

# PROCESSING

Example

PASSION



PRESENCE

JUDGMENT *compass* Screening

This Report prepared regarding :

**Example**

[company name]



## How to Use this Report

This report is designed to point out areas of potential performance risk prior to ordering additional assessment tools. It will make it easier to identify people with strong potential that have less risk for accessing the natural abilities you are looking for. It gives you information about an individual's judgment and decision making risk. People with excellent processing ability are able to perform a wide range of skills better in many diverse situations. People with reduced processing ability may be able to perform some skills well in some situations, but may not in others. People with extremely reduced processing ability will often have difficulty performing a broad range of skills in most situations.

On the risk assessment page that follows you will find an overall risk assessment followed by 5 specific areas of potential risk. Risk in this instance is defined as the proneness of an individual to make bad decisions or judgments. It is not an indication of someone being honest or dishonest, good or bad. This risk assessment is for prioritizing the applicants with the highest potential for information processing, lowest risk for employment

### There are three causes for risk in this assessment which are important to distinguish:

1. **Risk can be the ability of an individual to make a decision or a judgment.** Can the individual evaluate situations accurately to identify the key problems that will lead him or her to the best courses of action? In other words, can he or she make sound and objective decisions?
2. **Risk can indicate the possibility of occurrence of either a good or bad judgment that leads to taking a particular action.** For example, will an individual be able to consider another person's point of view, will he or she make the right choices to respect company property?
3. **Risk can also indicate a balance in decision making and in making judgments.** Sensitivity toward good only or sensitivity to bad only would affect a person's ability to make clear decisions. A balanced judgment represents low risk while a breakdown or bias in judgment, either positive or negative, would indicate potential problem-solving issues that could affect his or her decision-making ability.

**WARNING! You should not use this or any other test or profile as the sole basis for making a hiring decision. Doing so may result in legal liability. For employment consideration you should consider all relevant factors regarding an applicant's qualifications.**

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*"Take away my people, but leave my factories and soon grass will grow on the factory floors.....Take away my factories, but leave my people and soon we will have a new and better factory."*

*-Andrew Carnegie*

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**Minimal Risk:** The individual has the ability to make sound judgments and has balance in his or her decision-making abilities, hence the potential for making errors is greatly reduced.

**Moderate Risk:** There are situations where the individual’s judgment capacity is reduced and the possibility of making a mistake is increased. You will want to find out what situations tend to be avoided that could lead the individual to become confused, emotionally aroused, or uncertain.

**Significant Risk:** There are specific situations that will cause a person to have issues making sound judgment in the skill area. This can occur when someone values something too highly or not high enough. You will want to explore this area in an interview. (\*\*Note: Not all risks equate to a bad hire, as the skill in question may not be a requirement of the job in your company.)

Judgment Risk Screen

**Consistency:** 895/877

**Capacity for Action:** Very Good

| Overall Risk Assessment: |  |
|--------------------------|--|
|                          | Minimal risk – potential retention risk  |
| X                        | Minimal risk – explore compatibility with position   |
|                          | Moderate risk – decide if risk area affects position   |
|                          | Significant risk – suggest clear understanding of the risk areas and how they affect job, management and culture |

| Core |                  |
|------|------------------|
| X    | Minimal risk     |
|      | Moderate risk    |
|      | Significant risk |

| People Skills |                  |
|---------------|------------------|
| X             | Minimal risk     |
|               | Moderate risk    |
|               | Significant risk |

| Problem Solving Skills |                  |
|------------------------|------------------|
| X                      | Minimal risk     |
|                        | Moderate risk    |
|                        | Significant risk |

| Performance Qualities |                  |
|-----------------------|------------------|
|                       | Minimal risk     |
| X                     | Moderate risk    |
|                       | Significant risk |

| Approach to Work |                  |
|------------------|------------------|
| X                | Minimal risk     |
|                  | Moderate risk    |
|                  | Significant risk |

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