



## Interpreting the ChequedFit™ Report

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# 1 Candidate Information and Overall Score

Basic candidate and account information

Chequed Score

**Maria Miller**

Position: Store Manager  
 Time to complete: 22 minutes  
 Email: [mmiller0910@gmail.com](mailto:mmiller0910@gmail.com)

Overall Score:  
 **Highest Potential**

# 2 Critical Traits

The responses provided to each question are grouped into their relevant predictive traits, providing a score for each trait. This allows you to see where the candidate’s job-relevant strengths are.

Summary

### Critical Traits

Trait	Candidate Ideal Score Range	Candidate Score	Trait Relevance
Agreeableness	Aloof —————	Friendly	7.5 %
Dependability	Whimsical —————	Dependable	12.5 %
Achievement Striving	Indifferent —————	Achiever	17.5 %
Conscientiousness	Spontaneous —————	Diligent	10 %
Ambition	Non-competitive —————	Competitive	15 %
Dominance	Cautious —————	Influential	17.5 %
Socially Adept	Withdrawn —————	Confident	5 %
Negative Emotionality	Calm —————	Irritable	10 %
Outgoing-Energetic	Introverted —————	Extroverted	5 %

Key insights provides a verbal interpretation of the candidate's score per each trait. The only difference between this section and the critical traits is that instead of showing a visual interpretation of the score, the system has generated the verbal equivalent.

#### Key Insights for Maria Miller

Maria places a high value on getting along and cooperating with others. He/She is highly tolerant and understanding of others, and gets along with just about anyone. He/she enjoys working and interacting with others and works particularly well in group or team settings.

Maria appreciates the need for organizational rules and procedures and is highly conscientious in following such rules and procedures while encouraging others to do the same.

Maria places a high value on achievement and exhibits a strong orientation to attaining desired results. He/she will maintain a high energy level in most circumstances and is not easily deterred. Maria's goals will likely be challenging and calculated risks will be taken that he/she feels are critical to goal achievement.

Maria plans things out carefully and is organized and diligent at work. He/she is detail-oriented and follows procedures closely.

Maria has a strong desire to succeed and is very competitive; likes to be seen as the best in a group. Maria consistently strives to be in positions of high status and places an extremely high value on this status.

Maria feels the need to be in control of situations and to assert influence over others. He/She is very vocal in expressing opinions and demands. He/She likes to lead others, and most likely would only be satisfied in a position in which they had many opportunities to do so.

**Business Impact Questions are based on the job profile and can be used as follow-up with the candidate, the reference-providers, or both. These questions provide a great way to gather qualitative information, providing additional job-relevant detail on the candidate.**

▼ **Dependability**

Can you think of a time where you or your work group faced an important deadline and were falling behind schedule? What did you do in this situation? What was the outcome?

Have you ever worked in a situation where the rules and guidelines were not clear? What did you do in that situation

Describe a situation in which you had made a commitment or promise to others that was difficult to keep. What did you do in this situation and what was the outcome?

▼ **Agreeableness**

Think of a time when someone disagreed with your point of view on a subject. Regardless of whether you thought you were right or wrong, describe how you responded.

Can you think of a time when you were working with people who were uncooperative. How did you respond in this situation?

Can you think of a time when you had to work with someone who was difficult to get along with? Please describe the situation and how you handled it? What was the outcome of this situation?

▼ **Achievement Striving**

Imagine a time where your boss gives you a project. You think it should be very easy and will not take long to complete, but the deadline he gives you is very far away. How do you respond?

Think about the last time you were assigned a difficult task or project. How did you go about completing this task or project and how did it turn out?

Describe an important goal that you are trying to reach. Describe the goal and how you are going about trying to attain it.

▶ **Conscientiousness**

▶ **Dominance**

▶ **Negative Emotionality**





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## Coaching Suggestions

These automatically generated verbal cues provide you with ways to onboard your candidate based on their scores. This provides an effective way to coach your client into quickly becoming a top performer.





### Coaching suggestions for Maria Miller

<b>Agreeableness</b>	Assign Maria to tasks that require collaboration and teamwork since he/she gets along well with most people. He/she may have a tendency to be too accommodating of others, so advise him/her that it is okay to respectfully disagree with others.
<b>Dependability</b>	Maria should excel at tasks that require a strict adherence to a set of instructions. Because of his/her tendency to follow rules very specifically, provide feedback if efficiency is being compromised. Expect him/her to follow through on promises made.
<b>Achievement Striving</b>	Have Maria set specific performance goals. Review these goals to see that they arouse his/her achievement drive; expect full commitment and maximum effort.
<b>Conscientiousness</b>	Maria should be able to prioritize and organize work tasks independently. Provide autonomy because he/she will be able to meet reasonable deadlines.
<b>Socially Adept</b>	Maria is good at reading social situations, so consider using Maria's interpersonal skills in particularly sensitive situations, such as with aggravated clients/customers. Maria can be a model for how to act around others, especially in unfamiliar settings.
<b>Negative Emotionality</b>	Use Maria's calm demeanor in particularly sensitive situations, such as with aggravated clients/customers. He/she can be a model for how to act around others, especially in stressful settings.
<b>Outgoing-Energetic</b>	Maria enjoys interacting with others, so make sure there are opportunities for group work or social interaction.

This is a way to quickly see how a candidate would score on other position benchmarks within the system. This tool will help you to be sure the best people are in the best position.

ChequedSucceed™ automatically compared Maria against other relevant jobs in your company to help understand how Maria may fit within other roles.

Click on a job below to view her full candidate report for that job. If you'd like to see how Maria compares to a job that is not listed, use the manual compare feature towards the bottom of the screen.

Position	Location	Comparison Date	Score
Retail Sales Associate	New York, NY	September 08, 2014	 
District Manager	New York, NY	September 08, 2014	 

This candidate can be compared to other positions in your organization. Select a position from the list below and click the Compare button.

Position \*

Compare