

Career Profile Recruiting Report

For Danilo Zamora (Sample1)

Test Company
Manager: Maribel Guevara (M123)

Test Number: 13588
Test Date: 05/29/2003

Career Profile Rating: 7

Across all Career Profile users in the Philippines, approximately 25 out of 100 candidates who rate 7 are expected to be successful.

A "successful" agent is one who produces in the top 20% of all first-year producers in the company.

Attitudes Toward Financial Services Industry

The chart below shows how the candidate responded to questions regarding the financial services industry and your company. Later in the selection process, you may want to follow up with the candidate on any negative attitudes or misunderstandings captured here.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know or No Answer
The financial services industry provides a valuable service to people			■		
The financial services industry often preys on people's fears				■	
The financial services industry helps people who may not know a lot about financial issues make informed decisions				■	
This company has a good reputation as a financial services company				■	
This company treats its agents well	■				
This company's agents are honest and ethical				■	

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Job Characteristics

The candidate rated the following job characteristics as 'Important' or 'Very Important'.

Important

- Steady income
- Self-esteem
- Achievement
- Friendly colleagues
- Public interaction
- Doing good for others

Very Important

- High income
- Income based on personal effort
- Recognition
- Professional growth
- Enjoyable job activities
- Confidence of success
- Known activities for success

The candidate used these same characteristics to describe the agent's job, his or her current or most recent job (if applicable) and an alternative job he or she is considering (if applicable).




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Perceived Job Outcomes

For each job characteristic the candidate rated as 'Important' or 'Very Important', this chart summarizes which position(s) is(are) more likely to offer that benefit. Use this information to evaluate how the candidate perceives the agent's job compared with the alternatives - what are the positive and negative perceptions of the agent's job that you can address with the candidate throughout the rest of the selection process?

Key:

-  Represents the candidate's perception of the agent's job
-  Represents the candidate's perception of their current job
-  Represents the candidate's perception of an alternative job
- *** = Very Important to candidate

Positive Aspects of Job	How descriptive of this job?			
	Not At All	Slightly	Somewhat	Very
High income***	 			
Income based on personal effort***				 
Recognition***				
Professional growth***				
Enjoyable job activities***				
Confidence of success***				 
Known activities for success***				

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Positive Aspects of Job	How descriptive of this job?			
	Not At All	Slightly	Somewhat	Very
Steady income	● ■ ▲			
Self-esteem		● ■		▲
Achievement	■		● ▲	
Friendly colleagues	●		▲	■
Public interaction	▲			● ■
Doing good for others		▲	■	●