
Loan Officer

Name: John Sample

Date of Testing: 12/09/2010

Organization: Pearson Sample Corporation

Introduction

This report provides information about a candidate's potential fit for the position of loan officer. Loan officers typically perform the following activities:

- Communicate with customers about loan types and financial services
- Obtain, review and update credit files, financial statements and loan agreements to ensure accuracy
- Analyze applicants' loan agreement packets to determine possibility of approval
- Submit applications for verifications and calculate payments
- Become familiar with new financial vehicles available to 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:

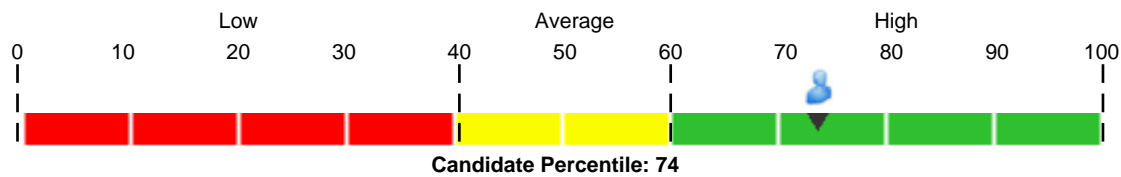
- Critical Thinking - decision making, sound reasoning, and logic
- Work Style Compatibility - the match between work behaviors and job requirements

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 a loan officer. Loan officers 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, loan officers with certain work styles (e.g., analytical thinking, attention to detail, cooperation) 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 TalentLens: Loan Officer](#).



Overall Fit

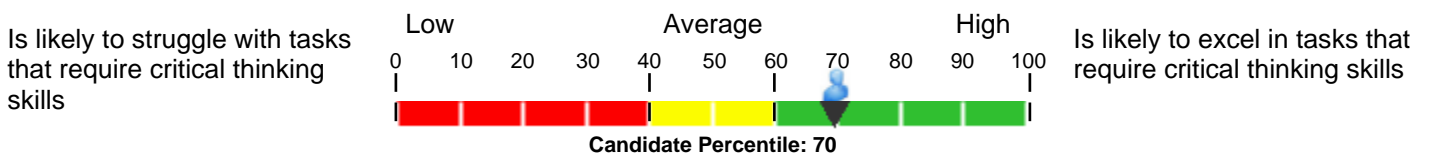


Score Interpretation

The overall fit score is based on a combination of critical thinking ability and work styles that are critical for a loan officer.

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 a loan officer position.

Critical Thinking



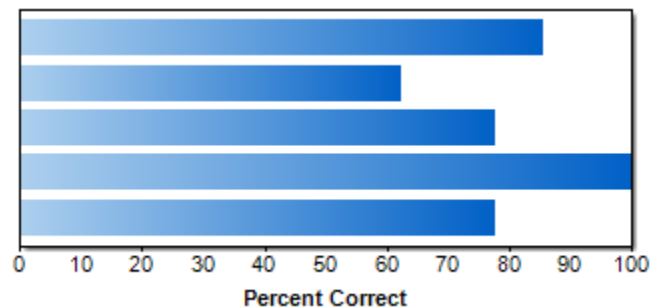
Score Interpretation

This candidate's score was higher than or equal to 70% of the scores in a sample group of loan officers. This individual is likely to excel with the type of critical thinking involved in complex analysis and decision making. Specifically, relative to other loan officers, 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	5	63
Deduction	7	78
Interpretation	7	100
Evaluation of Arguments	7	78



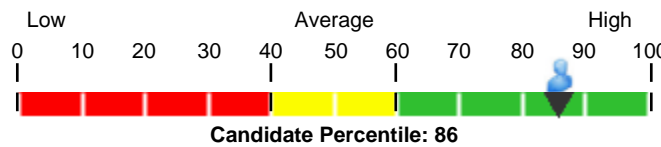
The graph above provides a profile of relative strengths and weaknesses on the subscales comprising the critical thinking score. However, because each subscale contains fewer items, the subscale scores tend to be less reliable than the overall score. It is the overall critical thinking score that yields a consistent or reliable measure of critical thinking ability.

Work Styles

Achievement Orientation

Achievement/Effort

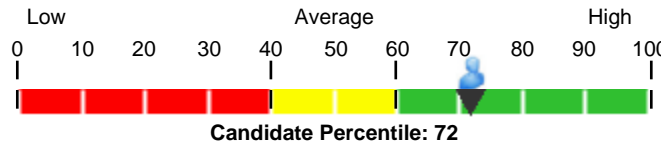
Is not likely to set challenging work goals and may exert a low level of effort toward achievement of goals



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

Initiative

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

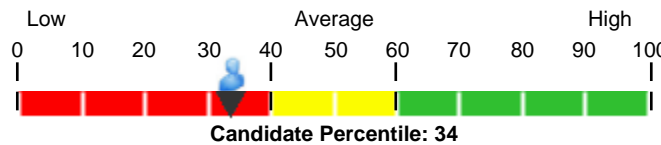


Enjoys taking on new or additional work responsibilities and challenges

Interpersonal Orientation

Cooperation

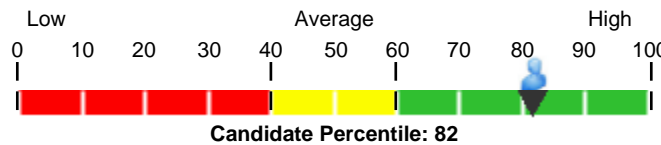
May not be consistently pleasant, good-natured, or cooperative



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

Social Orientation

Is likely to prefer working alone or in small groups and to be indifferent as to whether work colleagues are personal friends

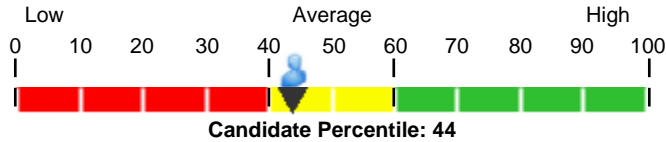


Enjoys working with others on the job and having work colleagues as friends; very high scores may be uncomfortable working alone

Conscientiousness

Dependability

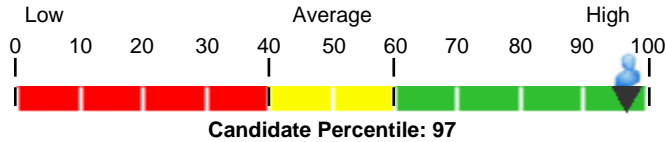
May be casual about or inconsistent in fulfilling job and work obligations



Is likely to consistently fulfill job and work obligations

Attention to Detail

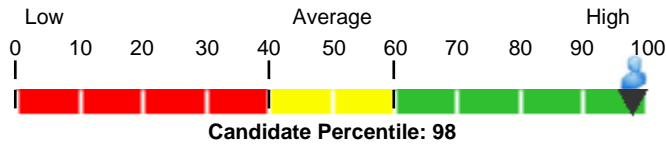
Is likely to prefer tasks and issues requiring a more global focus to those requiring high attention to detail



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

Integrity/Rule-Following

Is not likely to demonstrate strict adherence to rules and regulations across situations

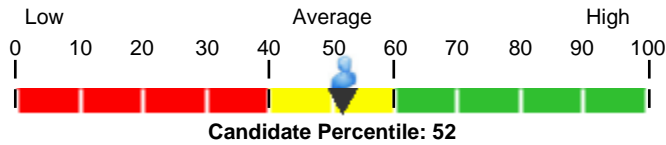


Is likely to demonstrate strict adherence to rules and regulations and to do things "by the book"

Practical Intelligence

Analytical Thinking

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

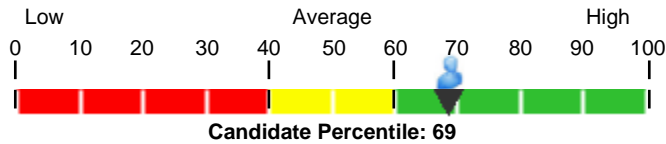


Enjoys analyzing complex issues in depth and using logic to resolve work-related issues and problems

Adjustment

Self-Control

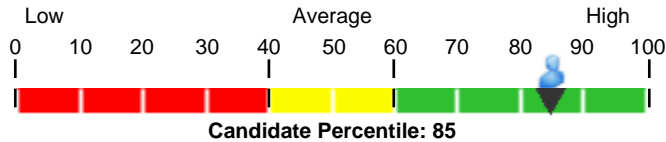
May not maintain composure as consistently as peers; may be prone toward open displays of emotion



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

Adaptability/Flexibility

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

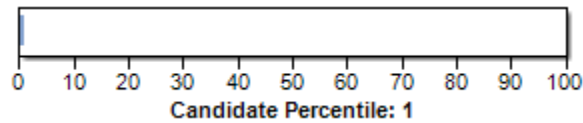


Enjoys and looks forward to change and variety in the workplace

Unlikely Virtues

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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.