
Pre-Hire 360® Feedback Report

Candidate: Patrick Thomas

Position: Sales Manager

Survey: Sales Manager, v2

Candidate IP Address: XX.XX.XX.XX

User: Recruiter

Date: Thursday, April 09, 2015

Report History:

Report Generated: September 25, 2013 - 08:01AM

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.

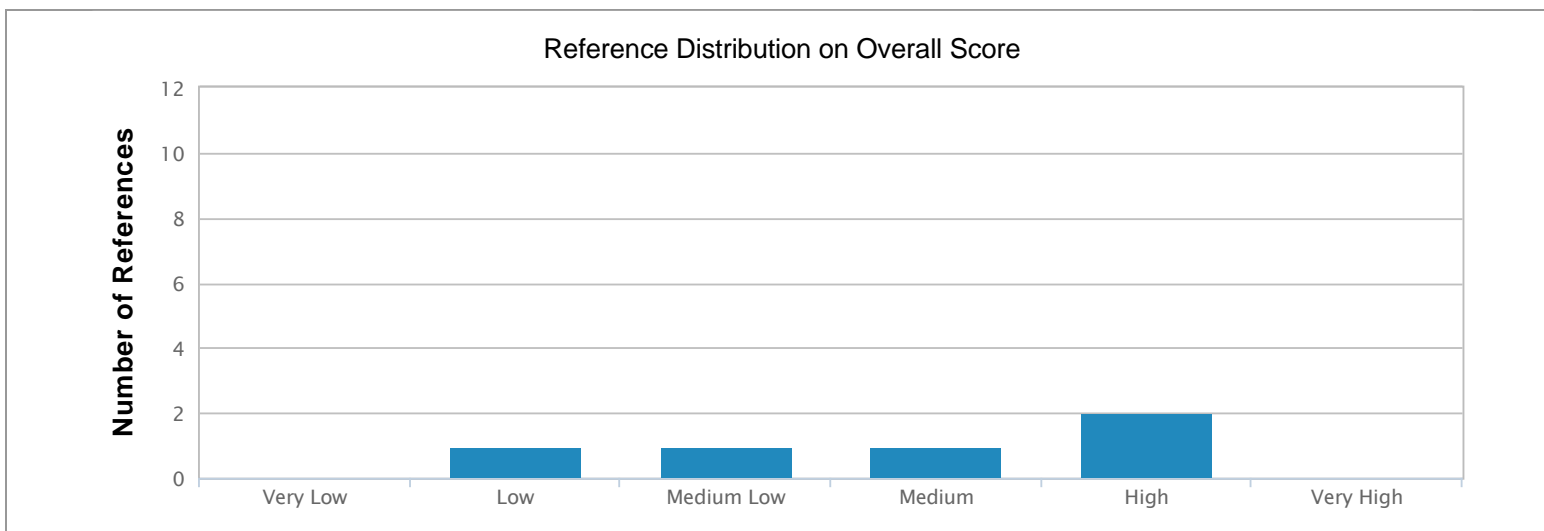
Note:

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.

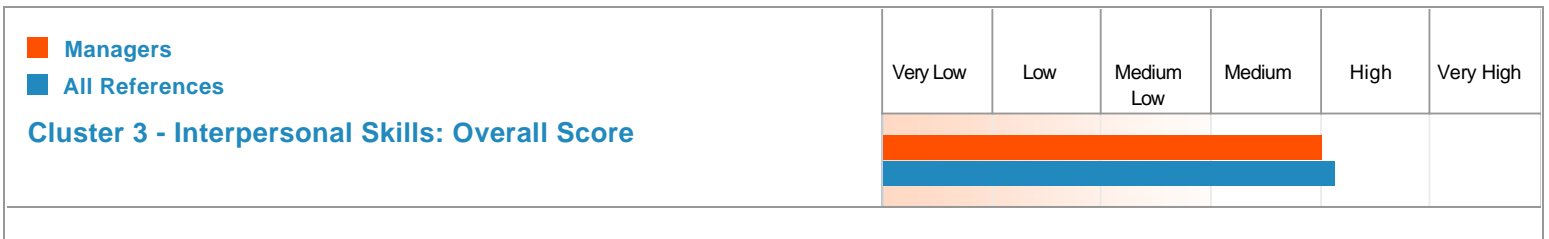
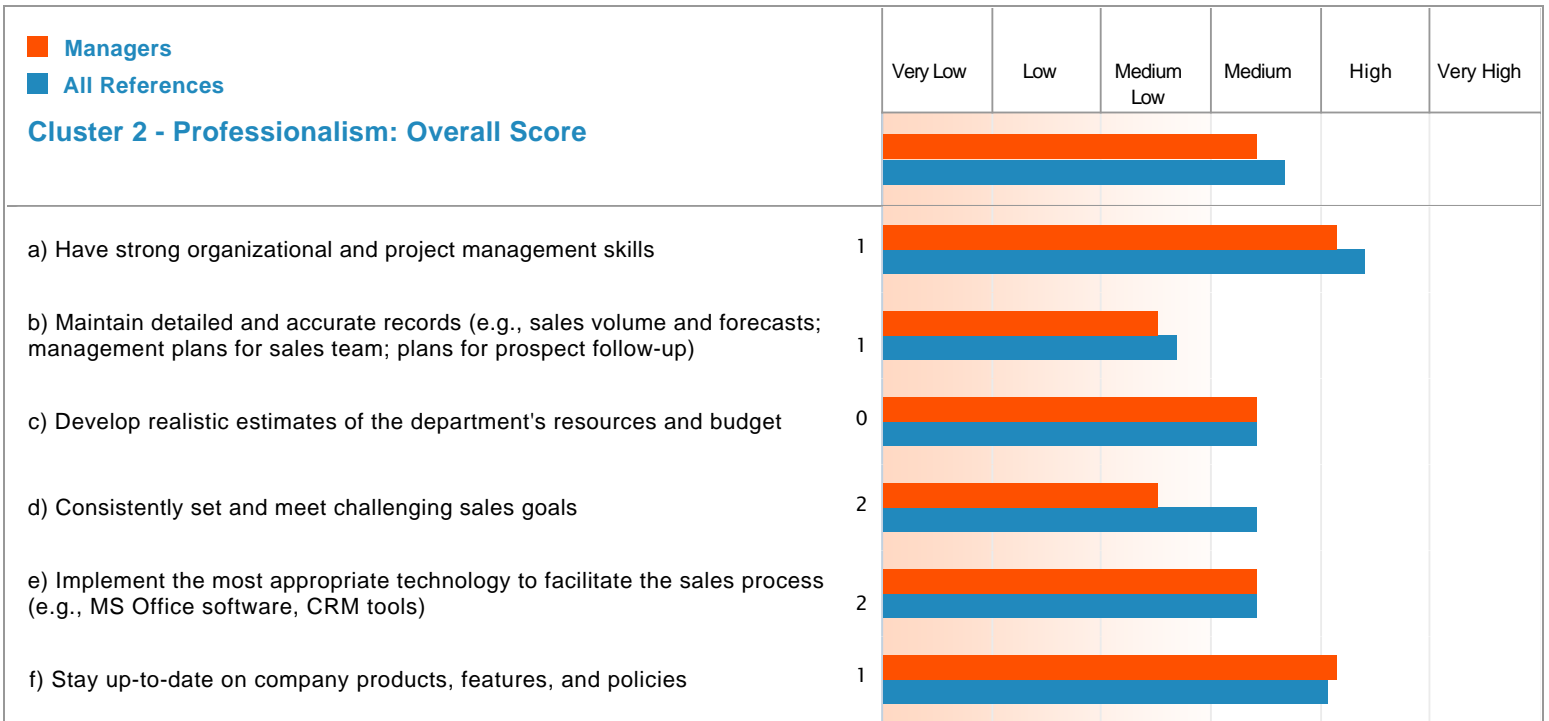
Overall Score

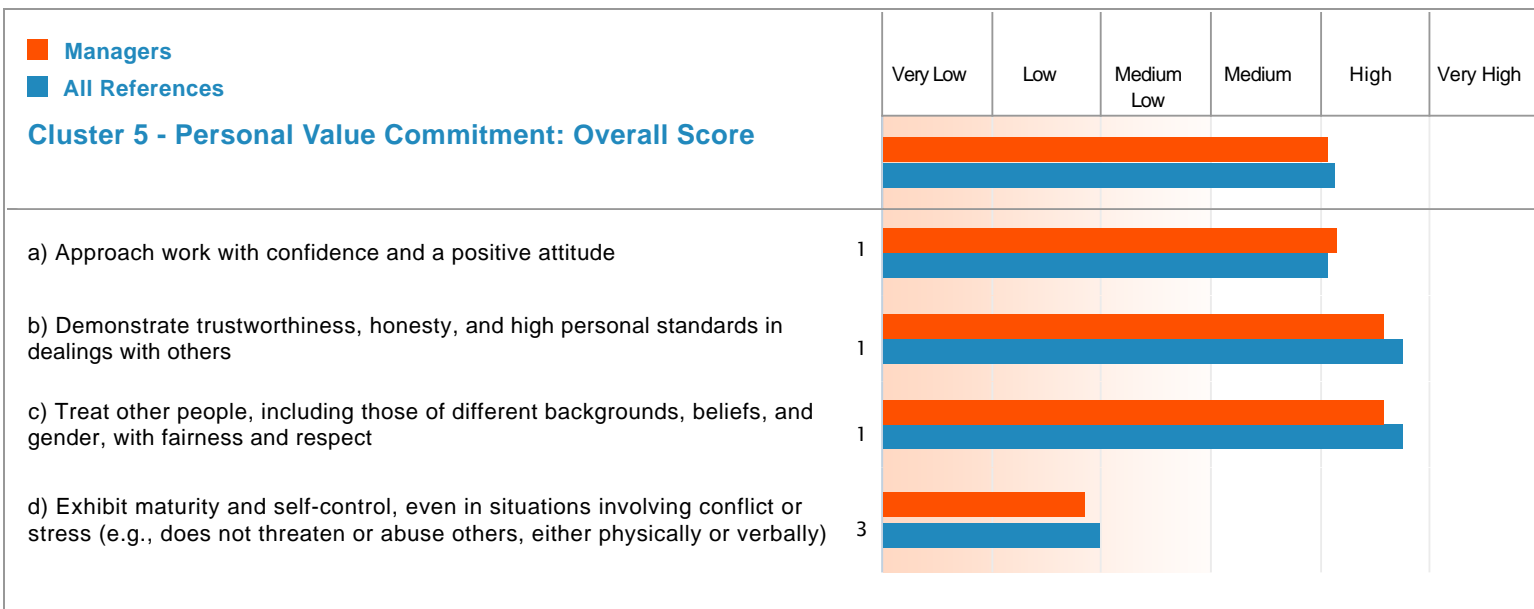
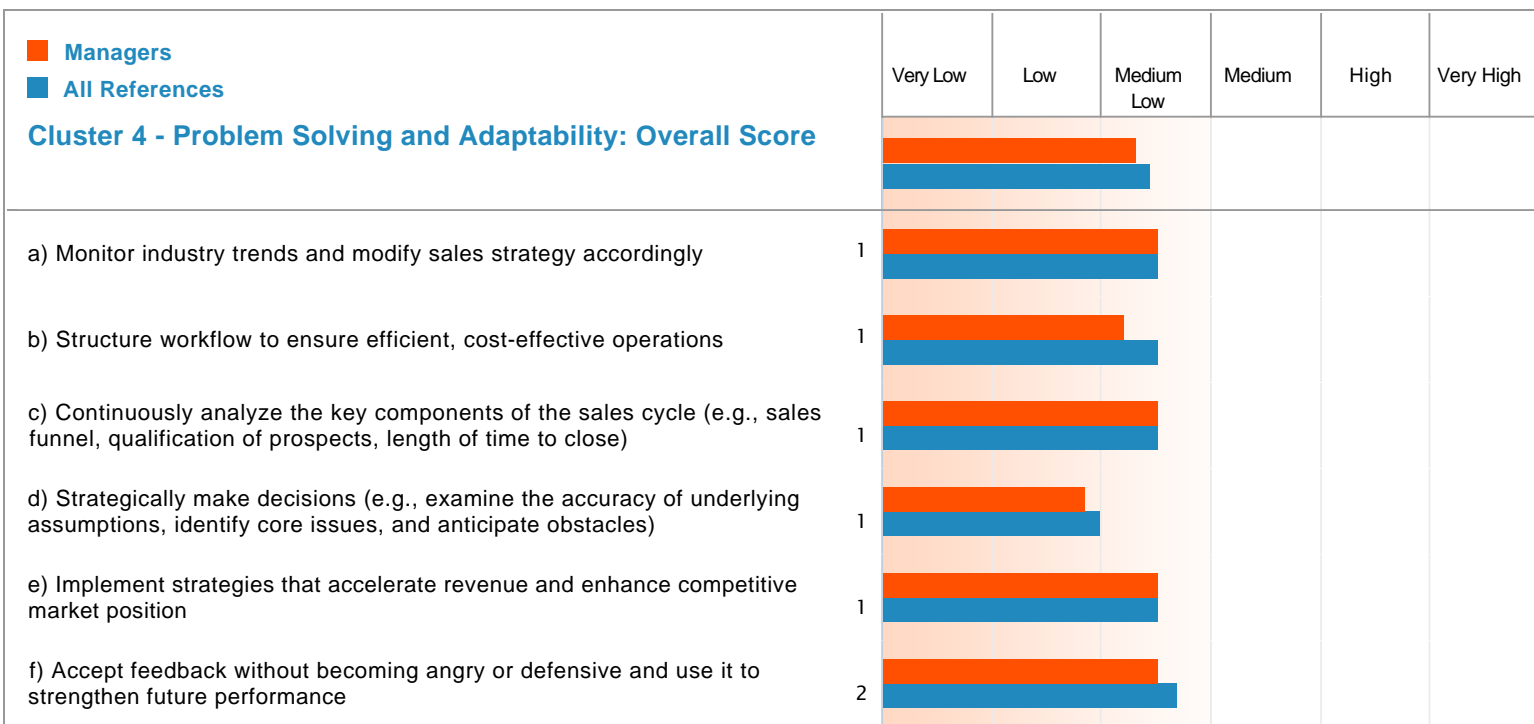
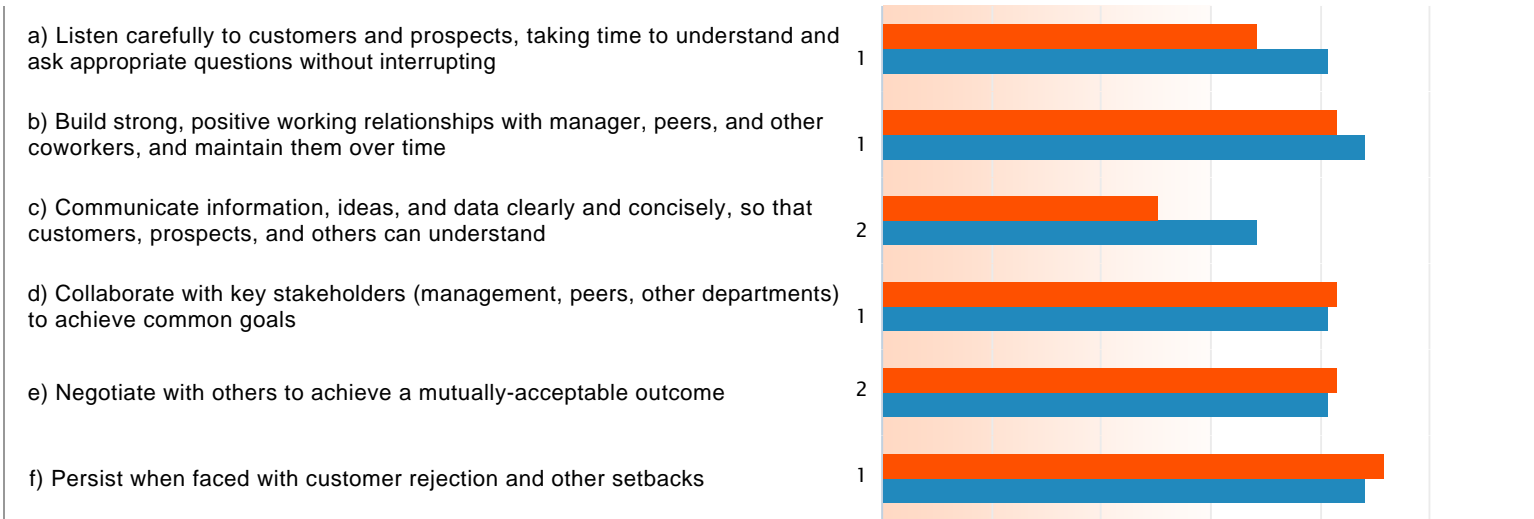
Section I: Overall Summary on Patrick Thomas

	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; margin-top: 5px;"> <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





e) Act with ethics and integrity, ensuring that all aspects of work meet or exceed industry standards

1

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) Has strong character and high standards - will do the right thing, treat others the right way, and perform his job the way it's supposed to be done. 2) He puts others - company, clients - needs in front of his own 3) He has a wide versatility in relationship building - can relate and bond with people at any level

Collaboration, Customer Relations, and Sales expertise.

INITIATIVE SELF STARTER COMPETITIVE

Patrick is accountable, driven to succeed and has a tremendous amount of customer knowledge.

strength of sales listening skills with customers strategic thought process

COULD IMPROVE:

Delegation - Patrick takes personal responsibility for results which often puts undue burden on himself. Time Management - Prioritizing tasks, realizing that most of the time you cannot get it all done. Saying no - sometimes you simply cannot help others, based on your own workload.

MEETING FACILITATION FOR LARGER GROUPS

Patrick needs to continue to hold his team to the same accountability as he holds himself.

team accountability

Section IV: Custom Question Results

No Custom Questions Enabled

Section V: Reference Information on Patrick Thomas

Submitted to Candidate on:

September 17, 2013 -

Number of References Entered:

5


09:47AM

References Submitted by Candidate:	September 18, 2013 - 02:12PM	Number of Responses:	5
Report Finalized on:	September 25, 2013 - 08:01AM	Reference Response Rate:	100%
Candidate Response Time: <i>(in business days)</i>	1.18	Reference Response Time: <i>(median # business days)</i>	1.05
Candidate Response Time: <i>(in calendar days)</i>	1.18	Reference Response Time: <i>(median # calendar days)</i>	1.05

Section VI: Reference Detail for Patrick Thomas

Managers

Reference Information

Name: Mr.
Completed:  9/22/2013 3:04:00 PM (2 Business days, 4 Calendar days)
Email: email.com
Reference Job Title: Area Sales Manager
Relationship: Manager
Phone#: Work: 317-625-8268
IP Address: XX.XX.XX.XX

Candidate Information


Candidate Job Title:
Dates: 09/09/2002 To 09/18/2013 (11 years, 0 months)

Company Information

Company: ABC Company
Address: United States

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

Reference Information

Name: Mrs.
Completed:  9/18/2013 3:01:00 PM (0 Business day, 0 Calendar day)
Email: email@abc.com
Reference Job Title: Area Sales Manager
Relationship: Manager
Current Company:
Phone#: Work: 555-555-5555
IP Address: XX.XX.XX.XX

Candidate Information

Candidate Job Title:
Dates: 01/01/2009 To 03/29/2013 (4 years, 3 months)


Company Information

Company: ABC Company

Address: United States

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

Reference Information

Name: Ms.
 Completed:  9/20/2013 11:34:00 AM (2 Business days, 2 Calendar days)
 Email: email@abc.com
 Reference Job Title: Area Sales Manager
 Relationship: Manager
 Phone#: Work: 555-555-5555
 IP Address: XX.XX.XX.XX

Candidate Information


Candidate Job Title:
 Dates: 04/01/2013 To 09/18/2013 (0 years, 6 months)

Company Information

Company: ABC Company
 Address: United States

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

Reference Information

Name: Mr.
 Completed:  9/19/2013 3:27:00 PM (1 Business days, 1 Calendar days)
 Email: email@abc.com
 Reference Job Title: District Manager
 Relationship: Manager
 Phone#: Work: 555-555-5555
 IP Address: XX.XX.XX.XX

Candidate Information

Candidate Job Title:
 Dates: 09/01/2005 To 05/01/2011 (5 years, 8 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:  9/19/2013 9:57:00 AM (1 Business days, 1 Calendar days)
 Email: email@def.com

Reference Job Title: Ticket Sales Manager (**Box Office Manager**)
Relationship: Coworker (**Manager**)
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 01/01/2002 To 09/01/2002 (0 years, 8 months)

Company Information

Company: DEF 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.