Pre-Hire 360® www.skillsurvey.com

Pre-Hire 360® Feedback Report

Candidate: Patrick Thomas

Position: Sales Professional

Survey: Sales Professional, v2

Candidate IP Address: XX.XX.XX.XX (Duplicate IP Address)

User: Recruiter

Date: Thursday, April 09, 2015

Report History:

Report Generated: September 13, 2013 - 08:09AM

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.

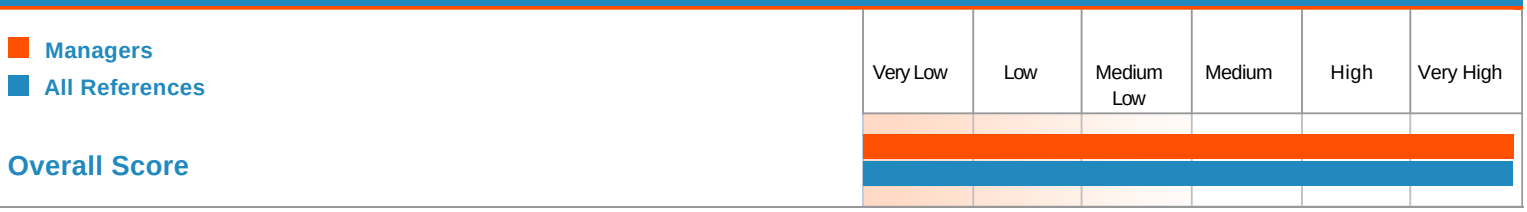
Note:
The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.

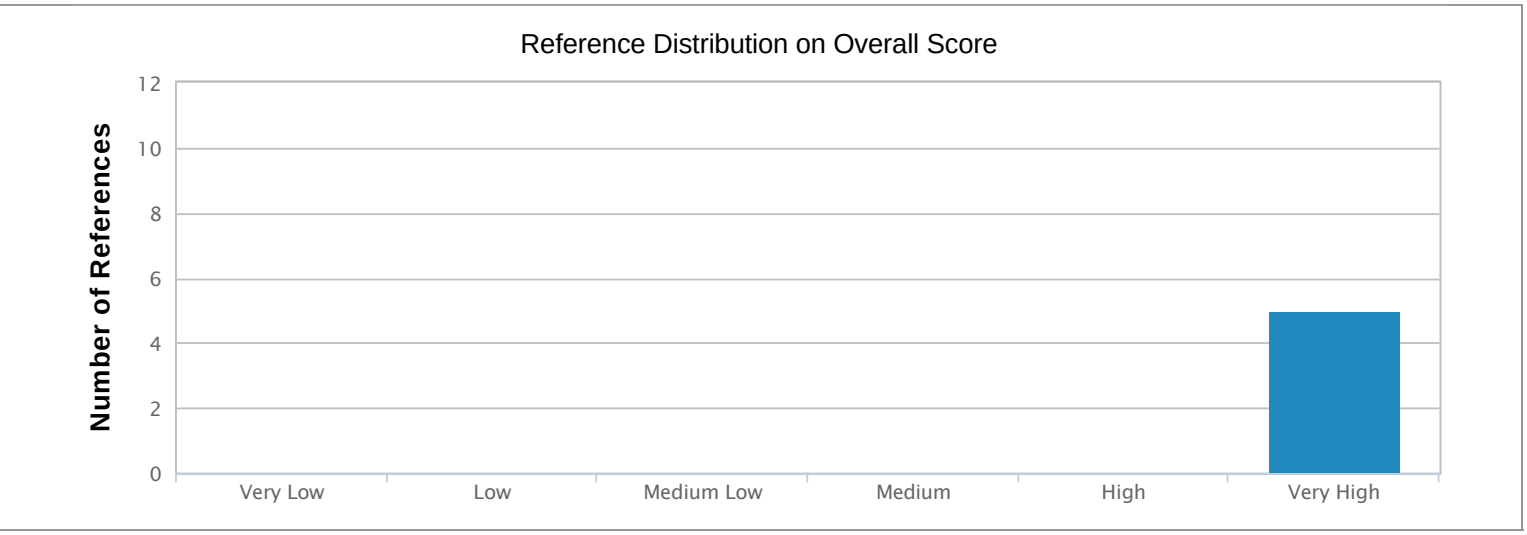
Pre-Hire 360 Feedback Report

Candidate: Patrick Thomas

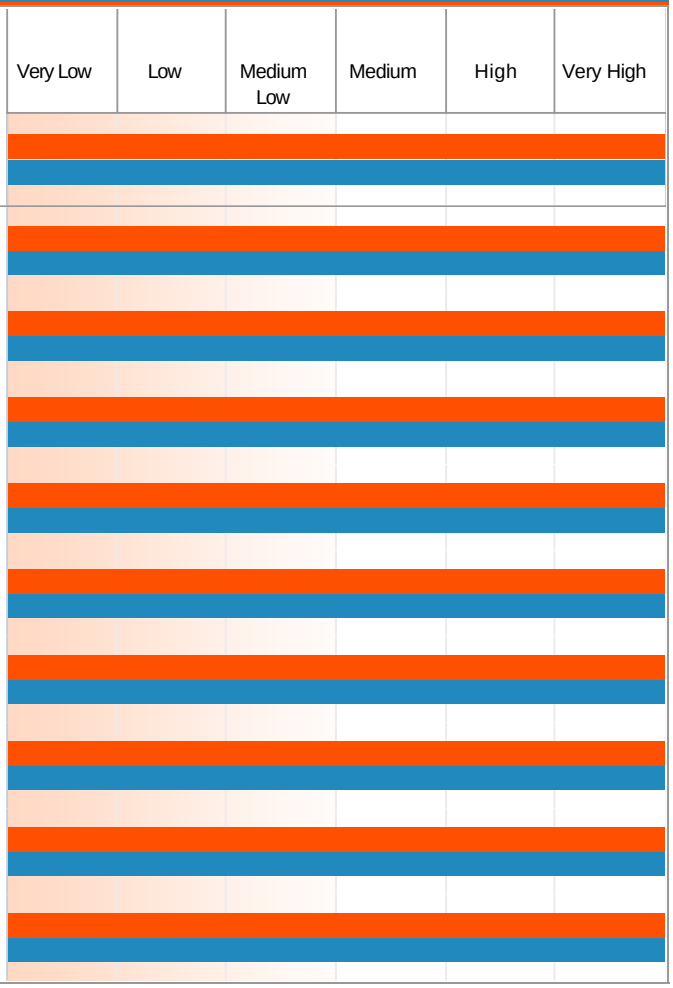
Overall Score

Section I: Overall Summary on Patrick Thomas



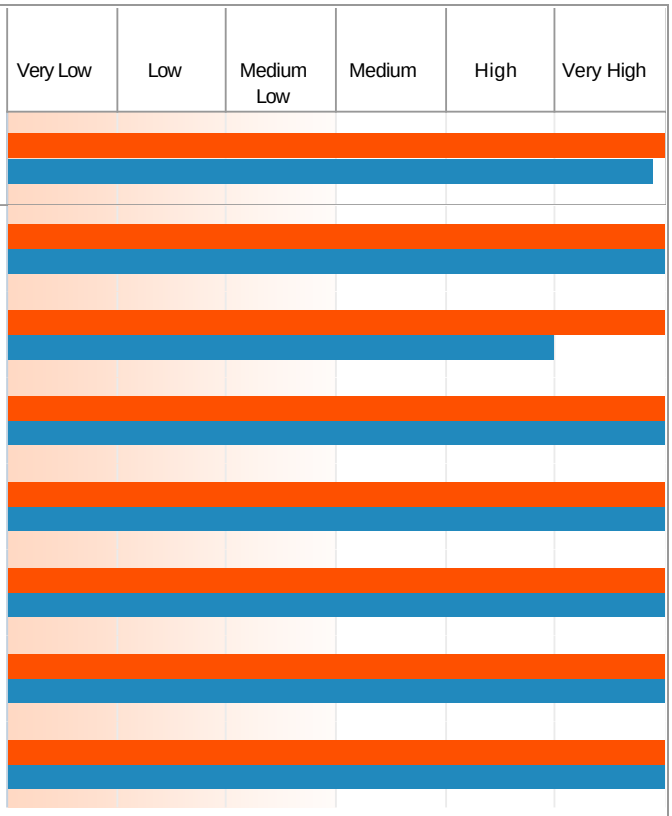


Section II-A: Detailed Competency Report on Patrick Thomas



Cluster 1 - Professionalism: Overall Score

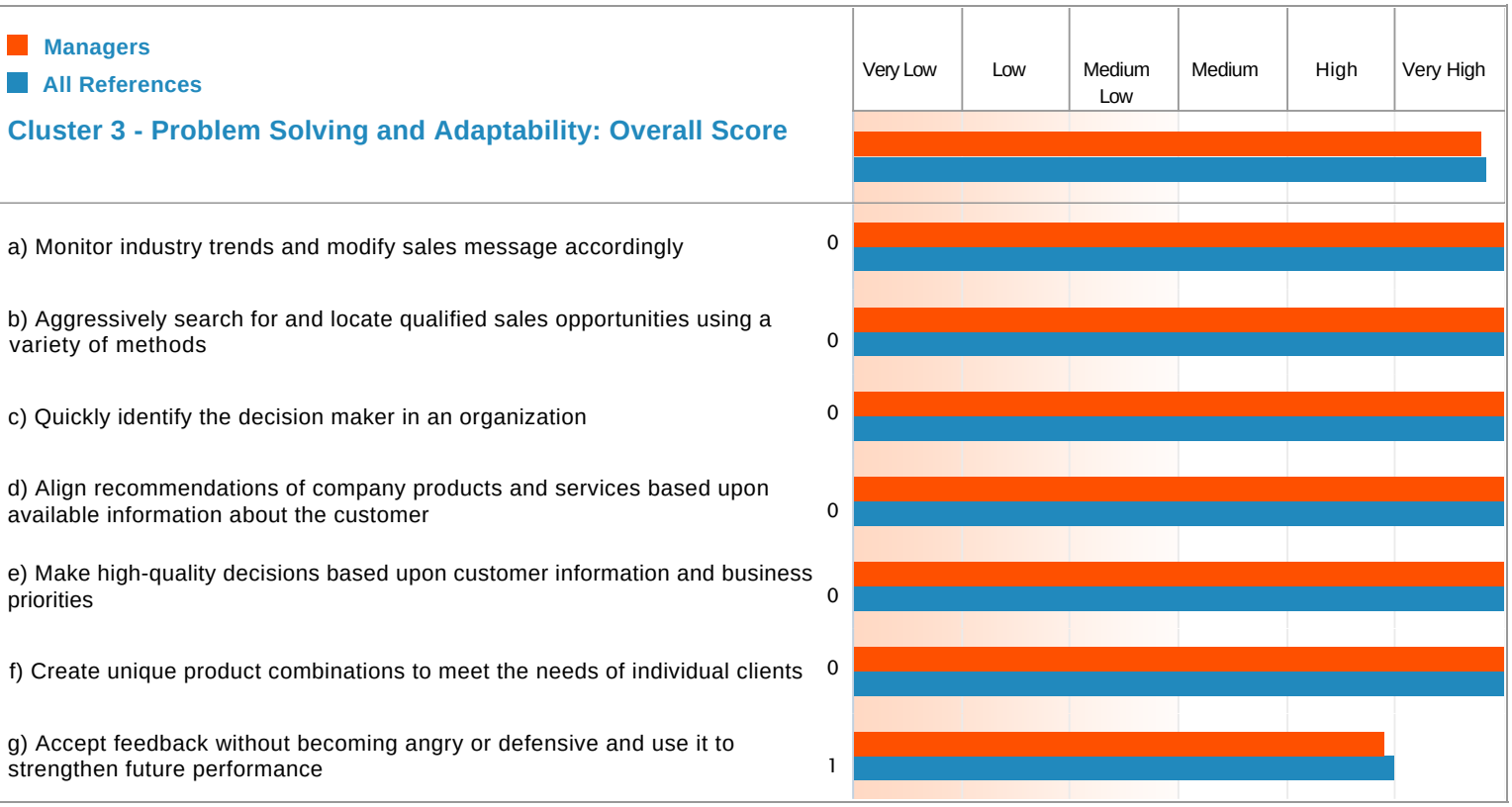
a) Demonstrate dependability (e.g., report consistently, and on time, for work, appointments, and meetings)	0
b) Work in a disciplined and organized way to complete tasks and other activities in a timely manner	0
c) Show an attention to detail -- accurately prepare customer orders, proposals/presentations, and outward-facing communications to customers	0
d) Present a professional appearance and demeanor	0
e) Consistently meet or exceed sales goals	0
f) Comprehend the sales cycle and follow best practices throughout the entire process	0
g) Understand and consistently use technology that is critical for the sales process (e.g., MS Office software; CRM tools)	0
h) Stay up-to-date on company products, features, and policies	0
i) Take responsibility for his/her actions and quality of work without blaming others or making excuses	0



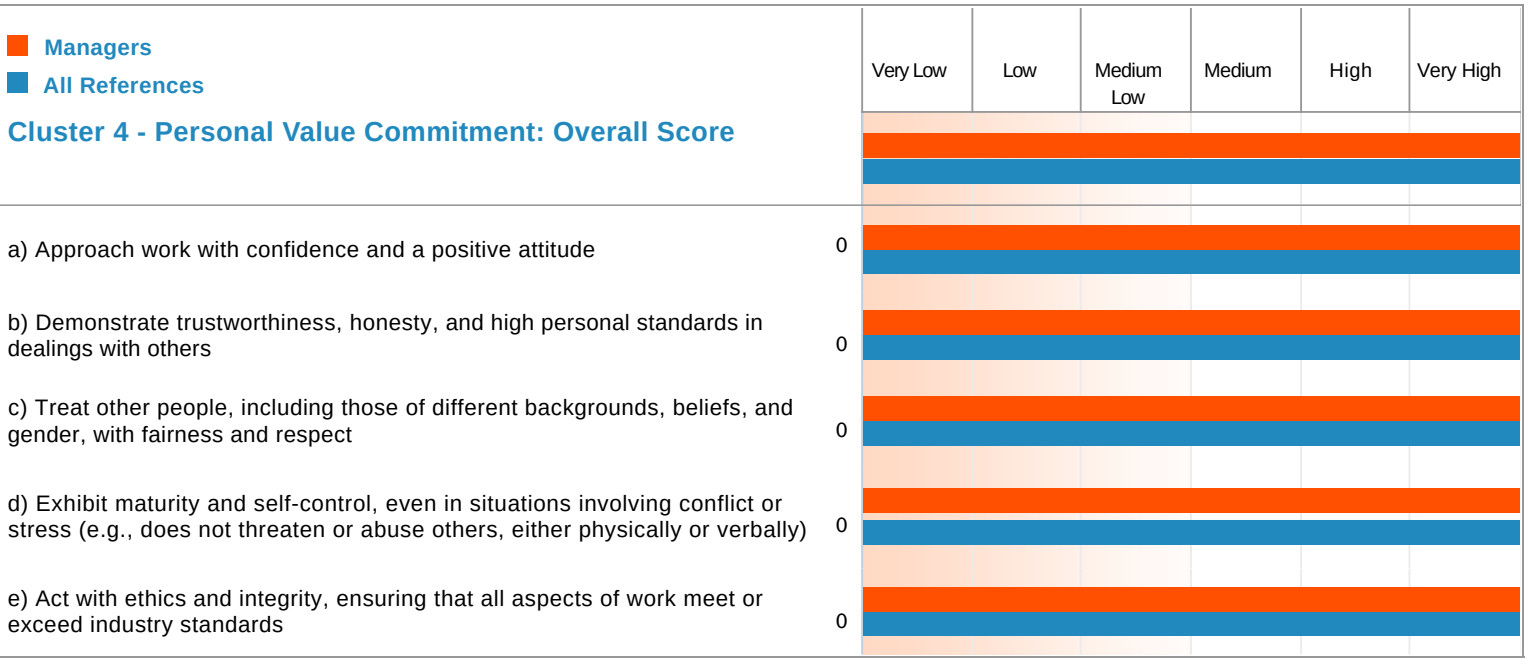
Cluster 2 - Interpersonal Skills: Overall Score

a) Listen carefully to customers and prospects, taking time to understand and ask appropriate questions without interrupting	0
b) Build strong, positive working relationships with manager, peers, and other coworkers, and maintain them over time	1
c) Display a high level of confidence when interacting with prospects and customers	0
d) Establish rapport easily with a wide variety of people	0
e) Communicate information, ideas, and data clearly and concisely, so that customers, prospects, and others can understand	0
f) Present information and advice on products and services in a logical and compelling manner that clearly articulates company value proposition	0
g) Negotiate with others to achieve a mutually-acceptable outcome	0

h) Manage the post-sale follow-up to build strong relationships and ensure customer loyalty	0
i) Persist when faced with customer rejection and other setbacks	0



a) Monitor industry trends and modify sales message accordingly	0
b) Aggressively search for and locate qualified sales opportunities using a variety of methods	0
c) Quickly identify the decision maker in an organization	0
d) Align recommendations of company products and services based upon available information about the customer	0
e) Make high-quality decisions based upon customer information and business priorities	0
f) Create unique product combinations to meet the needs of individual clients	0
g) Accept feedback without becoming angry or defensive and use it to strengthen future performance	1



a) Approach work with confidence and a positive attitude	0
b) Demonstrate trustworthiness, honesty, and high personal standards in dealings with others	0
c) Treat other people, including those of different backgrounds, beliefs, and gender, with fairness and respect	0
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)	0
e) Act with ethics and integrity, ensuring that all aspects of work meet or exceed industry standards	0

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: 2/5 (40%)
No: 3/5 (60%)

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 is dependable, trustworthy, and capable of doing any job put before him. He is good-natured and faces any job before him with confidence. He gets along well with everybody, from his peers to his supervisors.

First one to work Last one to leave Works very hard when there

Has excellent people skills. Develops great relationships with customers. He also has excellent follow up skills

He aims to do what is asked of him. He does a good job consistently. He is polite and respectful.

Perfect telephone skills, (manners, ease of conversation, etc.) Excellent problem solving skills in relation to product issues. Product knowledge. Excellent in customer follow up.

COULD IMPROVE:

Patrick could improve his organizational skills just a little bit.

Be a little more open minded to new ideas Be more "polished" Stay ahead of the electronic age

Patrick could be better organized. There are times his eagerness can get in the way of details. Could improve lead generation skills.

More use of financial seminars, and legal financial statutes. Better planning of duties. Better health habits(stop smoking)

Section IV: Custom Question Results

No Custom Questions Enabled

Section V: Reference Information on Patrick Thomas

Submitted to Candidate on:	September 11, 2013 - 02:22PM	**Number of References Entered:**	5
References Submitted by Candidate:	September 11, 2013 - 09:08PM	**Number of Responses:**	5
Report Finalized on:	September 13, 2013 - 08:09AM	**Reference Response Rate:**	100%
Candidate Response Time: *(in business days)*	0.28	**Reference Response Time:** *(median # business days)*	0.51

Candidate Response Time: *(in calendar days)*	0.28	**Reference Response Time:** *(median # calendar days)*	0.51

Section VI: Reference Detail for Patrick Thomas

Managers

Reference Information

Name: Ms.
Completed: ✔ 9/12/2013 9:24:00 AM (1 Business days, 1 Calendar days)
Email: email@abc.com
Reference Job Title: Admin Assistant
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 05/01/1993 To 04/01/2007 (13 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: ✔ 9/12/2013 7:44:00 AM (0 Business days, 0 Calendar days)
Email: email@abc.com
Reference Job Title: Partner
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 04/01/1993 To 03/01/2007 (13 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 9:38:00 PM (0 Business day, 0 Calendar day)
Email: email@def.com

Reference Job Title: Pres/CEO
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX (Duplicate IP Address)**

Candidate Information

Candidate Job Title:
Dates: 11/01/2009 To 09/11/2013 (3 years, 10 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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Reference Information

Name: Mr.
Completed: ✔ 9/12/2013 1:21:00 PM (1 Business days, 1 Calendar days)
Email: email@def.com
Reference Job Title: Partner
Relationship: Manager
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 11/01/2009 To 09/11/2013 (3 years, 10 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: Ms.
Completed: ✔ 9/12/2013 8:30:00 PM (1 Business days, 1 Calendar days)
Email: email@ghi.com
Reference Job Title: client
Relationship: Client (or Customer)
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 02/15/2009 To 09/11/2013 (4 years, 7 months)

Company Information

Company: GHI 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.