
Pre-Hire 360[®] Feedback Report

Candidate: Patrick Thomas

Position: Maintenance

Survey: Skilled Trades Worker (with Safety-Related Behaviors)

Candidate IP Address: XXX.XXX.XXX.XXX

User: Recruiter

Date: Thursday, April 09, 2015

Report History:

Report Generated: May 13, 2014 - 11:54AM

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:

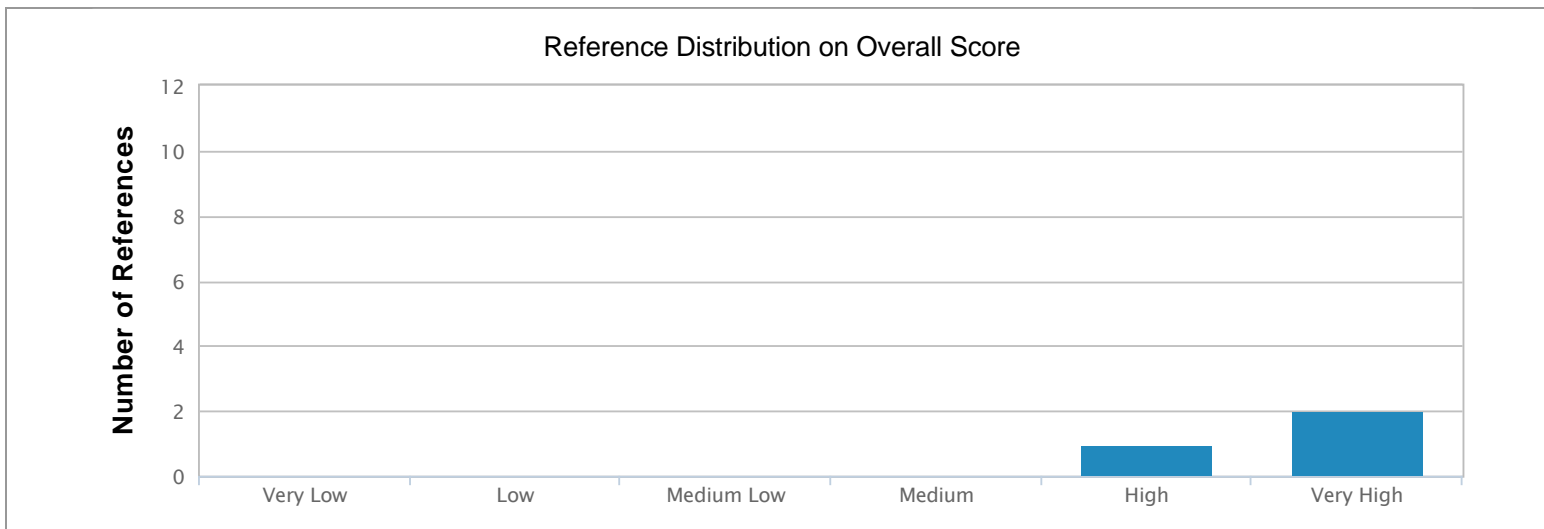
The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.



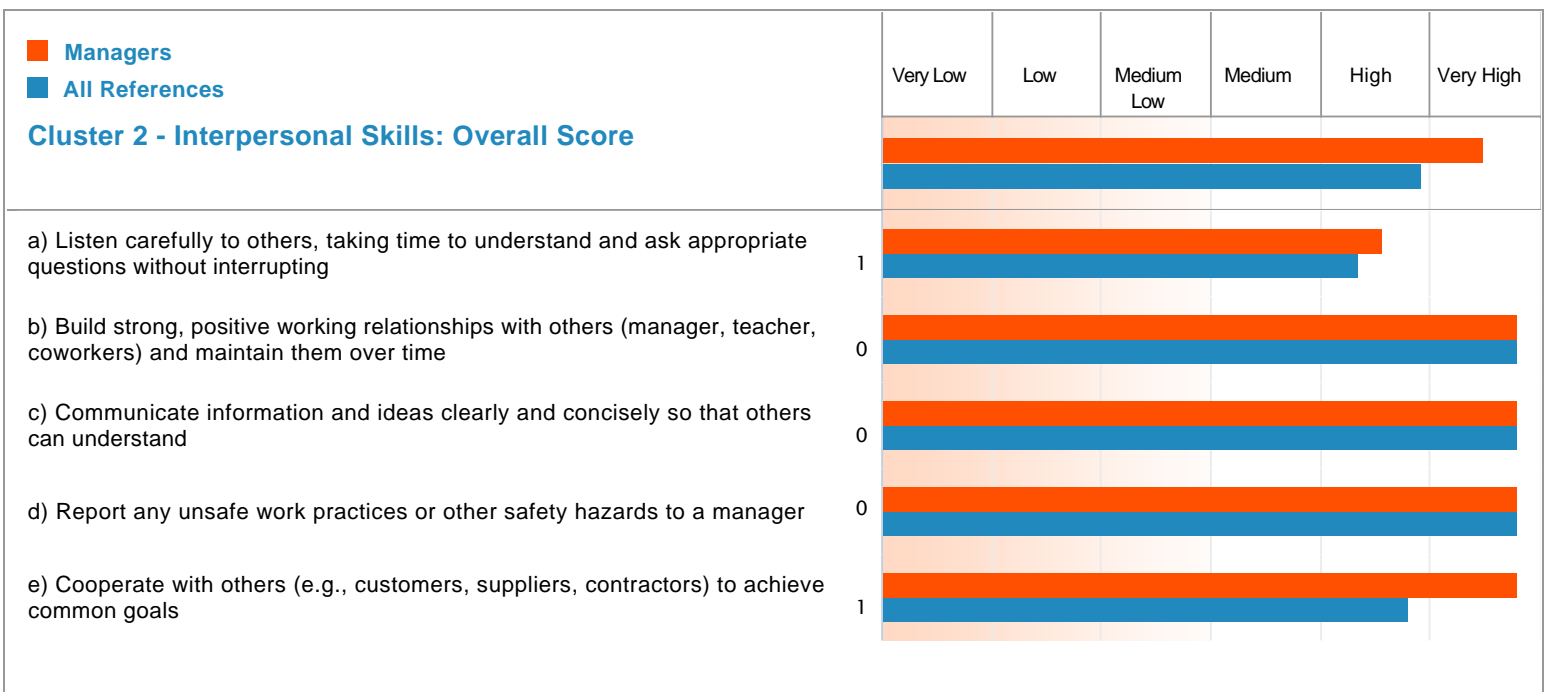
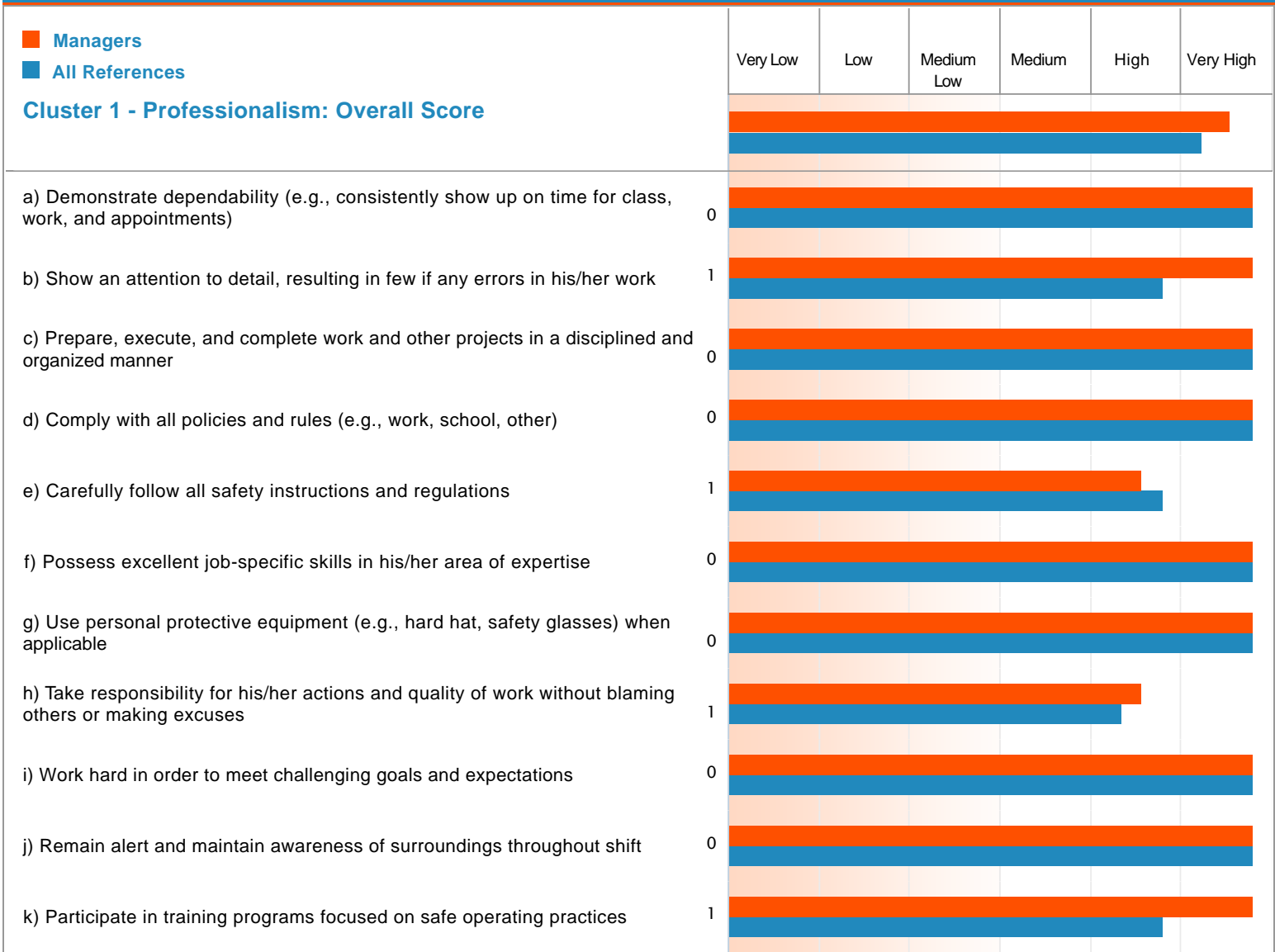
Overall Score

Section I: Overall Summary on Patrick Thomas

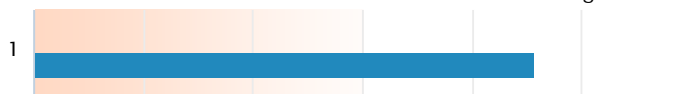
	Very Low	Low	Medium Low	Medium	High	Very High
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #FF6600; margin-right: 5px;"></div> Managers </div> <div style="display: flex; align-items: center; margin-top: 5px;"> <div style="width: 15px; height: 15px; background-color: #0070C0; margin-right: 5px;"></div> All References </div>						
Overall Score						



Section II-A: Detailed Competency Report on Patrick Thomas



f) Remain calm and helpful when handling complaints from irate customers



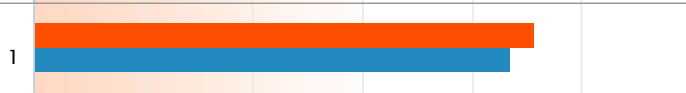
Managers

All References

Cluster 3 - Problem Solving and Adaptability: Overall Score

Very Low Low Medium Low Medium High Very High

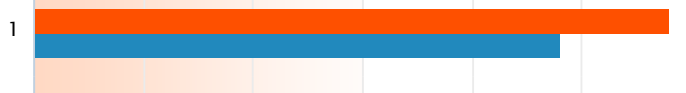
a) Independently manage own time and show good judgment in prioritizing work to meet deadlines



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



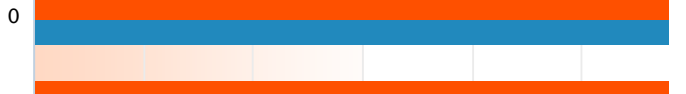
c) Make high-quality decisions based upon facts and priorities



d) Remain flexible and readily adapt to change (e.g., varied work schedules, last-minute requests, extreme weather, unexpected situations)



e) Take appropriate action to correct unsafe practices and eliminate hazards



f) Accept feedback without becoming angry or defensive and use it to strengthen future performance



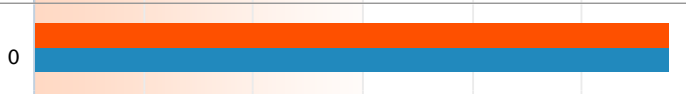
Managers

All References

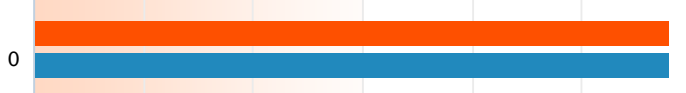
Cluster 4 - Personal Value Commitment: Overall Score

Very Low Low Medium Low Medium High Very High

a) Approach work activities with commitment and a positive attitude (e.g., respond to challenges or obstacles in a helpful and constructive manner)



b) Exhibit maturity and self-control, even in situations involving conflict or stress (e.g., does not threaten or abuse others, either physically or verbally)



c) Demonstrate trustworthiness, honesty, and high personal standards in dealings with others



d) Treat other people, including those of different backgrounds, beliefs, and gender, with fairness and respect



e) Act with ethics and integrity, ensuring that all aspects of work meet or exceed safety regulations and other established codes (local, state) as applicable



Managers

All References

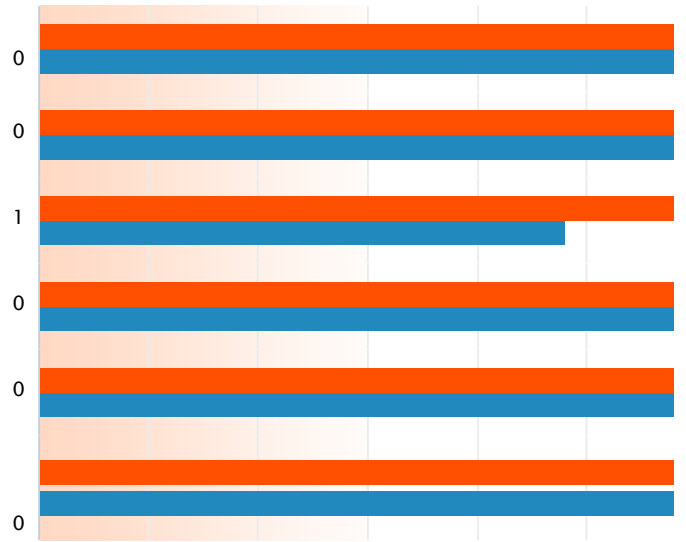
Cluster 5 - Commitment to Workplace Health and Safety: Overall Score

Very Low Low Medium Low Medium High Very High

a) Carefully follow all safety instructions and regulations



- b) Use personal protective equipment (e.g., hard hat, safety glasses) when applicable
- c) Remain alert and maintain awareness of surroundings throughout shift
- d) Participate in training programs focused on safe operating practices
- e) Report any unsafe work practices or other safety hazards to a manager
- f) Take appropriate action to correct unsafe practices and eliminate hazards
- g) Act with ethics and integrity, ensuring that all aspects of work meet or exceed safety regulations and other established codes (local, state) as applicable



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: 0/3 (0%)
No: 3/3 (100%)

2. Responses to the question, "Would you work with this person again in the future?"

Yes: 3/3 (100%)
No: 0/3 (0%)

Section III: Verbatim Comments on Patrick Thomas

Note: Individual comments separated by horizontal lines

STRENGTHS:

1.Detailed 2.Quick learner 3.Team player

Great work ethics Cool under pressure Willing to learn, eager to advance his career

very thorough getting projects done in a timely manner. willing to try different techniques. will even fill in for lessor position if needed. works toward advancement.

COULD IMPROVE:

1.Ask for help 2.Take a chance on new challenges 3.Do not get tunnel vision

His time management could have used a very little improvement I am hard pressed to find any fault with Patrick's work skills, work ethics and safety practices. Good solid worker

maturity will wear niceley on him. he will rush in and take charge not fully understanding the situation. most of the time it works out. patience because of youth was lacking.

Section IV: Custom Question Results

1 . Shows a commitment to, and values safety in their work.

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree
0/3 (0.0%)	0/3 (0.0%)	0/3 (0.0%)	0/3 (0.0%)	0/3 (0.0%)
Not Applicable 0/3 (0.0%)				


Section V: Reference Information on Patrick Thomas

Submitted to Candidate on:	May 08, 2014 - 03:55PM	Number of References Entered:	4
References Submitted by Candidate:	May 09, 2014 - 07:10PM	Number of Responses:	3
Report Finalized on:	May 13, 2014 - 11:54AM	Reference Response Rate:	75%
Candidate Response Time: <i>(in business days)</i>	1.14	Reference Response Time: <i>(median # business days)</i>	0.92
Candidate Response Time: <i>(in calendar days)</i>	1.14	Reference Response Time: <i>(median # calendar days)</i>	2.92

Section VI: Reference Detail for Patrick Thomas

Managers

Reference Information

Name:	Ms.
Completed:	 5/12/2014 5:15:00 PM (1 Business days, 3 Calendar days)
Email:	email@abccompany.com
Reference Job Title:	owner
Relationship:	Manager
Phone#:	Work: 555-555-5551 <i>(Work: 555-555-5555)</i>
IP Address:	XXX.XXX.XXX.XX

Candidate Information


Candidate Job Title:	
Dates:	11/01/1998 To 10/01/2000 (1 year, 11 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:	 5/13/2014 11:21:00 AM (2 Business days, 4 Calendar days)
Email:	email@defcompany.com
Reference Job Title:	owner
Relationship:	Manager
Phone#:	Work: 555-555-5555
IP Address:	XXX.XXX.XXX.XX

Candidate Information**Candidate Job Title:****Dates:** 11/01/1998 To 10/01/2000 (1 year, 11 months)**Company Information****Company:** DEF Company**Address:** United States**Does Reference/Referee want to be informed of professional development opportunities?: Yes****Non-Managers****Reference Information****Name:** Mr.**Completed:**  5/12/2014 8:18:00 AM (1 Business days, 3 Calendar days)**Email:** email@ghicompany.com**Reference Job Title:** shop foreman**Relationship:** Subordinate (or Direct Report)**Current Company:** **GHI Company****Phone#:** Work: 555-555-5555**IP Address:** **XX.XX.XX.XXX****Candidate Information****Candidate Job Title:****Dates:** 10/01/2000 To 03/01/2004 (3 years, 5 months)**Company Information****Company:** GHI Company**Address:** United States**Does Reference/Referee want to be informed of professional development opportunities?: Yes****Reference Information****Name:** Mr.**Completed:**  5/14/2014 11:49:00 AM (3 Business days, 5 Calendar days)**Email:** email@jklcompany.com**Reference Job Title:** processing leader**Relationship:** Coworker**Phone#:** Work: 555-555-5555**IP Address:** **XX.XXX.XX.X****Candidate Information****Candidate Job Title:****Dates:** 05/01/2007 To 02/01/2014 (6 years, 9 months)**Company Information****Company:** JKL Company.com**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.