Pre-Hire 360® www.skillsurvey.com

Pre-Hire 360® Feedback Report

Candidate: Patricia Thomas

Position: Assistant Project Manager

Survey: Project Manager

Candidate IP Address: XX.XX.XX.XX

User: Recruiter

Date: Thursday, April 09, 2015

Report History:

Report Re-finalized:	September 13, 2013 - 06:48AM
Report Generated:	September 09, 2013 - 09:53AM

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.

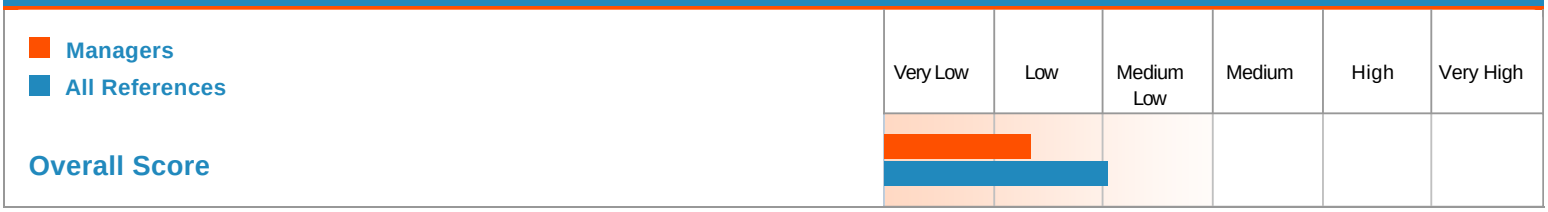
Note:
The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.

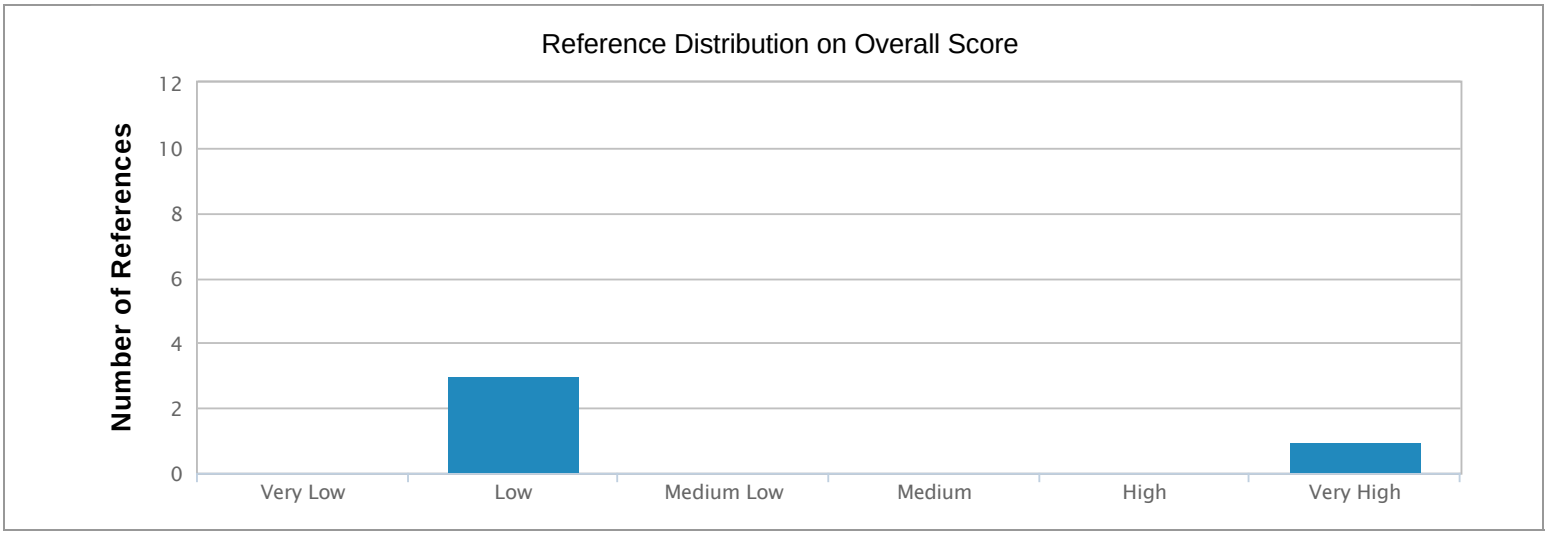
Pre-Hire 360 Feedback Report

Candidate: Patricia Thomas

Overall Score

Section I: Overall Summary on Patricia Thomas

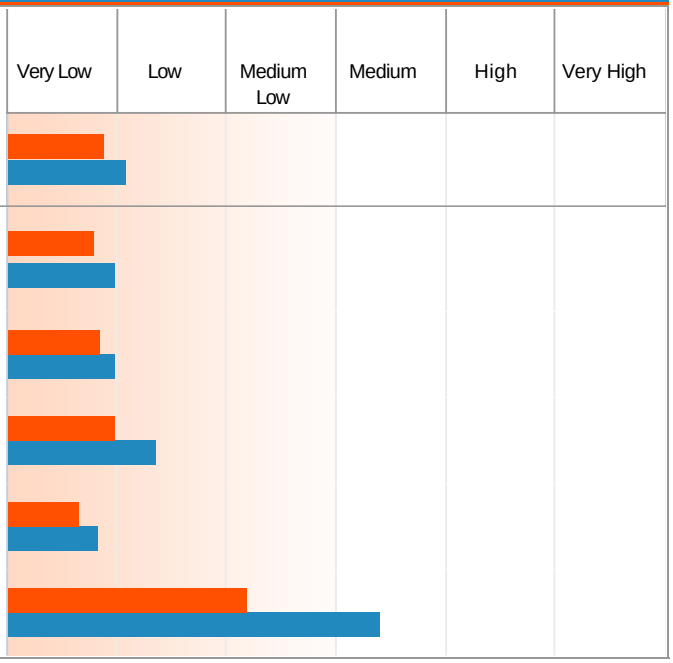




Section II-A: Detailed Competency Report on Patricia Thomas

Managers
All References

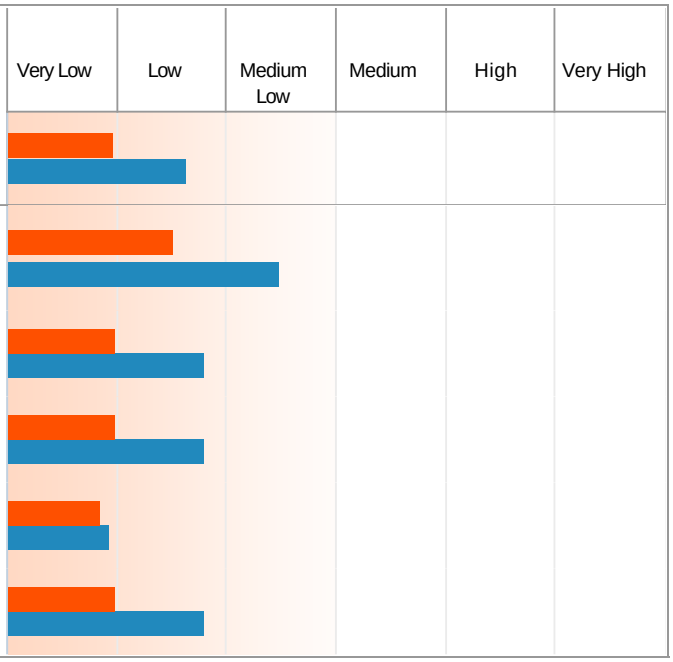
Cluster 1 - Managing Others: Overall Score



a) Give assignments to team members according to their capabilities (e.g., appropriately delegate tasks according to skill level or area of expertise)	3
b) Provide guidance to team members (e.g., set objectives, establish work schedules, develop and implement policies and procedures)	3
c) Motivate team members by encouraging them and by building mutual trust, respect, and cooperation	1
d) Effectively measure performance and hold project team members accountable for meeting goals	4
e) Deliver timely and honest feedback to team members in a constructive and non-threatening way	2

Managers
All References

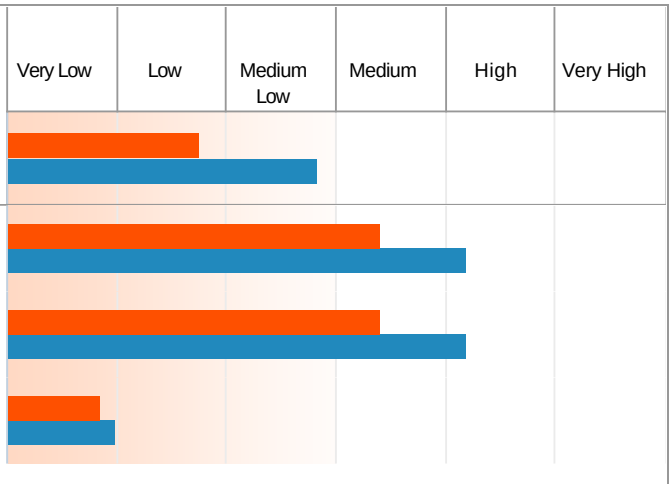
Cluster 2 - Professionalism: Overall Score



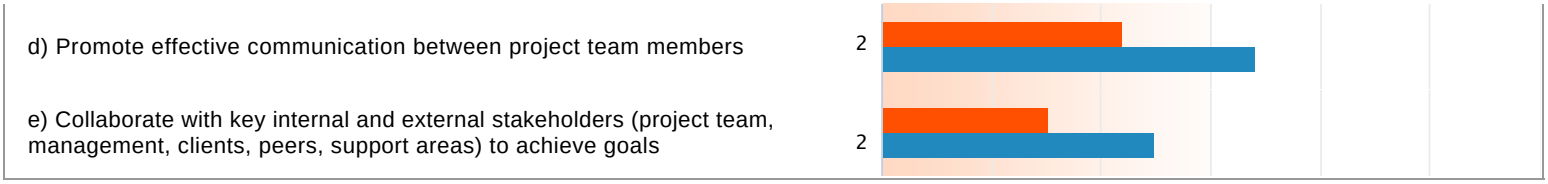
a) Have an attention to detail, making sure that all aspects of the project (e.g., plans, status reports, execution of the deliverables) are thorough and accurate	2
b) Develop project plans, including goals, technologies, timelines, budget, and staffing	3
c) Use appropriate tools to update project plans	2
d) Possess excellent knowledge of standard best practices and processes in project management	2
e) Consistently meet or exceed goals and expectations	2

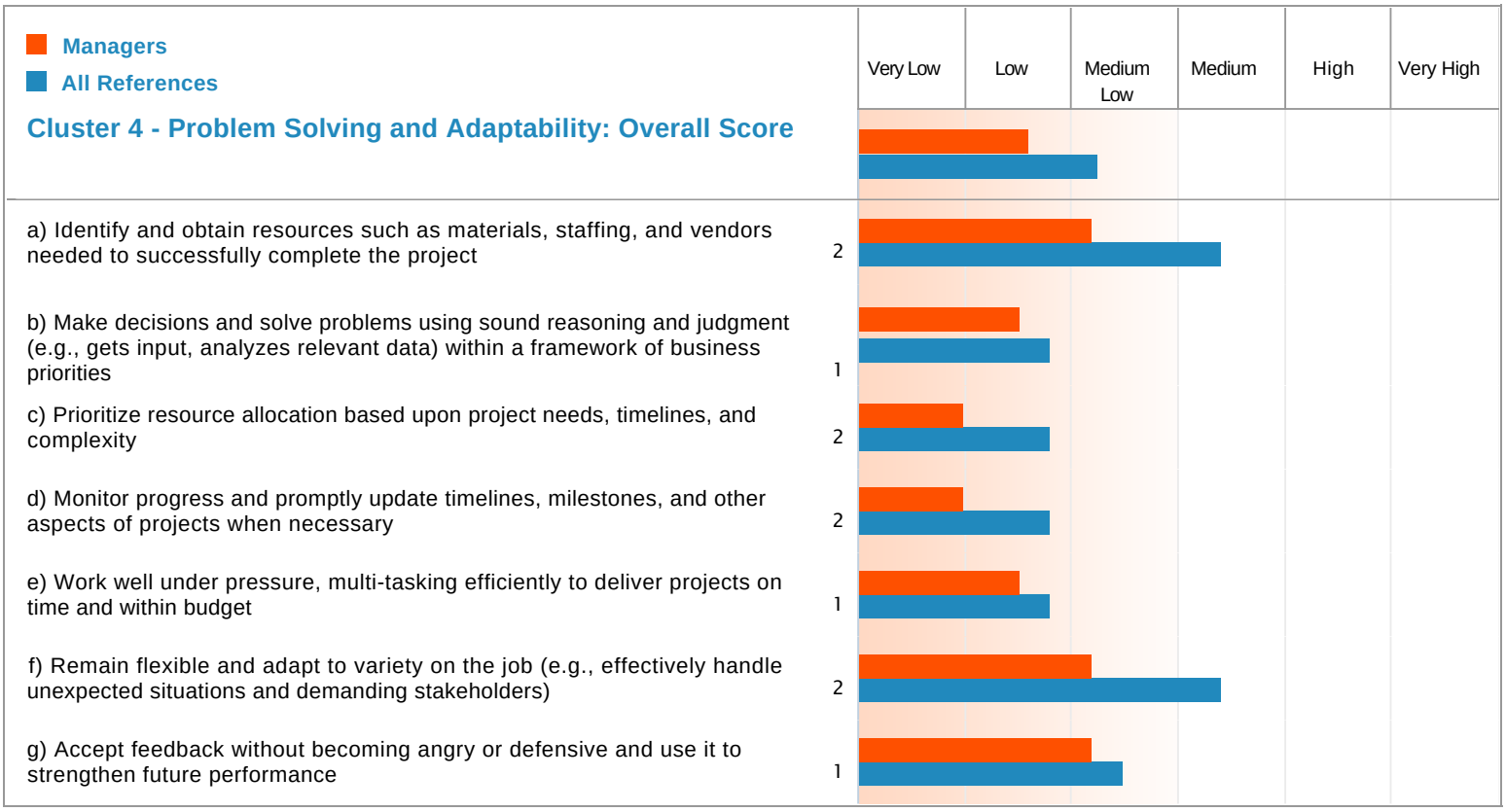
Managers
All References

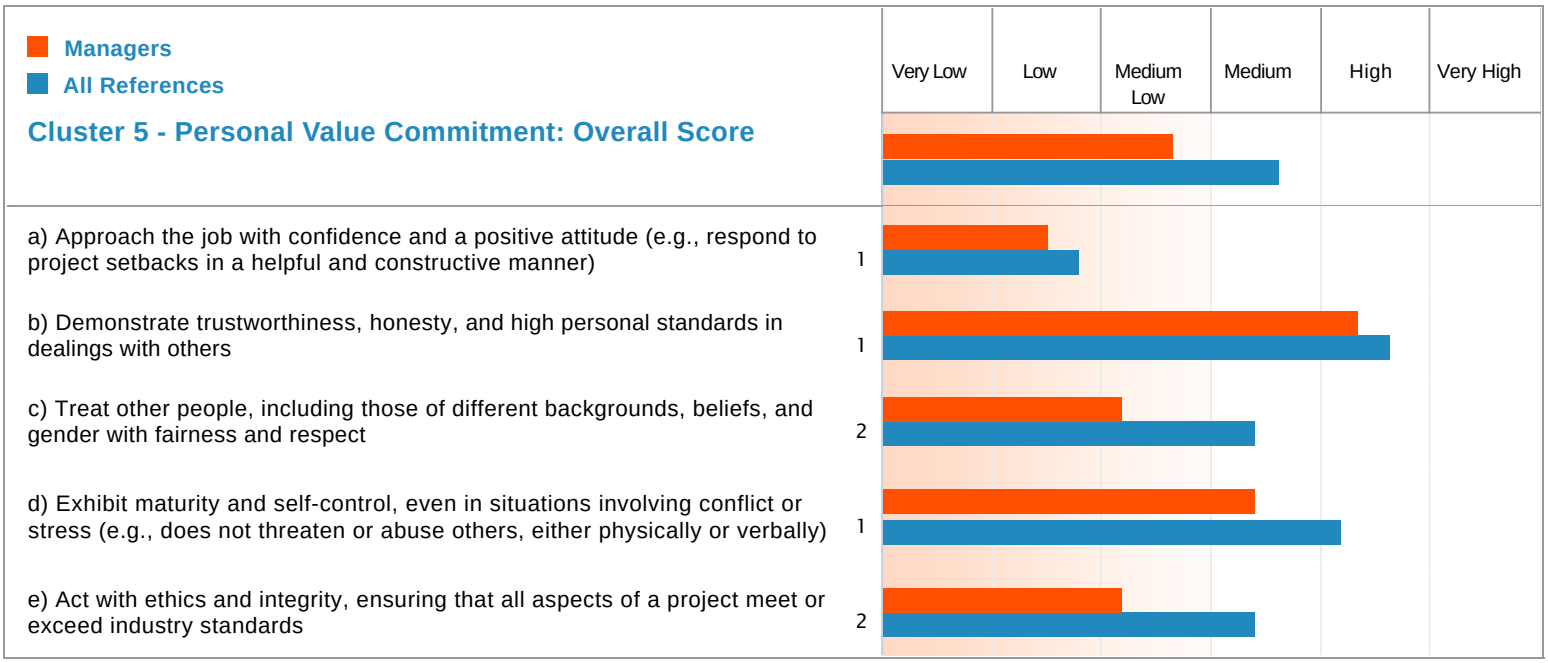
Cluster 3 - Interpersonal Skills: Overall Score



a) Listen carefully to others, taking time to understand and ask appropriate questions without interrupting	1
b) Build strong, positive working relationships with managers, peers, and project team, and maintain them over time	1
c) Disseminate information, such as project scope, budget, timelines, and deliverables, clearly and concisely	3







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: 2/4 (50%)
No: 2/4 (50%)

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:

Good work ethic, honest and has good team building experience.

organizational skills integrity perserverence

She would often ask for more than one task to work on. She kept busy; she was not a chit chatter or gossipy type employee.

COULD IMPROVE:

improve self confidence learn to ignore negativity ignore bullies

I have no complaints about Patricia's work habits. She performed the tasks that i gave to her and would not hesitate to ask if she had any questions. I think she found her roll to be a little to easy and non-challenging. She was over qualified.

Section IV: Custom Question Results

No Custom Questions Enabled

Section V: Reference Information on Patricia Thomas

Submitted to Candidate on:	September 06, 2013 - 06:52AM	**Number of References Entered:**	5
References Submitted by Candidate:	September 07, 2013 - 11:59AM	**Number of Responses:**	4
Report Finalized on:	September 09, 2013 - 09:53AM	**Reference Response Rate:**	80%
Candidate Response Time: *(in business days)*	0.71	**Reference Response Time:** *(median # business days)*	0.14
Candidate Response Time: *(in calendar days)*	1.21	**Reference Response Time:** *(median # calendar days)*	1.41

Section VI: Reference Detail for Patricia Thomas

Managers

Reference Information

Name: Mr.
Completed: ✔ 9/9/2013 6:59:00 AM (0 Business day, 2 Calendar day)
Email: email@abc.com
Reference Job Title: Estimator (Senior Estimator)
Relationship: Manager
Phone#: Work: 555-555-5555
(Work: 555-555-5555)
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 06/06/2011 To 05/15/2012 (0 years, 11 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: Mr.
Completed: ✔ 9/11/2013 3:56:00 PM (3 Business days, 4 Calendar days)
Email: email@abc.com
Reference Job Title: V.P. Operations
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 06/06/2011 To 05/15/2012 (0 years, 11 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: Mr.
Completed: ✔ 9/7/2013 1:51:00 PM (0 Business days, 0 Calendar days)
Email: email@def.com
Reference Job Title: Project Manager
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: **XX.X.XX.XX**

Candidate Information

Candidate Job Title:

Dates: 09/06/2006 To 02/10/2010 (3 years, 5 months)

Company Information

Company: DEF Company
Address: United States

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

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Non-Managers

Reference Information

Name: Mr.
Completed: (No)
Email: email@ghi.com
Reference Job Title: Project Manager/Owner Peer
Relationship: (or Colleague)
Phone#: Work: 555-555-5555
IP Address:

Candidate Information

Candidate Job Title:
Dates: 09/06/2006 To 02/10/2010 (3 years, 5 months)

Company Information

Company: GHI Company
Address: United States

Reference Information

Name: Ms.
Completed: 9/8/2013 12:35:00 PM (0 Business days, 1 Calendar days)
Email: email@jkl.com
Reference Job Title: Sales Representative
Relationship: Coworker
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 05/26/2012 To 01/10/2013 (0 years, 8 months)

Company Information

Company: JKL 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.