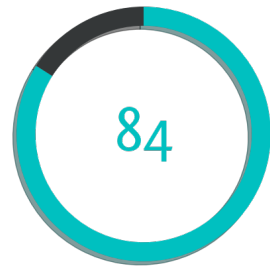


# ARCTICSHORES

Profile Report created for:

George Clooney

Date of assessment: 16 May 2017



Percentile Fit



Up to four kinds of information may be contained within this report:

- **Fit Score.** The candidate's match against your target profile relative to the comparison group.
- **Trait Stens.** Where the candidate falls on each trait included in the target profile.
- **Aptitude Requirement.** The proportion of aptitude tests the candidate has met the minimum requirement for.
- **Aptitude Percentiles.** The candidate's rank for aptitude relative to the comparison group.

### The Fit Score

The Fit Score is based on a target profile of traits which has been configured through a job analysis undertaken by Arctic Shores or a partner organisation.

The traits are organised into the following 5 groups:

- **Cognition.** How an individual processes and uses information to perform mental operations.
- **Drive.** An individual's drive to finish a task through to completion.
- **Interpersonal Style.** An individual's preferred approach to interacting with other people.
- **Personal Style.** An individual's approach to recognising and handling their own emotions and the emotions of others.
- **Thinking Style.** How an individual tends to approach and appraise problems and make decisions.

After completing the Game-Based Assessment(s) the candidate receives a sten score for each trait and this value is compared against the target profile. For each trait, the selection algorithm considers how close the candidate's sten score is to the target range and also importance of the trait for the role. This process is repeated for all of the traits in the target profile to arrive at the Fit Score. Note that the Fit Score is normalised which means it is compared against all of the Fit Scores in a job-relevant norm group in order to determine the candidate's relative suitability for the role.

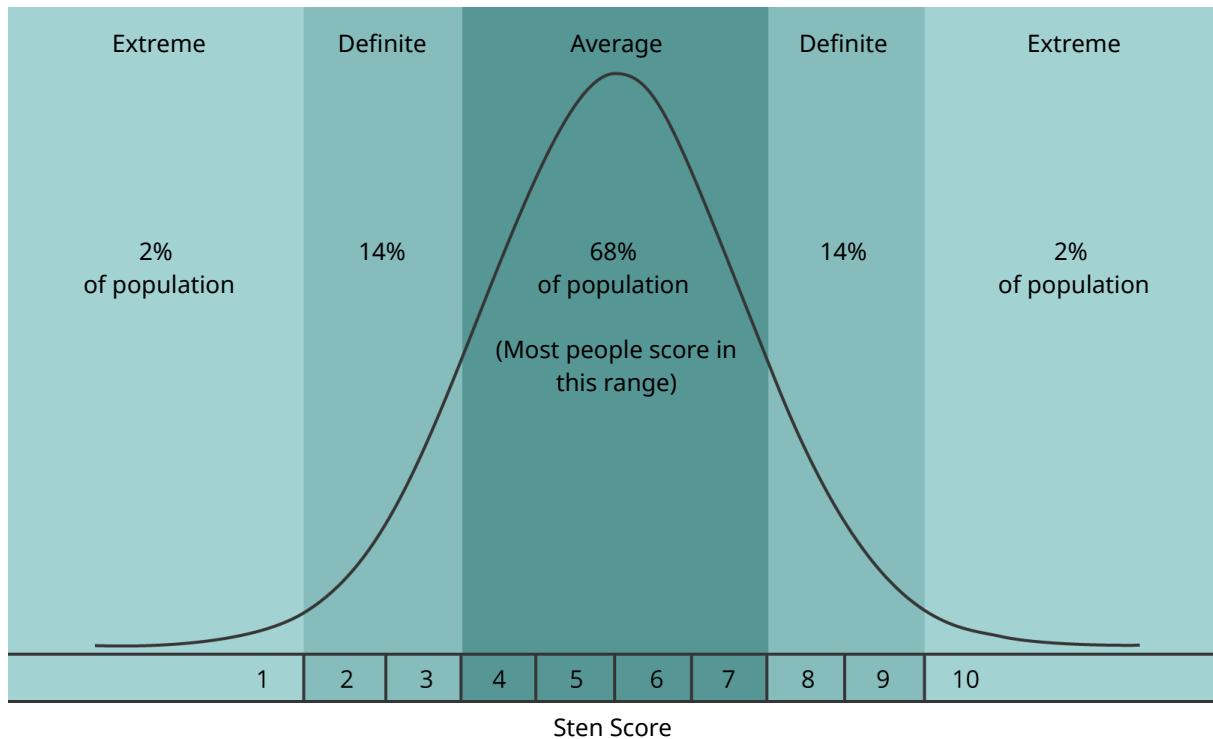
A Fit Score in the 75th percentile indicates that the applicant is a better fit for the organisation than 75% of the comparison group. This also means that the candidate is within the top 25% of the comparison group for fit.

### Aptitude Requirement

The "Aptitude Requirement" displays the proportion of subtests for which the candidate met the minimum score requirement. For example, if the candidate has attempted three tests but only met the requirement for one of them, they will score 1/3. The proportion of correct/attempted tests will be reported in green or red depending on whether the full requirement has been met or not.

## Interpreting Sten Scores

The traits and abilities included in the Fit Score are presented as stens on a scale of 1 to 10. Each trait is equipped with left and right side behavioural indicators to help you understand the relevance of the trait in the workplace. The stens represent the strength and intensity of the abilities, tendencies, or preferences that are measured, and range from average to definite to extreme. As the normally distributed curve below shows, the majority of the population have average tendencies and abilities and fall within the middle stens and only 4% of people fall at the extreme ends.



## Interpreting Target Ranges

The “target range” displays the desired level of a trait in order for adequate job performance and also any “danger zones” associated with traits when they interact with certain job roles, working environments and cultures. Importantly, this means a sten of 10 is not always the best and a sten of 1 is not always the worst.

**Example 1:** For safety-critical organisations, extreme sten scores on Risk Appetite and Innovation tend to be considered as danger zones because they are associated with a flexible view of rule-following which would not be a good fit with the environment. Therefore, a higher sten does not necessarily indicate better fit.

**Example 2:** For sales roles, extreme sten scores for social confidence could be detrimental to performance. More mid-level preferences tend to be ideal as they allow the individual to take an approach that is adaptive to the needs of the prospect.



- Green: Indicates the sten is within the target range assigned for the trait or ability.
- Yellow: Indicates the sten is slightly outside of the target range assigned for the trait or ability.
- Red: Indicates the sten is completely outside of the target range assigned for the trait or ability.

## Interpreting Aptitude Percentiles

Like the Fit Score, the individual Numerical, Verbal and Abstract reasoning scores are presented as a percentile. The applicant's percentile score, represented by a black border, is placed within 3 distinct categories: <30th, 30th-50th and >50th. For example, an individual scoring below the 30th percentile has a well below average ability that is worse than 70% of the comparison group, in contrast, an applicant who scores above the 50th percentile has an above average ability that is better than 50% of the comparison group.



As the assessment is intended for sifting a certain percentage of the population, the three categories provide enough information about the candidate while preventing the risk of basing hiring decisions on small non-significant differences in test performance.

### Things to Remember

- The overall Fit Score is intended to help employers sift out unsuitable candidates from a high volume of applications and is not recommended to look for differences between a shortlist of suitable candidates.
- The information in this report should be used in combination with other assessment and application data before making any employment related decisions.
- As with all psychometrics, this report is not infallible and Arctic Shores do not accept any liability for actions taken from the interpretation of the information contained in this report.
- This report is likely to remain a good reflection of the individual's potential for 12 months, depending upon personal circumstances.



If you feel that you need any guidance on interpretation, please contact:  
[support@arcticshores.com](mailto:support@arcticshores.com)

Behavioural Indicators		Sten Score	Behavioural Indicators
Cognition	Tends to be less confident than peers when mentally working with large amounts of information. Prefers to break down information into smaller chunks.	Processing Capacity 	Tends to be more confident than peers when mentally working with large amounts of information. Likely to tackle analyses well.
	Tends to process information more slowly than others. Likely to prefer a flexible role with more time to consider information.	Processing Speed 	Tends to process information more quickly than others. Likely to do well when rapid comprehension of information is required.
	Tends to have looser control over their attention and is more likely to struggle to switch between tasks and/or efficiently adjust to unforeseen circumstances.	Executive Functioning 	Tends to have a greater capacity to plan tasks and adjust actions to unforeseen circumstances. Likely to manage and analyse complex information with more ease.
Drive	Tends to be less willing to exert additional effort to accomplish a desired outcome in return for an intrinsic or extrinsic reward.	Sensitivity To Reward 	Tends to be more willing to exert additional effort to accomplish a desired outcome in return for an intrinsic or extrinsic reward.
	Less likely to remain driven over a period of time to complete projects to the best of their ability. Tends to be less self-motivated, persistent and achievement-striving.	Determination 	More likely to remain driven over a period of time to complete projects to the best of their ability. Tends to be more self-motivated, persistent and achievement-striving.
	More likely to believe that outcomes are controlled by external factors rather than their own actions. Less likely to feel that they are responsible for the consequences of their own behaviour.	Ownership and Responsibility 	More likely to believe that they have the power to influence events and their outcomes and that they are responsible for the consequences of their own behaviour.
Interpersonal Style	More likely to take action that is aligned with their own goals and interests.	Altruism 	More likely to take action that is aligned with the needs of others rather than themselves.
	Less inclined than peers to feel energised by social situations. More likely to prefer to complete work alone or on a one-to-one basis.	Sociability 	More inclined to feel energised by social stimulation and enjoy spending a lot of time interacting with other people. Likely to become bored when lacking social interaction.
	More likely to be reserved and democratic when interacting with others.	Social Dominance 	More likely to be self-assured, assertive and confident when interacting with others.
Personal Style	Tends to have a less stable mood and be more disposed to experiencing negative emotions. May find stressful situations more challenging to manage.	Emotional Stability 	Tends to have a more consistent and stable mood. More likely to calmly manage stressful situations.
	Tends to recognise emotions less accurately than others. Likely to have lower emotional competence when interacting with others.	Emotional Recognition 	Tends to recognise emotions more accurately than others. Likely to have greater emotional competence when interacting with others.
Thinking Style	More likely to carefully consider the risk to benefit ratio before making decisions that involve a degree of risk.	Impulsive risk 	Tends to make fast decisions involving risk based on emotional and physiological cues as opposed to deliberate risk to benefit evaluations.
	Tends to prefer an intuitive decision-making style and is likely to make faster decisions based on subjective emotional responses to a situation.	Rational Decision Making Style 	Tends to prefer a rational decision-making style and is likely to be thoughtful, objective and critical when making decisions.

Behavioural Indicators		Sten Score	Behavioural Indicators
Thinking Style	Tends to need more certainty than peers when decision-making. Likely to feel more comfortable when the future is predictable and answers are definitive.	<b>Managing Uncertainty</b> 	Inclined to tolerate more uncertainty when decision-making and tends to feel more comfortable than others when the future is unpredictable. Likely to tackle ambiguity well.
	Prefers tried and tested approaches. Likely to have a more cautious attitude towards novelty and change.	<b>Innovation Potential</b> 	Prefers novel and experimental approaches. Likely to have a greater affinity for change.