
Engineer

Manufacturing Industry

Name: John Sample

Date of Testing: 12/01/2010

Organization: Pearson Sample Corporation

Introduction

This report provides information about a candidate's potential fit for the position of engineer within the manufacturing industry. Engineers who work in the manufacturing industry typically perform the following activities:

- Design new products
- Recommend and implement improvements in processes and equipment, resulting in improved product quality, manufacturing cost reduction, or reduced cycle times
- Provide engineering expertise to support multiple levels of executives, managers, and manufacturing staff regarding complex technical issues
- Stay current with new trends and technologies in engineering and manufacturing
- Ensure that manufacturing projects, processes, and equipment comply with safety, quality, and government standards

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

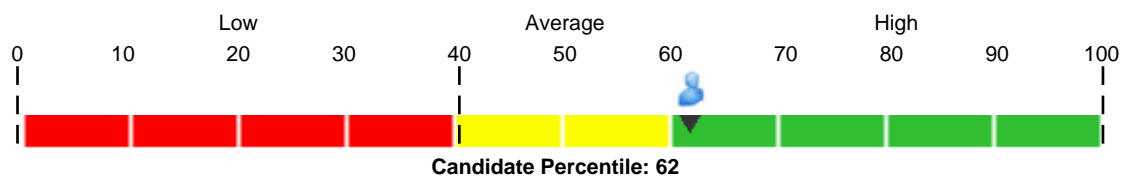
- Critical Thinking - decision making, sound reasoning, and logic
- Work Style Compatibility - the match between work behaviors and job requirements

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 engineer. Engineers 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, engineers with certain work styles (e.g., attention to detail, systematic thinking style, dependability) are 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: Engineer within the Manufacturing Industry](#).



Overall Fit



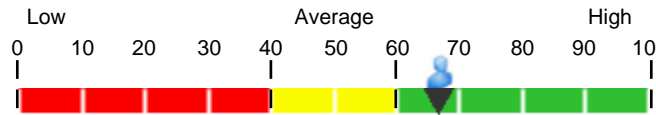
Score Interpretation

The overall fit score is based on a combination of critical thinking ability and work styles that are critical for an engineer within the manufacturing industry.

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 engineer position within the manufacturing industry.

Critical Thinking

Is likely to struggle with tasks that require critical thinking skills



Is likely to excel in tasks that require critical thinking skills

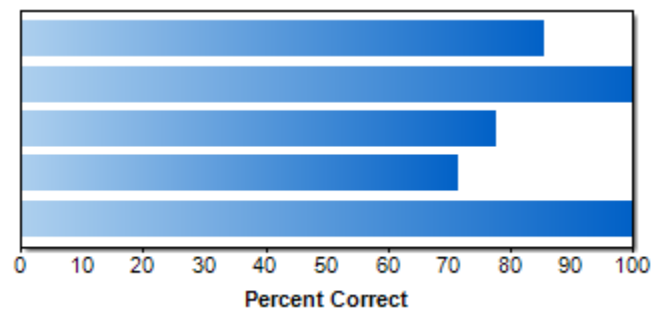
Score Interpretation

This candidate's score was higher than or equal to 67% of the scores in a sample group of engineers within the manufacturing industry. This individual is likely to excel with the type of critical thinking involved in complex analysis and decision making. Specifically, relative to other engineers within the manufacturing industry, 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

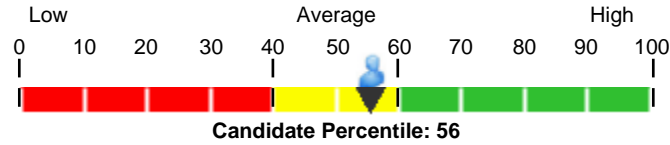
	Score	% Correct
Inference	6	86
Recognition of Assumptions	8	100
Deduction	7	78
Interpretation	5	71
Evaluation of Arguments	9	100



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.

Work Style Compatibility

Low compatibility with the work styles required for success as an engineer within the manufacturing industry



High compatibility with the work styles required for success as an engineer within the manufacturing industry

Score Interpretation

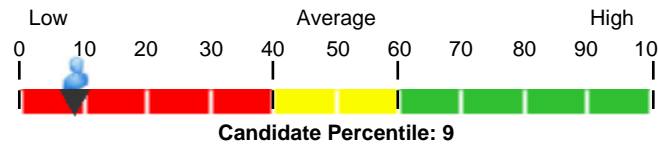
This candidate obtained a Work Style Compatibility percentile score of 56. This score indicates that the candidate is a moderate fit based on the work styles required for successful performance as an engineer within the manufacturing industry.

Work Styles

Interpersonal Orientation

Cooperation

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

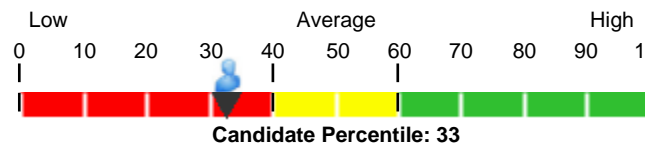


Is likely to consistently demonstrate a pleasant, good-natured, and cooperative attitude with others on the job

Conscientiousness

Dependability

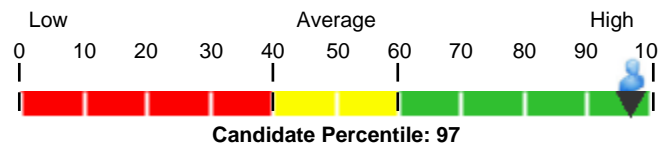
May be casual about or inconsistent in fulfilling job and work obligations



Is likely to consistently fulfill job and work obligations

Attention to Detail

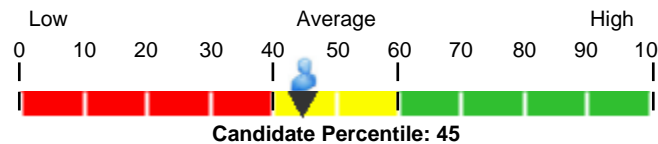
Is likely to prefer tasks and issues requiring a more global focus to those requiring high attention to detail



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

Integrity/Rule-Following

Is unlikely to demonstrate strict adherence to rules and regulations in all situations

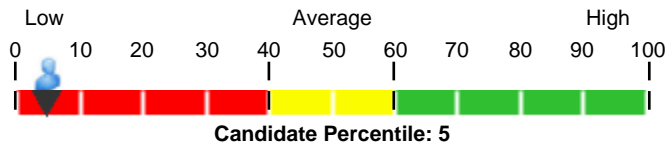


Is likely to demonstrate strict adherence to rules and regulations and to do things "by the book"

Independence

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

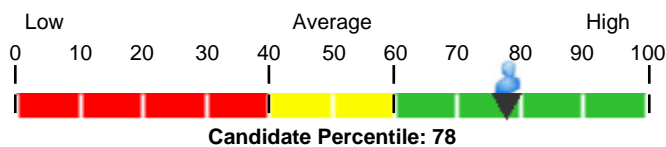


Prefers freedom to guide self with little or no supervision and develop own way of doing things; deals effectively with ambiguity; very high scores may be uncomfortable with supervision

Achievement Orientation

Achievement/Effort

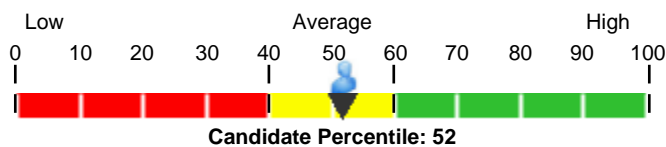
Is unlikely to set challenging work goals and may exert a low level of effort toward achievement of goals



Is likely to establish, maintain, and exert extensive effort toward achievement of challenging work goals

Persistence

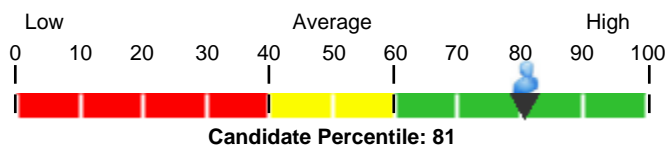
May not persist when faced with difficulties or obstacles, or when success seems unlikely



Is likely to be highly persistent on the job, even when faced with difficulties or obstacles, or when success seems unlikely

Initiative

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

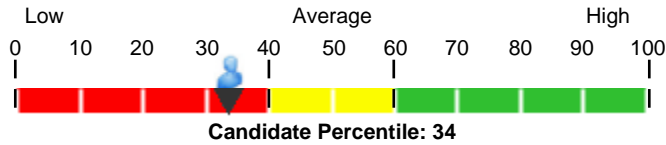


Enjoys taking on new or additional work responsibilities and challenges

Adjustment

Stress Tolerance

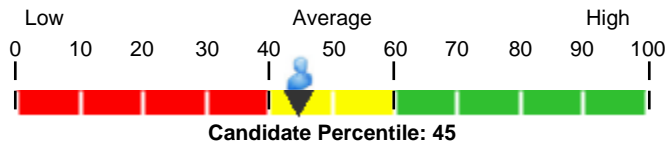
May have little tolerance for criticism, or for stress imposed by other people or circumstances



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 unlikely to enjoy or look forward to change or variety in the workplace

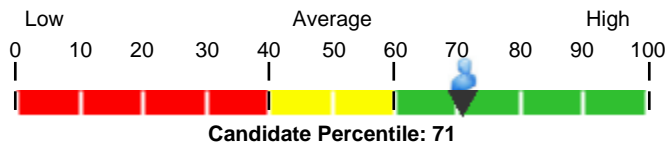


Enjoys and looks forward to change and variety in the workplace

Practical Intelligence

Innovation

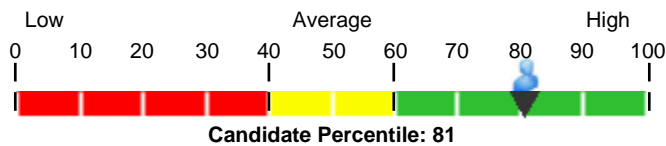
Is likely to be more conventional than creative in addressing work-related issues or problems



Enjoys producing new or creative ideas for addressing work-related issues or problems

Analytical Thinking

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

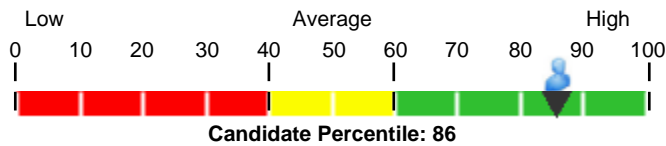


Enjoys analyzing complex issues in depth and using logic to resolve work-related issues and problems

Social Influence

Leadership Orientation

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

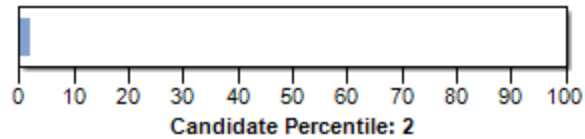


Is prone to taking charge, leading others, and offering opinions; very high scores may push others too firmly

Unlikely Virtues

Unlikely Virtues

Acknowledged self-limitations in responses; not concerned about making a positive impression



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.