

Career Profile Recruiting Report

For Francis Ling (Sample)

Test Company
Manager: Cynthia Lim (M123)

Test Number: 13574
Test Date: 05/29/2003

Career Profile Rating: 7

Across all Career Profile users in Singapore, approximately 26 out of 100 candidates who rate 7 are expected to be successful.

A high-producing advisor is defined as one who produces at least \$40,000 during the first 12 months (approximately the top 20 percent of all first-year advisors).

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 advisors well					
This company's advisors are honest and ethical					

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Job Characteristics

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

Important

- Prestige
- 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 advisor's job, his or her current or most recent job (if applicable), and an alternative job he or she is considering (if applicable). Please refer to the Perceived Job Outcomes chart beginning on the next page.


































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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 advisor's job compared with the alternatives -- what are the positive and negative perceptions of the sales advisor's job that you can address with the candidate throughout the rest of the selection process?

Key:	
	Represents the candidate's perception of the advisor's job
	Represents the candidate's perception of his or her 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***				
Prestige	 			
Self-esteem		 		
Achievement			 	
Friendly colleagues				

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Positive Aspects of Job	How descriptive of this job?			
	Not At All	Slightly	Somewhat	Very
Public interaction	▲			● ■
Doing good for others		▲		● ■