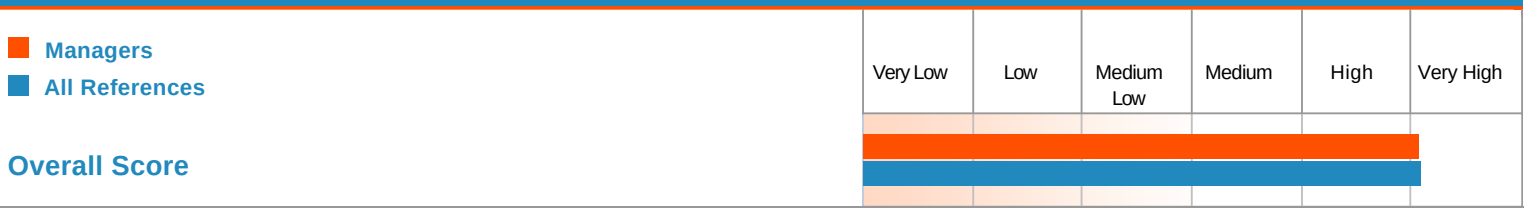
Note:
The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.

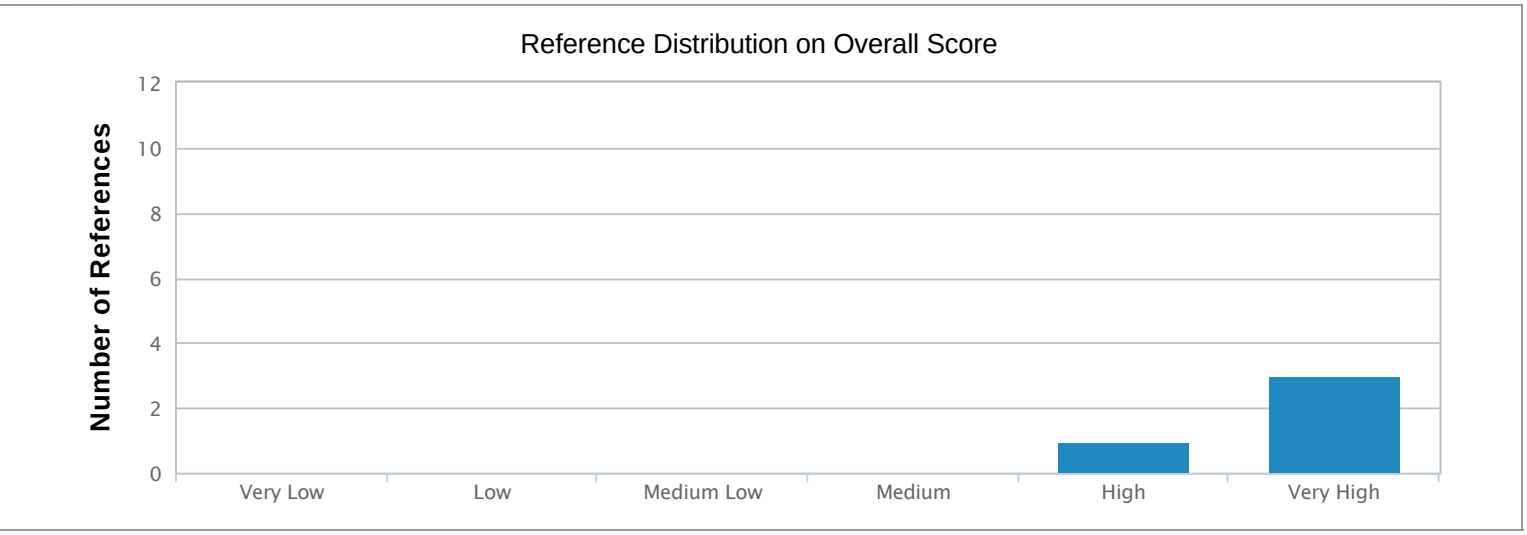
Pre-Hire 360 Feedback Report

Candidate: Patricia Thomas

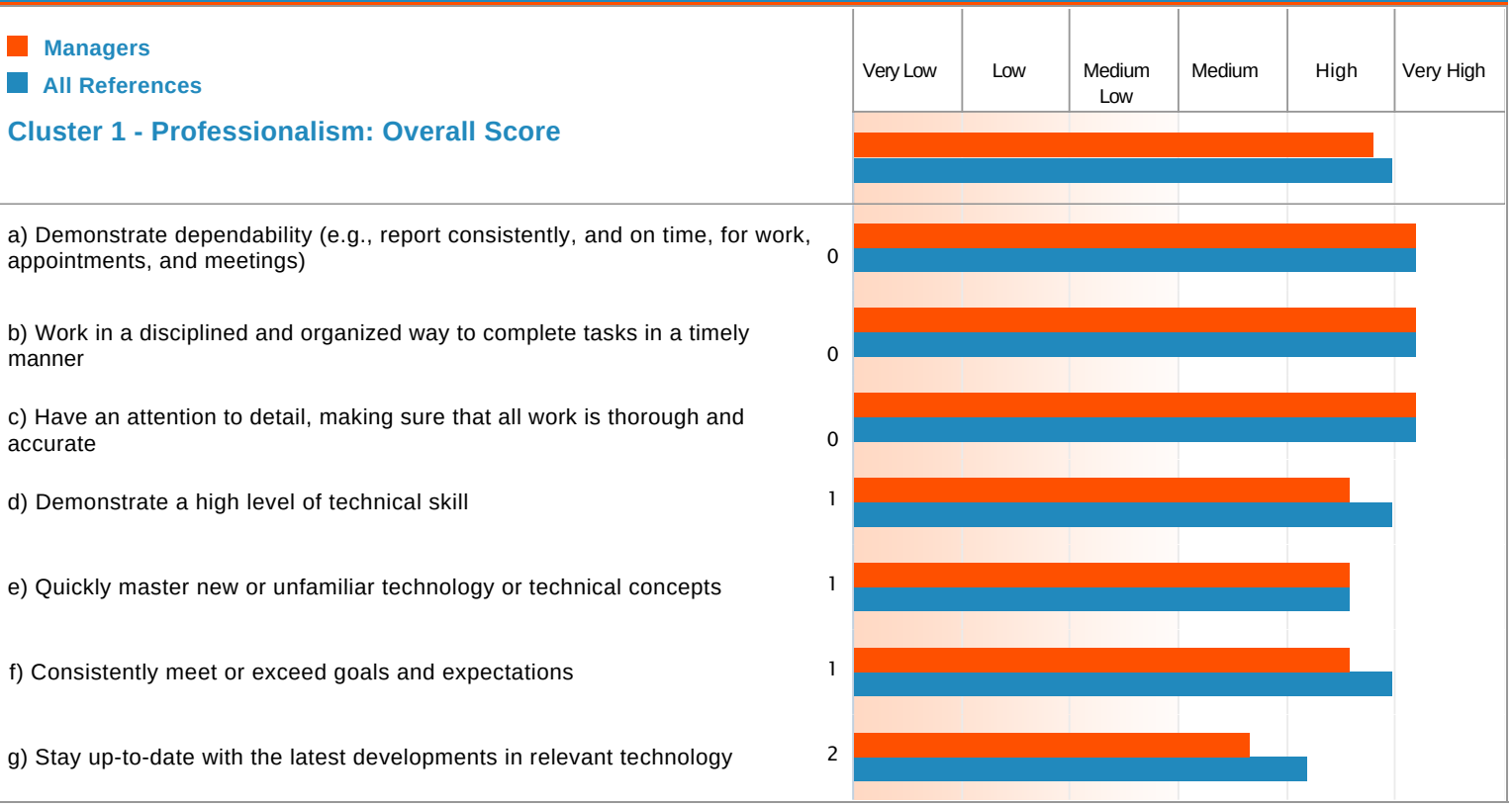
Overall Score

Section I: Overall Summary on Patricia Thomas



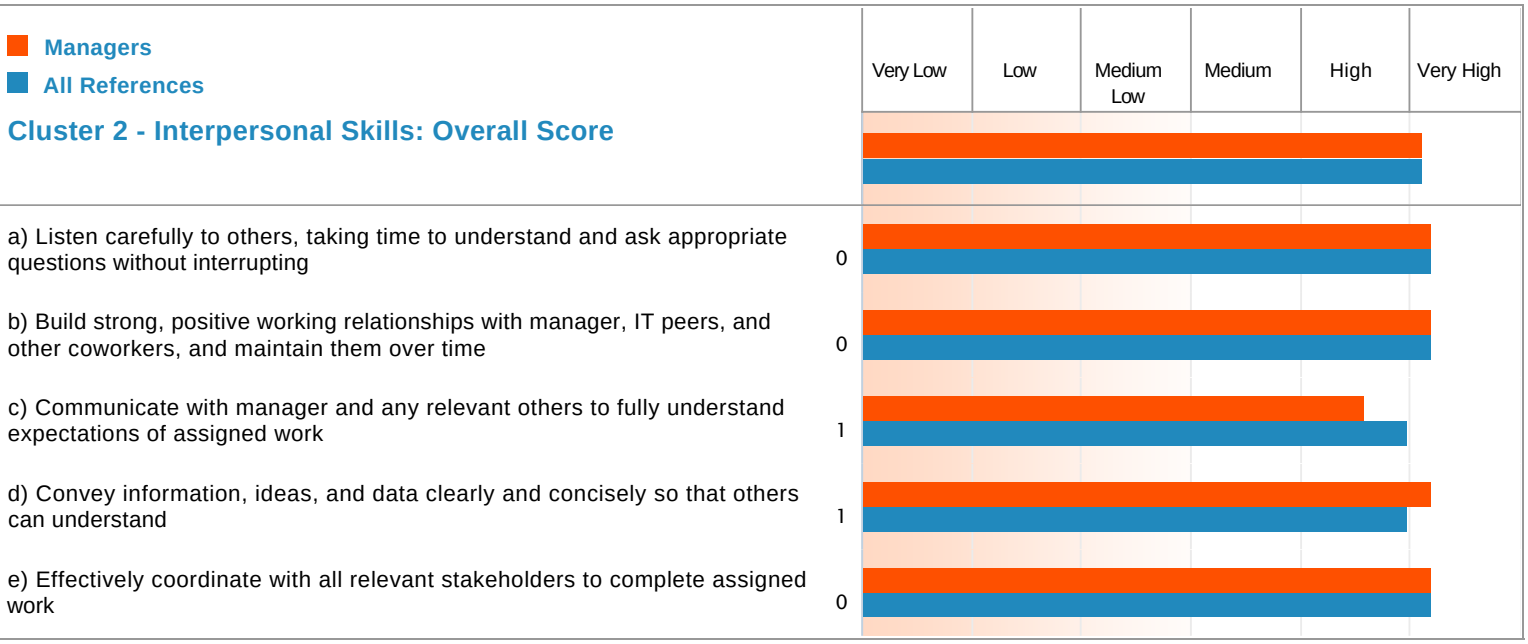


Section II-A: Detailed Competency Report on Patricia Thomas



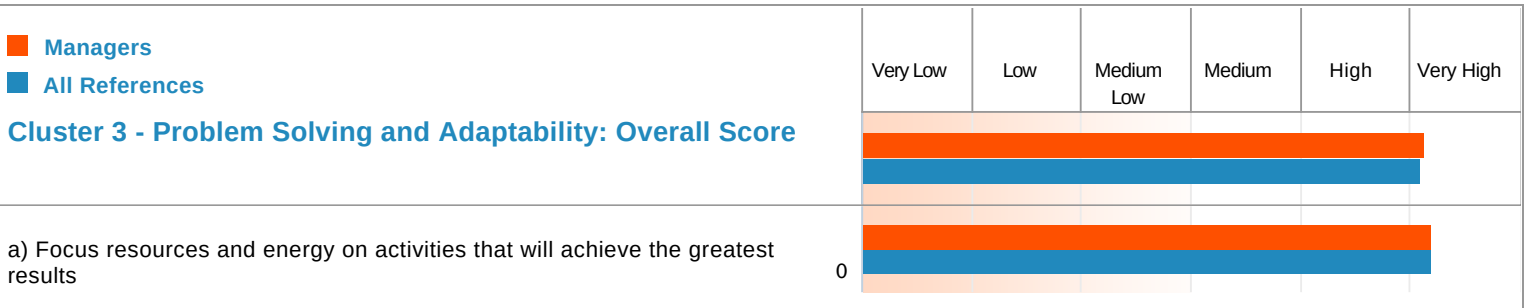
Cluster 1 - Professionalism: Overall Score

a) Demonstrate dependability (e.g., report consistently, and on time, for work, appointments, and meetings)	0
b) Work in a disciplined and organized way to complete tasks in a timely manner	0
c) Have an attention to detail, making sure that all work is thorough and accurate	0
d) Demonstrate a high level of technical skill	1
e) Quickly master new or unfamiliar technology or technical concepts	1
f) Consistently meet or exceed goals and expectations	1
g) Stay up-to-date with the latest developments in relevant technology	2



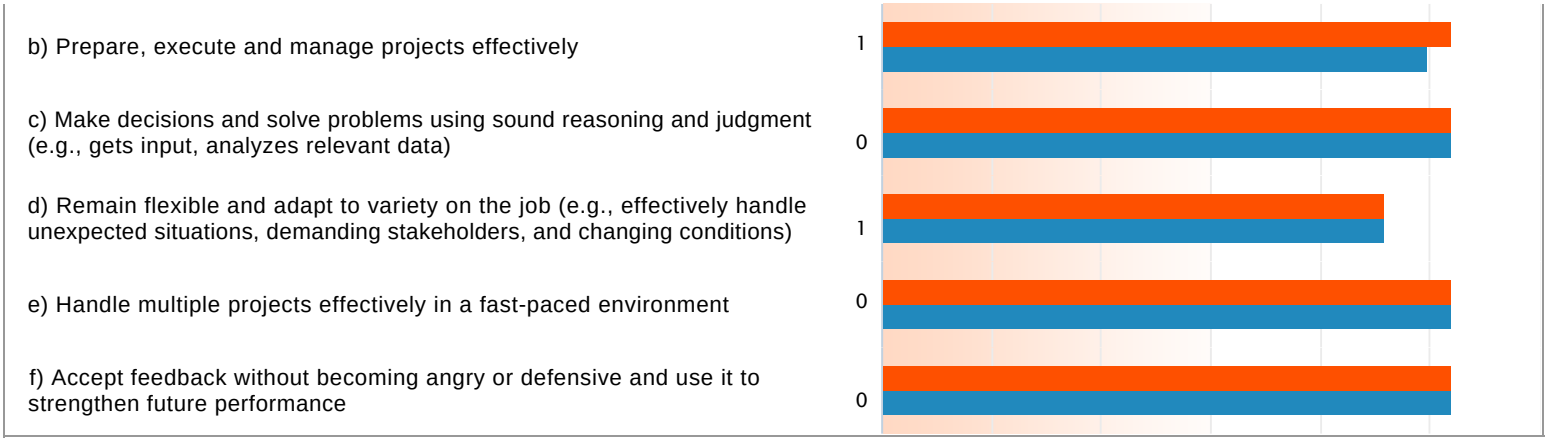
Cluster 2 - Interpersonal Skills: Overall Score

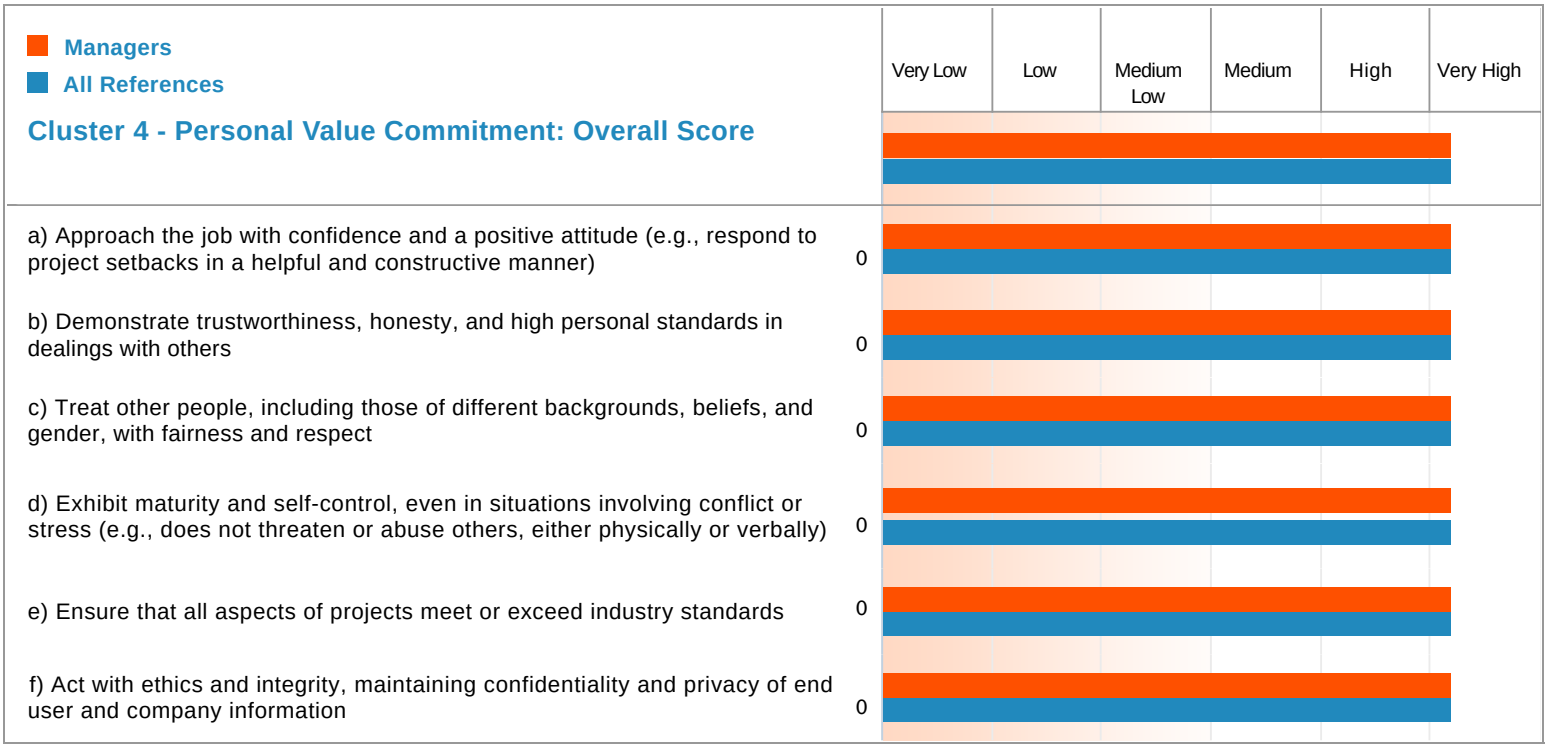
a) Listen carefully to others, taking time to understand and ask appropriate questions without interrupting	0
b) Build strong, positive working relationships with manager, IT peers, and other coworkers, and maintain them over time	0
c) Communicate with manager and any relevant others to fully understand expectations of assigned work	1
d) Convey information, ideas, and data clearly and concisely so that others can understand	1
e) Effectively coordinate with all relevant stakeholders to complete assigned work	0



Cluster 3 - Problem Solving and Adaptability: Overall Score

a) Focus resources and energy on activities that will achieve the greatest results	0





Section II-C – Additional Feedback on Patricia Thomas

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

   Yes: 3/4 (75%)

   No: 1/4 (25%)

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 Patricia Thomas

Note: Individual comments separated by horizontal lines

STRENGTHS:

*Quick Learner: The learning environment here is very fast paced and much of it is left up to the individual to self lern through Tutorials and etc. * Excellent customer service skills: Made sure she understood our customers issues and documented the issues so that they could be tracked and resolved. *Follow up: Always made sure that customers new where they were in the process of resolution.

Great personality. Incredibly diligent worker. Very talented.

She understands the big picture when it comes to priorities and resources. She treats her peers and superiors with equal respect. She will always strive to do the best job that she can do. I can honestly say that in 10 years of managing developers she is the best employee that I've ever managed, bar none.

Task Manager People skills Works hard

COULD IMPROVE:

Be more concise with non-technical people. Too much attention to detail. More self-confidence.

The only area that Patricia needs to work on is her confidence in her own work. She understands that she is a good employee, because she strives hard to be a good employee. But she sees others as "more technical" or a "better developer" than her. If Patricia embraced more of an architect role where she was the one finding new technologies and designing the solutions, she would take herself to the next level professionally.

See large pictute at the cost of the details. Pushes herself too far. Takes on challenges that are not hers to take.

Section IV: Custom Question Results

No Custom Questions Enabled

Section V: Reference Information on Patricia Thomas

Submitted to Candidate on:	June 26, 2012 - 01:56PM	**Number of References Entered:**	5
References Submitted by Candidate:	June 26, 2012 - 04:21PM	**Number of Responses:**	4
Report Finalized on:	June 28, 2012 - 03:45PM	**Reference Response Rate:**	80%
Candidate Response Time: *(in business days)*	0.10	**Reference Response Time:** *(median # business days)*	0.84
Candidate Response Time: *(in calendar days)*	0.10	**Reference Response Time:** *(median # calendar days)*	0.84

Section VI: Reference Detail for Patricia Thomas

Managers

Reference Information

Name:	Mr.
Completed:	
Email:	email@abc.com
Reference Job Title:	Telecom Director
Relationship:	Manager
Phone#:	Work: 555-555-5555
IP Address:	

Candidate Information

Candidate Job Title:

Dates: 03/30/2009 To 02/28/2011 (1 year, 11 months)

Company Information

Company: ABC Company

Address: United States

Reference Information

Name: Mr.

Completed: ✔ 6/27/2012 3:47:00 PM (1 Business days, 1 Calendar days)

Email: email@abc.com

Reference Job Title: CCT Manager

Relationship: Manager

Phone#: Work: 555-555-5555

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

Candidate Information

Candidate Job Title:

Dates: 03/30/2009 To 09/30/2011 (2 years, 6 months)

Company Information

Company: ABC Company

Address: United States

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

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Reference Information

Name: Mrs.

Completed: ✔ 6/27/2012 9:47:00 AM (1 Business days, 1 Calendar days)

Email: email@def.com

Reference Job Title: Customer Experience Manager

Relationship: Manager

Phone#: Work: 555-555-5555

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

Candidate Information

Candidate Job Title:

Dates: 10/01/2011 To 02/24/2012 (0 years, 5 months)

Company Information

Company: DEF Company

Address: United States

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

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Non-Managers

Reference Information

Name: Mr.
Completed: ✔ 6/26/2012 7:12:00 PM (0 Business day, 0 Calendar day)
Email: email@abc.com
Reference Job Title: CCT Engineer
Relationship: Coworker
Current Company:
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 03/30/2009 To 08/31/2011 (2 years, 5 months)

Company Information

Company: ABC Company
Address: United States

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

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Reference Information

Name: Ms.
Completed: ✔ 6/27/2012 2:50:00 PM (1 Business days, 1 Calendar days)
Email: email@abc.com
Reference Job Title: Telecomm Manager
Relationship: Coworker
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 03/30/2009 To 09/30/2011 (2 years, 6 months)

Company Information

Company: ABC Company
Address: United States

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

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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.