

# Test Report

**Test name:** IT Job Fit Test






**Name:** John Doe

**Date:** Jan 27, 2008

**Completion time:** 01:03

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


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## Summary Report

We are highly dependent on technology in today's world. As such, we rely heavily on those who have the skills to operate and manipulate these technologies. It is essential for organizations to hire candidates who are the best in their field in order to keep up with this discipline as it continues to evolve. A person who scored well on this test will likely do well in a career in the IT industry.

The results of this test are divided into three sections: Work Habits, Work Attitudes and Analytical Skills.

Legend	
	Work Habits (score = 73)
	Work Attitudes (score = 57)
	Analytical Skills (score = 79)

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John scored well in most areas of the test and would probably be successful in a position in the IT industry. For details on his strengths and weaknesses, see the section below.

The purpose of the following section is to help you determine John's strengths and weaknesses. We have identified Strengths, Potential Strengths and Limitations from his results in each of the subscores.

### Strengths

- Overall, well-suited for a career in the IT industry.
- Able to concentrate. He has no problem focusing on tasks.
- Prioritizes well. He can effectively organize projects in order of importance.
- Manages time very well. He recognizes the best ways to accomplish tasks effectively.
- Finds creative solutions to problems. He thinks outside-the-box to find innovative solutions.
- Able to recognize patterns. He demonstrates the skills required to make sense of seemingly abstract information.
- Highly skilled at classification. He is easily able to find commonalities in information.
- Able to make analogies. He has the ability to make analogies, an essential skill for solving problems.
- Makes logical deductions. He is able to apply a formal reasoning system to reach conclusions.

### Potential Strengths

- He recognizes that details are important, but can sometimes rush through a task.
- He realizes the value of teamwork but may have difficulty working with groups.
- He is somewhat comfortable adapting to changing situations.
- He can be patient in certain situations.
- He can handle some stressful situations.
- He is relatively tolerant towards dishonest behavior in others and his own actions possibly reflect this attitude.

### Limitations

- No potential limitations detected.

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## Detailed Report

### Introduction

The IT battery is a test to help human resources and supervisors measure a candidate's suitability for a career in the IT industry. From the analytical skills required to manipulate complex computer systems to the time management skills needed to keep projects running on time, this battery of tests is an essential tool for determining an employee's potential. The psychometric scales included in this test are: Meticulousness, Concentration, Prioritization, Attitude Towards Teamwork, Team vs. Individual - Preference, Adaptability, Pattern Recognition, Classification, Analogies, Logic, Creative Problem-Solving, Patience, Time Management, Reaction to Stress and Attitude Towards Dishonesty.

From the results provided by this combination of these skills and traits, employers will be better able to effectively judge a candidate's aptitude for a position in the IT industry. Below are descriptions of the scales and information about why they are important for careers in technology.

**Work Habits** - There are certain work habits that an employee should have when working in a technology-related job. Special skills are required for dealing with both the small details involved and the overall project management.

- **Meticulousness** - Meticulousness is defined as the ability to complete tasks carefully and pay close attention to detail. In positions in information technology, small errors can lead to big mistakes that can be very difficult to track down afterwards. Employees must be able to monitor themselves closely while working and be able to find miniscule errors.
- **Concentration** - Concentration is the ability to direct attention to a single object. Employees must be able to focus on a single task for long periods of time. They could possibly be subject to distractions because they may work in a large, shared space.
- **Prioritization** - Employees will likely have several projects on the go at once. They will need to be able to shift their priorities appropriately to deal with matters by order of importance. They must be able to do this easily when the situation calls for it, especially when unexpected tasks emerge.
- **Time Management** - The ability to manage our time properly comes when we develop processes to accomplish tasks efficiently. Jobs in this industry generally face many deadlines, often several at a time. Employees need to be able to properly estimate how much time to allocate to a project so that they stay on schedule.
- **Creative Problem-solving** - Creativity involves breaking down and restructuring our knowledge about a subject in order to gain new insights. Problems with technology often require creative solutions. When a problem is encountered, there may be no documented solution and one will need to be constructed immediately.

**Work Attitudes** - An employee's attitude in the workplace will affect how they fit in with the existing team and how they will handle new situations as they arise.

- **Attitude Towards Teamwork** - Teamwork involves working collaboratively with a group of peers. Candidates will likely need to be involved as a member of a technical team, especially in larger organizations when tasks are divided into very specific specialties. They are also often required to deal with employees from other departments.
- **Team vs. Individual Preference** - This scale indicates whether a candidate prefers working with a team or individually.
- **Adaptability** - Being adaptable means having the ability to change with the circumstances. Technology changes rapidly so employees must be able and willing to learn quickly. They must be flexible enough to continue moving forward with projects as they evolve.
- **Patience** - Patience is defined as calmness, self-control, and willingness or ability to tolerate delay. Employees will have to interact with others who may not understand technology as quickly or easily and patience will be required. There will also be times where they have to wait for computers to process information.
- **Reaction to Stress** - People become stressed when they are upset by adverse situations. Jobs in this industry can be stressful as employees deal with multiple deadlines, people who aren't technically inclined and slow computer processes. Employees need be able to handle this kind of environment effectively.
- **Attitude Towards Dishonesty** - It is important to find candidates who display integrity when faced with difficult situations. It is likely that employees will be working with the company's sensitive data. They will also have access to logs and files of other employees.

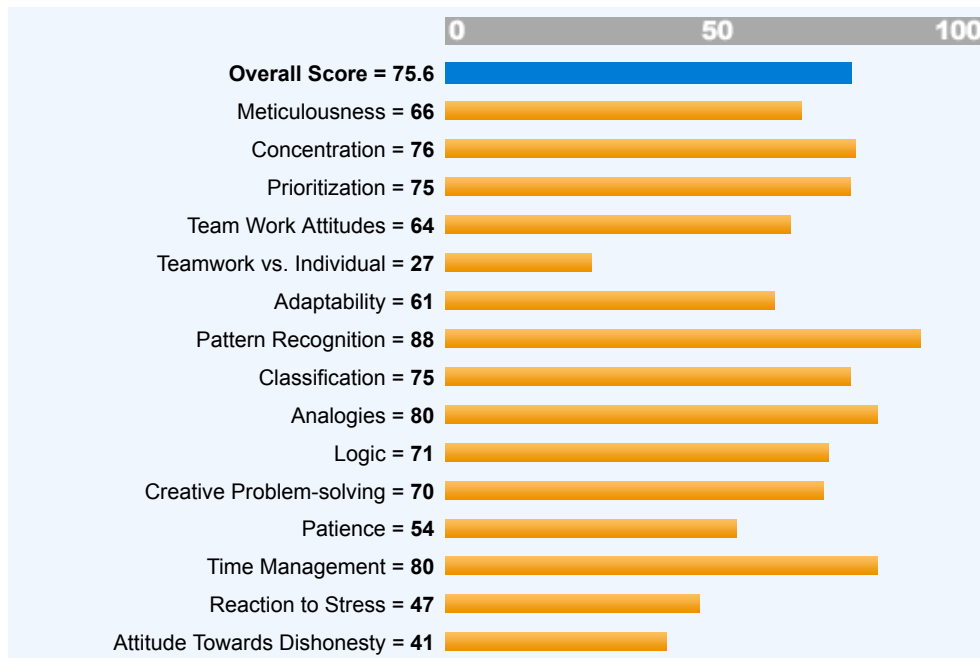
**Analytical Skills** - Using analytical skills, a person is able to dissect concepts and examine how they fit together. To work with computers, it is essential that employees have analytical reasoning skills to be able to understand complex abstract concepts so that they can apply the appropriate solution to a problem. This includes:

- **Pattern Recognition** - This involves making sense of seemingly abstract information.
- **Classification** - Candidates look for commonalities in items, a skill which is important in the conceptualization of complex problems.
- **Analogies** - Involves finding the analogous relationship between different items. This ability is important to help find relationships between dissimilar things.
- **Logic** - Oftentimes work in this industry will require the ability to make deductions.

**Please note:** This test will not be able to determine whether candidates have specific skills: Java programmer, network security specialist, Mac technician, etc. It will only indicate if, overall, their personality and work habits are well suited for a position in an IT environment.

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## Graphic Results



**Recommended for a job in the IT industry.** According to John's test results, he would do well in a career in technology. Although he scored high on some scales, there are some skills and work habits that he could improve. With a concerted effort in these areas, he could excel in this field. Overall, from a psychological point of view, he is well-suited for a position in this industry.

## Work Habits

Work habits are honed through education and experience. By applying the appropriate combination of skills, employees can be efficient and productive. Different jobs require different skills. For jobs in the technology

industry, it is essential that employees have the following work habits, which are measured in this test: Meticulousness, Concentration, Prioritization skills, Time Management skills and Creative Problem-solving skills.

## Meticulousness

### What it measures

Meticulousness is defined as the ability to complete tasks carefully and pay close attention to detail. Small errors can lead to big mistakes that can be very difficult to track down later. Employees must be able to monitor themselves closely while working and be able to find miniscule errors.

### Results

Score = 66

0 50 100



John has a moderate approach when it comes to meticulousness. He's not a stickler for details, but he generally tries to pay attention to the small stuff. He likely recognizes that the nitpicky details of a task can be of utmost importance, yet sometimes rushes jobs or skips over little things anyway. It may be simply a question of motivation; if he is feeling he lacks the drive to do a great job, he will be more tempted to pass over the details just to get the job over with. It's also possible that he is a "global" person, meaning he is focused on the big picture. Globally-oriented individuals are generally able to keep perspective while disregarding the tiny details of a task, which is a very important role in any organization. Truth is, everyone skips the small stuff on occasion - but sometimes hanging in there just a little longer to work out the kinks can make the difference between a so-so and a stellar outcome. In his case, learning to be more meticulous may benefit his work.

## Concentration

### What it measures

Although there are various factors that can affect our ability to concentrate, such as lack of sleep, surrounding environment, too much caffeine, hunger or stress, the most common cause of the inability to focus is psychological. We can think of a million different things we'd rather be doing than THAT, or we're simply not interested in it at all. We all have the ability to focus when we want to, but different individuals have varied ability to buckle down despite boredom, disinterest, or distraction. In the IT industry, employees must be able to focus on a single task for long periods of time. They could be subject to distractions because they may work in large, shared spaces. An inability to concentrate could be a serious impediment to success in such a position.

### Results

Score = 76

0 50 100



John's test results indicated that he's got a knack for concentration - or at least he's developed some tricks of the trade that help him "zone in" on important tasks. He's usually able to shut out the distractions to give his full attention to whatever he's working on. He can recognize an interrupting thought when it pops into his mind, and has the

mental focus to boot it out and get back to work. She is able to avoid the daydreaming trap, and tries to make connections between his life and information he needs to process in order to maintain concentration. In addition, he is most likely aware of his own peak times for productivity, and plans his most demanding tasks for those periods. Part of his proficiency stems from a sense of confidence; he believes that he can, and will, be able to learn or accomplish something before setting out to do it. This determination allows him to clear his mind and get the job done, while keeping his mind from wandering off on unrelated tangents. This is a skill that will surely help him achieve success in whatever he pursues, not to mention save him a lot of time and stress.

## Prioritization

### What it measures

Prioritization means tackling tasks in order of importance so that you can plan effectively. Employees will likely have several projects on the go at once. They will need to be able to shift their priorities appropriately and easily when the situation calls for it, especially when unexpected tasks emerge. Making smart decisions about which projects should move and which should go onto the back burner is an asset to any company.

### Results

Score = 75

0 50 100



John seems to have fairly good prioritization skills. He tends to have little problem making good decisions regarding what to do and when to do it. Working with the awareness of deadlines and important dates, he can typically keep his family, personal, and work issues to their appropriate venues. He has an idea of the amount of duties he can handle, and once in a while, he might bite off more than he can chew. He probably has a general picture of his goals in life and is able to balance his tasks while bearing that picture in mind.

## Time Management

### What it measures

People can sharpen their organizational skills and approaches to work in order to become efficient in the workplace. By taking a good hard look at their tendencies and bad habits (procrastination, distracting work environment, priority assignment, etc.), people can face the truth about their productivity-blocks. Then they are able to develop a plan of attack for replacing them with new and improved strategies. Jobs in this industry generally face many deadlines, often several at a time. Employees need to be able to properly estimate how much time to allocate to a project so that they stay on schedule.

### Results

Score = 80

0 50 100



It seems that John has a pretty good grasp of both the basics and the more advanced strategies for effective time management. He has developed the skills of setting priorities, cutting down on distractions, following schedules and maintaining a sufficient level of organization. He recognizes that he may have to say "no" to other people from time to time in order to get things done, and goes out of his way to find more effective ways of accomplishing tasks. While he may give in to certain bad habits on occasion, he manages to keep the slip-ups to a minimum. This ability surely makes his career runs much more smoothly, not to mention giving him the reputation of a productive, reliable individual. By learning the correct way to do things the first time, he is saving himself a lot of stress in the long run.

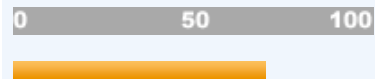
## Creative Problem-solving

### What it measures

Creativity involves an ability to come up with new and different viewpoints on a subject. It involves breaking down and restructuring our knowledge about the subject in order to gain new insights into its nature. Problems with technology often require creative solutions. When a problem is encountered, there may be no documented solution and one will need to be constructed immediately.

### Results

Score = 70



John's self-reported behavior suggests that he is a relatively good brainstormer. He may occasionally self-impose limitations when generating ideas, but more often than not, he keeps a fairly open mind. There are times when he likes clear instructions and prefers to follow a predictable path. Other times, however, he is more of an 'outside-of-the-box' thinker who likes toying with ideas. Depending on the problem at hand, he thinks reproductively - that is, on the basis of similar problems encountered in the past, and productively - he tends to look at it from different perspectives and search for different ways of solving it. In short, he can be referred to as a "planning problem-solver" - one whose strategy is based on a rational approach with some balance between pragmatism and creativity.

## Work Attitudes

An employee's attitude towards certain subjects has a huge impact on his/her job satisfaction and consequently on his/her productivity. While people can learn skills and habits, it is more difficult to change someone's attitude, which is more ingrained in his/her personality. This test measures the candidate's Attitude Towards Teamwork, Team vs. Individual Preference, Adaptability, Patience, Reaction to Stress and Attitude Towards Dishonest Behavior.

### Attitude Towards Teamwork

#### What it measures

For the successful completion of a team project, all team members need to have the characteristics and willingness required to work with others. While IT employees generally work by themselves most of the time, they also sometimes work collaboratively as a member of a group, especially in larger organizations when tasks are divided into very specific specialties. They are also often required to deal with employees in other departments.

## Results

Score = 64

0 50 100



According to his score, his perception of teamwork and team membership is fairly positive. He is generally quite optimistic when it comes to getting together with others and sharing ideas and tasks. He usually has enough patience, flexibility, and trust for successful team membership. And when he does, he has a more positive outlook and is energized. He can usually recognize the good in most everything that happens in his life. He tends to realize that there is some value in even the worse of situations. He should definitely value and nurture this ability, as it would help him to mobilize his strengths and would serve as a source of motivation to keep him and his team members going during the hard times.

## Teamwork vs. Individual - Preference

### What it measures

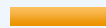
Measuring candidates' or existing employees' work orientation is important because such an assessment allows you to match individuals to specific tasks. No matter what the education, experience, or training a person has, if they have a strong preference for independent work, assigning them to a team will be unproductive and costly. When you assign people to jobs that match their work orientation, you avoid unnecessary stress, tension, conflict, and costly employee turnover. A match between person and work environment increases the likelihood of success for both team players and solo performers. So matching individual work preferences to specific jobs is yet another way for management to enhance job satisfaction and, in so doing, gain productivity.

**Note:** This scale does not count towards the overall score. Some positions will require a candidate that is a team player while others will require someone who is oriented more towards individual work. Results from this scale can be interpreted based on the requirements of the organization.

## Results

Score = 27

0 50 100



He appears to have an individual orientation toward work. This means that, when given a choice, he opts for working on his own rather than as part of a team. He feels that his skills and talent are best utilized when he works on his own. And he is, in fact, more productive when working independently than when working with others. This is not surprising considering he reports having more energy and enthusiasm when left alone to complete his work. People such as him, who lean on the individual side of the 'team versus individual orientation' scale may experience working in a team as an unpleasant and sometimes difficult undertaking. This is not to say that he cannot work well with others or is a "rebel" of any kind - simply that he has a penchant for individual work and, as you know, we tend to be more effective when working in a setting that matches our work preferences. To each his own - there is nothing wrong with being a solo player when it's what keeps his spirits alive and promotes high-quality work!



## Adaptability

### What it measures

In this fast paced industry, employees must have the ability to change with the circumstances. Technology evolves rapidly so employees must be willing and able to learn quickly. They must be able to embrace change to move forward with projects as they are transformed.

#### Results

Score = 61

0 50 100



John seems to be a relatively flexible person, and adapting to change is not too challenging for him. He could, however, work on feeling even more comfortable. He should try to be more open-minded, willing to learn and explore.

## Patience

### What it measures

We are often told that patience is a virtue, but new medical research has demonstrated that patience is also good for your health! Patience is defined as calmness, self-control, and willingness or ability to tolerate delay. Impatience, on the other hand, is defined by time-urgency and the inability to tolerate slow people or processes. Impatient people cannot stand to be left waiting, and tend to overreact to stress. IT employees will have to interact with others who may not understand technology as quickly or easily and patience will be required. There will also be times where they have to wait for computers to process information.

#### Results

Score = 54

0 50 100



John is a somewhat patient person. His ability to tolerate delay and inconvenience probably depends on the situation. He realizes the value of patience in certain contexts but is not afraid to let his impatience show where necessary. While this ability to adapt is well developed, there are probably a couple of situations where he could improve. He should take some time to think about what makes him impatient and why. Keep in mind that impatience can result in extra stress and poor health.

## Reaction to Stress

### What it measures

Stress is part of life. A death in the family, getting a job promotion, arguing...all of these common occurrences are stressful. Since stress can't be excised from the life experience, it is very important to learn how to deal with it. Jobs in this industry can be stressful as employees deal with multiple deadlines, people who aren't technically inclined and seemingly endless debugging. Employees need be able to handle this kind of pressured environment.

## Results

Score = 80

0 50 100



John tends to react to stress in a relatively adaptive way. He is able to deal effectively with everyday stressors. However, some extremely trying situations may leave him frozen, unable to act and helpless. Putting things into proper perspective could help. He shouldn't be too hard on himself, and should try to set realistic goals. Mistakes don't mean the end of the world; rather, they usually offer an opportunity to learn and grow.

## Attitude Towards Dishonesty

### What it measures

Although the relationship is not always cut and dry, attitudes do predict behavior. How you feel about the specific dishonest behaviors mentioned in this test is an excellent predictor of your own future behavior on the job. It is likely that employees working in the technology industry. They will also have access to logs and files of other employees. A number of common temptations that may be encountered in a workplace are explored in this test. Many of the questions in this category inquired whether you feel that various dishonest behaviors are wrong; others assessed your opinion about how severe the punishment for dishonest behavior should be.

An important issue to consider in terms of this subscale is the fact that while such attitudes are highly correlated with actual behavior, the relationship is not 100%. For instance, someone may have very permissive attitudes towards occasional slips of others and may be extremely liberal when it comes to punishment. However, that may not necessarily mean that they are inclined to that kind of behavior. Keep that in mind when you are reading your results.

## Results

Score = 41

0 50 100



John's results indicate a relatively tolerant attitude towards theft, time theft, cyberloafing, and dishonest behavior in general. He is someone who believes that dishonesty should not be tolerated in the work place, but it shouldn't be punished very severely either. His moderate attitude towards the behaviors mentioned in our test indicates that he may not find dishonesty to be wrong in every situation. This doesn't necessarily mean that John is likely to engage in such activities; rather, he has a somewhat liberal attitude towards people who do.

## Analytical Skills

To work with computers, employees must have a logical thought process and be able to understand complex abstract concepts before they can apply the appropriate solution. This test measures four areas related to analytical reasoning skills: pattern recognition, classification, analogies and logic.

### Pattern Recognition

**What it measures**

The ability to make out patterns in a series of images, numbers, words or ideas is useful in everyday life, but indispensable in technical fields.

**Results**

**Score = 88**



Compared to other people, John appears to have a highly developed ability to recognize patterns. This skill is an essential component of performing system analysis, making sense of scrambled data, finding logical sequences and rules, and recognizing underlying mechanisms in various forms. It is also a vital skill for summarizing literature when doing research.

**Classification**

**What it measures**

Classification is the ability to discover the commonalities among collections of words, pictures, objects, etc. and organize them accordingly.

**Results**

**Score = 75**



In comparison to others, John had a high score on the classification section of the test. This is an important skill for memorizing, the conceptualization of complex problems, and for making sense of our surroundings in general.

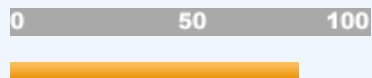
**Analogies**

**What it measures**

Making analogies is the ability to find the relationships between elements of things (words, numbers, images, etc.) otherwise unlike.

**Results**

**Score = 80**

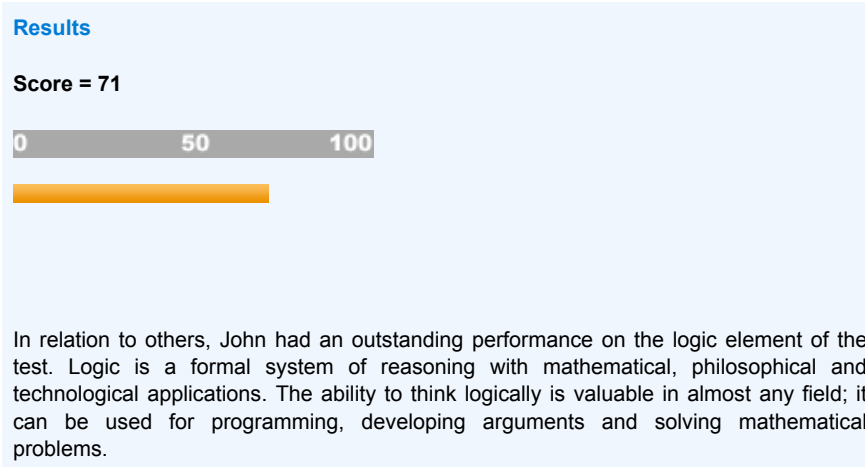


Relative to others, John scored high on the analogy segment of the test. This skill is a significant time saver for problem solving and allows us to use past solutions as inspiration. (Why start from scratch when you can apply common elements of an old problem to a new one?)

## Logic

### What it measures

Logical thinking is the ability to make deductions that lead rationally to a certain probability or conclusion.



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## Advice and Tips

As businesses continue to grow more dependent on technology, the need for skilled IT employees increases. Companies need to be certain that they hire people who are well suited to the positions. Below are some tips that can help turn a good IT employee into a great IT employee.

- **Improve your concentration by knowing the times when you're best able to focus.** For a week or two, pay special attention to what times of the day you are best able to focus. Is the early morning, when it's quiet and you're "fresh", a productive time for you? Or do you get a lot done in the afternoon, after you've had time to settle into things? While you may not always have a choice of when you can work on something, you can try to schedule the most challenging aspects of your projects for those times of the day and use your less productive times for tasks requiring less concentration.
- **Regular exercise can help you cope with stress.** Not only does exercise promote good health and high self-esteem, but according to research, it battles anxiety and depression. Exercise releases tension and feel-good hormones. Try working out (half hour of walking, running, bicycling, swimming etc.) at least 3 times a week. Being outside in nature is also a naturally soothing experience (pluses for walking, biking and running).
- **Brainstorm with people to find a creative solution to a problem.** The term 'brainstorming' has become a commonly used word in the English language as a generic term for creative thinking. The basis of brainstorming is generating ideas in a group situation based on the principle of suspending judgment - a principle which scientific research has proven to be highly productive in individual as well as group effort.
- **Build an honest relationship with your employer.** Realize that there is more than one way to steal from your employer. Time theft and cyberloafing are ways of stealing from your employer...after all, you are

working for less time than you are paid for. We all have our ups and downs, but deliberately being unproductive, taking longer breaks and lunches, surfing the Internet for personal reasons, and other time-wasters are just as serious as outright theft. Your employer may very likely treat it just as seriously. In fact, companies lose billions of dollars in lost productivity due to cyberloafing every year.

- **Be meticulous, make "check-overs" part of your routine.** Develop the habit of going over your work, preferably when you've got a fresh eye, before declaring the case closed. It may even help to have a checklist of things to check over, particularly if you regularly complete similar tasks. If, for example, you're writing a certain kind of report, establish a set of criteria for evaluation at the end. Such a list might include spelling, grammar, layout, graphs, information provided, etc.
- **Make a list to prioritize your responsibilities.** Lists are the easiest way to keep track of your thoughts, tasks, and obligations. While we often believe that our stellar memories will remember every item on the mental grocery list, it's usually not the case. Keep a specific device (notebook, electronic calendar, whiteboard) for all of your lists, so that you always know where to find them. For a sense of accomplishment, cross off each item as you complete it, then focus on the next task.
- **Trying waiting an extra second to start improving your patience.** Just imagine how many fights, accidents, or disasters could have been prevented had someone been a little more patient. Or, on a smaller scale, think of that co-worker who didn't make a deadline. Before going haywire, take an extra moment to realize that there may be a reason for the delay - missing data, an emergency, or the person may just be having a bad day. Just when you think you can't wait another second, wait one more. Treat others with the same consideration you would want them to extend to you.

For more tips on these topics, download the following [PDF file.](#)

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