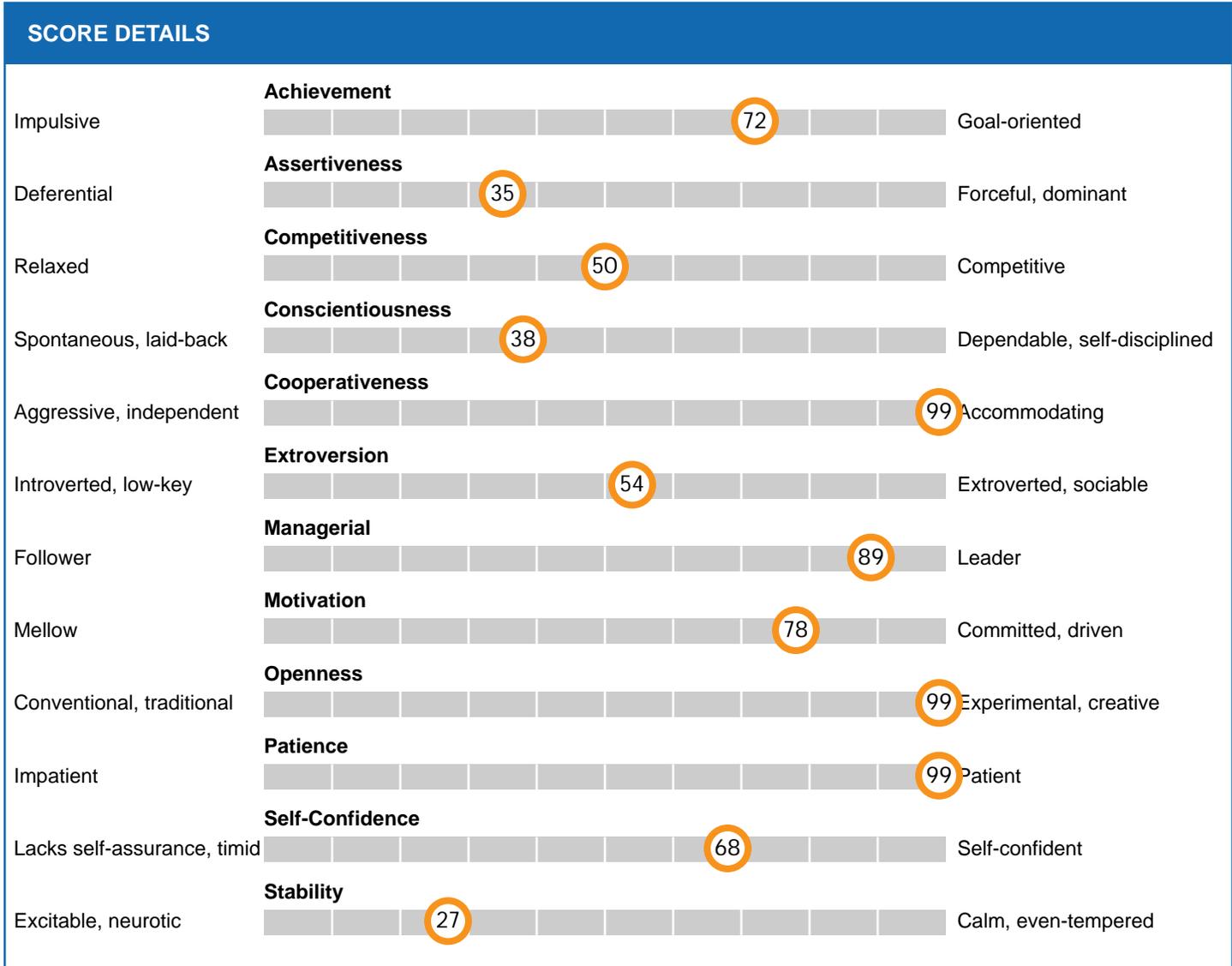


The EPP is a multidimensional personality assessment that measures twelve personality traits. Scores for each trait are expressed as percentile rankings, and reflect how a person scored on that trait, relative to other test-takers. As with most personality tests, there are no "high" or "low" scores on the EPP; rather, people with certain traits will tend to be a better fit for certain jobs.

The EPP contains a series of job-specific benchmarks that assess how good a fit a person's personality is for a given position. These benchmarks calculate a person's job fit by comparing their EPP scores to composite profiles created and validated by Criteria Corp based on large samples of people in those positions and on case studies conducted by Criteria Corp.

CANDIDATE INFORMATION	
Name:	Cristina Fernandez
Position:	CRS
Test Date:	Aug 27, 2015
Test Event ID:	WOU-0399-MZLC

RESULTS SUMMARY



SCORE EXPLANATION

<p>ACHIEVEMENT 72nd percentile</p>	<p>The Achievement (ACH) scale score reflects an individual's ability to follow through and complete tasks and to achieve specific goals. It is also related to the amount of interest that a person has in intellectual or conceptual work. The ACH score in the 72nd percentile for this person indicates his or her achievement level may be average, but he or she will probably perform at a higher level in areas of high interest. This person is likely to be successful in academic activities. The ability to perform and follow through is likely to be apparent at work or in this individual's career history.</p>
<p>ASSERTIVENESS 35th percentile</p>	<p>The Assertiveness (AST) scale score provides a gauge of an individual's directness in expressing himself or herself and in dealing with others. This person's AST score in the 35th percentile indicates an individual who is relatively unassertive.</p>
<p>COMPETITIVENESS 50th percentile</p>	<p>The Competitiveness (CMP) score reflects the need to win, to perform better than others, or to surpass standards of achievement or performance. This individual's CMP score in the 50th percentile suggests that he or she is likely to value competitiveness, but only in areas that are particularly important to him or her.</p>
<p>CONSCIENTIOUSNESS 38th percentile</p>	<p>The Conscientiousness (CON) scale is an indicator of a person's tendencies with respect to being deliberate, self-disciplined, organized and dependable. This person's score in the 38th percentile suggests he or she is generally hard-working, responsible and dependable. Individuals with scores in this range tend to be reliable in work settings, but can occasionally be disorganized or prone to act impulsively.</p>
<p>COOPERATIVENESS 99th percentile</p>	<p>The Cooperativeness (COP) score indicates a person's level of comfort in working closely with others and in taking the lead from others. A low COP score does not necessarily indicate uncooperativeness, but may indicate independence or aggressiveness in dealing with others. This COP score in the 99th percentile suggests that this person is likely to display a high level of cooperativeness.</p>
<p>EXTROVERSION 54th percentile</p>	<p>The Extroversion (EXT) scale score indicates the degree to which a person sees himself or herself as socially outgoing. For this individual, the EXT score in the 54th percentile indicates a person who is moderately extroverted. This person may be seen to be as extroverted and outgoing as the average person in business or social situations.</p>
<p>MANAGERIAL 89th percentile</p>	<p>The Managerial (MGT) score represents the degree to which a person's work strengths combine with his or her achievement, motivation, interpersonal strengths, and inner resources in a pattern similar to that of individuals in managerial and supervisory roles. This individual's MGT score in the 89th percentile suggests that his or her general characteristics are similar to those for individuals in management or supervisory roles. This person is likely to be comfortable delegating authority and to be able to consistently inspire and motivate others. He or she is likely to be seen as having good overall management potential.</p>
<p>MOTIVATION 78th percentile</p>	<p>The Motivation (MOT) scale score is intended to represent a person's inner drive, commitment to achieve, and the strength of inner emotions, needs, and values. This MOT score in the 78th percentile indicates a person whose motivation or inner drive is relatively high for certain personally important goals and not for others.</p>
<p>OPENNESS 99th percentile</p>	<p>The Openness scale measures the extent to which an individual is imaginative and creative, as opposed to down to earth and conventional. The Openness score of 99th percentile indicates that this individual is likely to be experimental, intellectually curious, and creative. They tend to be drawn to thinking about abstract ideas and the "big picture." Such individuals will often be open to change, and sometimes not as detail-oriented as those with lower Openness scores.</p>
<p>PATIENCE 99th percentile</p>	<p>The Patience (PAT) scale indicates a person's ability to effectively cope with frustration encountered in completing tasks or in conflict-laden situations. This individual's PAT score in the 99th percentile suggests that he or she is more patient than most.</p>
<p>SELF-CONFIDENCE 68th percentile</p>	<p>The Self-Confidence (SCN) score is an indicator of the level of confidence and self-assurance an individual brings to his or her work. The SCN score in the 68th percentile suggests this person is moderately self-confident.</p>
<p>STABILITY 27th percentile</p>	<p>The Stability scale measures the extent to which an individual is prone to experience negative emotional states, such as anxiety or guilt. The Stability score of 27th percentile suggests that this individual is self-aware and perceptive. On the other hand, individuals with low Stability scores may respond poorly to environmental stress.</p>

POSITION BENCHMARKS

The EPP contains a series of job-specific benchmarks that assess how good a fit a person's personality is for a given position. These benchmarks calculate a person's job fit by comparing their EPP scores to composite profiles created and validated by Criteria Corp based on large samples of people in those positions and on case studies conducted by Criteria Corp.

ACCOUNTING/ FINANCE 64%	On average, accountants tend to be considerably more introverted than the rest of the population, reflecting the fact that their jobs do not often involve a high degree of social stimulation. They also tend to have lower than average scores in Openness, reflecting their preference for the traditional and conventional over the experimental or creative. The benchmark for accountants is also characterized by lower than average Assertiveness scores and high scores in Conscientiousness.
ADMINISTRATIVE ASSISTANT 80%	The Administrative Assistant benchmark includes high scores in Cooperativeness and Conscientiousness, both of which have been linked to high performance in these positions. High scorers in Cooperativeness tend to be accommodating and easy to manage, and high scorers in Conscientiousness tend to be organized, careful and reliable. Administrative Assistants also tend to have lower than Average scores in Assertiveness.
ANALYST 64%	One of the most prominent traits in the Analyst benchmark profile is Openness, in which analysts as a group score almost one standard deviation higher than the rest of the population. This reflects their affinity for problem solving and their intellectual curiosity. They also tend to score highly in Achievement and in Conscientiousness, and on average have slightly higher than average scores in Assertiveness.
BANK TELLER 85%	The Bank Teller benchmark is characterized by high scores in Cooperativeness and Patience, which is typical for a customer service-oriented position. As a group, Bank Tellers also tend to have much lower than average scores in Assertiveness and Openness.
COLLECTIONS 51%	The Collections benchmark is very similar to the Sales benchmark, as Competitiveness, Assertiveness and Extraversion are all correlated with success in the both sales and collections. High scores in Conscientiousness and Stability are also assets for collections agents.
CUSTOMER SERVICE 70%	The Customer Service benchmark features high scores in Cooperativeness and Patience, both of which are important for ensuring positive customer experiences. High scorers in Conscientiousness tend to be reliable and careful, and those in Customer Service positions also tend to have lower than average Openness scores.
FRONT DESK/ RECEPTION 82%	The receptionist benchmark is similar to the Customer Service profile. High scores in Conscientiousness, Cooperativeness, and Patience are important in this position, and receptionists also tend to have lower to mid-range scores in Assertiveness.
MANAGER 61%	The most important score for managers is the Managerial trait, where high scorers tend to be a better fit for such roles. Higher scores in Competitiveness and Assertiveness are also characteristic of the Manager benchmark. On the other hand, low to medium scores in Cooperativeness are appropriate for people in managerial roles, because being too accommodating and empathetic can be a hindrance to effective and objective decision-making. As a group, managers also tend to have above average scores in Extraversion.
MEDICAL ASSISTANT 67%	The Medical Assistant benchmark is similar to the Customer Service profile. High scores in Conscientiousness and Cooperativeness are an asset, and are an asset in patient-facing positions. High scores in Conscientiousness are an asset for Medical Assistants, as deliberate, careful, and detail-oriented people will be more likely to prosper in these positions. Below average scores in Openness are also typical.
PRODUCTION/ MANUFACTURING 61%	In manufacturing positions, Conscientiousness and Cooperativeness have been shown to positively correlate with performance. High scorers in Conscientiousness tend to be careful and dependable, and high scorers in Cooperativeness can be easier to manage. Production personnel typically have lower than average Openness scores as well.
PROGRAMMER/ DEVELOPER 92%	Programmers and software engineers tend to be significantly more introverted than the general population, reflecting the fact that their day-to-day jobs often do not involve extensive social interactions. As a group, programmers also have much higher than average scores in Openness, a function of their high degree of intellectual curiosity and their willingness to experiment. Programmers also typically are not high scorers in Assertiveness or Conscientiousness, and have lower than average scores in Stability.
SALES 52%	The sales benchmark features high scores in Competitiveness, Achievement and Extraversion. Each of these has been shown to correlate with success in sales roles. Salespeople tend to be more assertive than average, and commonly have lower than average Cooperativeness scores, as being too accommodating can be a liability in effective sales closing.

VALIDITY AND RESPONSE STYLE

The Validity and Response Style scales represent the individual's level of attention to the meaning of EPP statements (Inconsistent Responding) and tendency toward positive (Self-Enhancing) or negative (Self-Critical) self-presentation.

The Inconsistent Responding (INC) score of 2 indicates that this person paid appropriate attention to the meaning of EPP statements when giving responses, and is not likely to have responded carelessly or in a completely random fashion.

This person obtained a Self-Enhancing score (ENH) in the 72nd percentile. This indicates a style of self-presentation that is as positive as that of most people. Others are likely to describe this person's self-regard as positive. In addition, the Self-Critical (CRT) score in the 61st percentile suggests that this individual may often be introspective and self-critical, and his or her standards for self-evaluation may be based on very high expectations.