Introduction

This report provides information about a candidate’s potential fit for the position of accountant or auditor. Accountants and auditors typically perform the following activities:

- Develop and implement recordkeeping and accounting systems that conform to laws, regulations, and industry standards
- Collect, analyze, and verify financial data
- Prepare financial reports (e.g., tax returns)
- Communicate with management about budget, regulatory, and other financial issues
- Provide financial expertise and advice to internal and/or external customers

This report includes information on the candidate’s potential to perform these types of activities, based on an assessment of the candidate in two key areas:

- Critical Thinking – decision making, sound reasoning, and logic
- Work Style Compatibility – the match between work behaviors and job requirements

Research by the Department of Labor has found that critical thinking ability and the work styles measured in this assessment are important for successful performance as an accountant and auditor. Accountants and auditors with a high level of critical thinking ability are able to accurately evaluate situations and make logical decisions when faced with complex or ambiguous information. Similarly, accountants and auditors with certain work styles (e.g., analytical thinking, attention to detail, dependability) are better able to meet the demands and expectations of the role.

For more information on use of this report for employee selection, please consult the User’s Guide for Occupational Solution: Accountant and Auditor.
Overall Fit

The overall fit score is based on a combination of critical thinking ability and work styles that are critical for an accountant or auditor.

This candidate’s overall fit score is in the high (green) range. Based on this score, it is likely that the candidate is a good fit for an accountant or auditor position.
Critical Thinking

Is likely to struggle with tasks that require critical thinking skills

Score Interpretation

This candidate’s score was higher than or equal to 63% of the scores in a sample group of accountants and auditors. This individual is likely to excel with the type of critical thinking involved in complex analysis and decision making. Specifically, relative to other accountants and auditors, this individual is likely to:

- Define complex problems and situations clearly and objectively
- Readily identify subtle and obvious information needed to enhance decision-making or problem-solving effectiveness
- Apply sound logic and reasoning when analyzing information
- Consistently draw accurate conclusions from information
- Develop strong arguments for the support of ideas

Critical Thinking Subscales

<table>
<thead>
<tr>
<th>Subscale</th>
<th>Score</th>
<th>% Correct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inference</td>
<td>6</td>
<td>86</td>
</tr>
<tr>
<td>Recognition of Assumptions</td>
<td>7</td>
<td>88</td>
</tr>
<tr>
<td>Deduction</td>
<td>5</td>
<td>56</td>
</tr>
<tr>
<td>Interpretation</td>
<td>7</td>
<td>100</td>
</tr>
<tr>
<td>Evaluation of Arguments</td>
<td>8</td>
<td>89</td>
</tr>
</tbody>
</table>

*The graph above provides a profile of relative strengths and weaknesses on the subscales comprising the critical thinking score. However, because each subscale contains fewer items, the subscale scores tend to be less reliable than the overall score. It is the overall critical thinking score that yields a consistent or reliable measure of critical thinking ability.
This candidate obtained a Work Style Compatibility percentile score of 63. This score indicates that the candidate is a good fit based on the work styles required for successful performance as an accountant or auditor.
**Work Styles**

### Achievement/Effort

**Achievement Orientation**

- **Candidate Percentile: 78**
- Is likely to establish, maintain, and exert extensive effort toward achievement of challenging work goals

**Achievement Orientation**

- **Low**
- **Average**
- **High**
- **Candidate Percentile: 78**

- **Is unlikely to set challenging work goals and may exert a low level of effort toward achievement of goals**

### Initiative

**Initiative**

- **Candidate Percentile: 88**
- Enjoys taking on new or additional work responsibilities and challenges

**Initiative**

- **Low**
- **Average**
- **High**
- **Candidate Percentile: 88**

- **Is likely to have little interest in volunteering for or taking on new work responsibilities or challenges**

### Leadership Orientation

**Leadership Orientation**

- **Candidate Percentile: 91**
- Is prone to taking charge, leading others, and offering opinions; very high scores may push others too firmly

**Leadership Orientation**

- **Low**
- **Average**
- **High**
- **Candidate Percentile: 91**

- **Is likely to have little interest in taking charge or directing and leading others; may be hesitant to offer opinions**

### Cooperation

**Cooperation**

- **Candidate Percentile: 46**
- Is likely to consistently demonstrate a pleasant, good-natured, and cooperative attitude with others on the job

**Cooperation**

- **Low**
- **Average**
- **High**
- **Candidate Percentile: 46**

- **May not be consistently pleasant, good-natured, or cooperative**
Independence

Is likely to have to rely on others to define tasks and ways of doing things; may not deal effectively with ambiguity; may prefer working under close supervision

Prefers freedom to guide self with little or no supervision and develop own way of doing things; deals effectively with ambiguity; candidates with very high scores may be uncomfortable with supervision

Adjustment

Self-Control

May not maintain composure as consistently as peers; may be prone toward open displays of emotion

Is likely to maintain composure and control anger, even in very difficult situations

Stress Tolerance

May have little tolerance for criticism or for stress imposed by other people or circumstances

Is likely to accept criticism well and remain calm, even when facing high pressure or stress imposed by other people or circumstances

Adaptability/Flexibility

Is not likely to enjoy or look forward to change or variety in the workplace

Enjoys and looks forward to change and variety in the workplace
**Conscientiousness**

**Dependability**
May be inconsistent or casual about fulfilling job and work obligations

![Dependability Scale](image)

Candidate Percentile: 69

Is likely to consistently fulfill job and work obligations

**Attention to Detail**
Is likely to prefer tasks and issues that require a more global focus to those that require high attention to detail

![Attention to Detail Scale](image)

Candidate Percentile: 98

Enjoys and is likely to excel at tasks that require a strong focus on detail and a need for thoroughness

**Integrity/Rule-Following**
Is not likely to demonstrate strict adherence to rules and regulations across situations

![Integrity/Rule-Following Scale](image)

Candidate Percentile: 22

Is likely to demonstrate strict adherence to rules and regulations and to do things “by the book”

**Analytical Thinking**
May not enjoy analyzing complex issues in depth and may miss opportunities to use logic to resolve work-related issues or problems

![Analytical Thinking Scale](image)

Candidate Percentile: 52

Enjoys analyzing complex issues in depth and using logic to resolve work-related issues and problems
Minimized self-limitations in responses; appears concerned about making a positive impression

Note. The Work Style scores should be interpreted with caution if the Unlikely Virtues percentile score is higher than or equal to 95.