

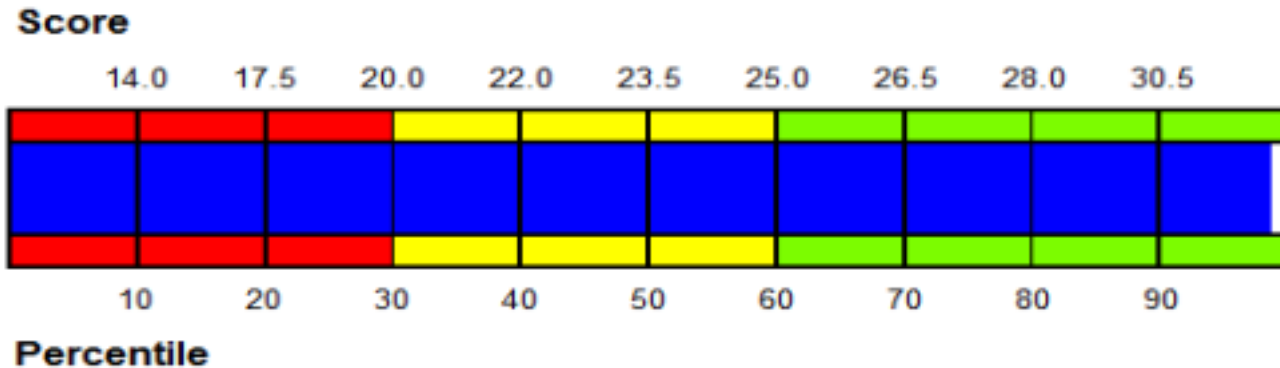
PERFORMANCE REPORT

First Name:	Nicole	Last Name:	VWTest
User ID:	gwBvfbKM	Location:	Test
Completion Date:	01/21/2020	Job Applied For:	Virtual Worker

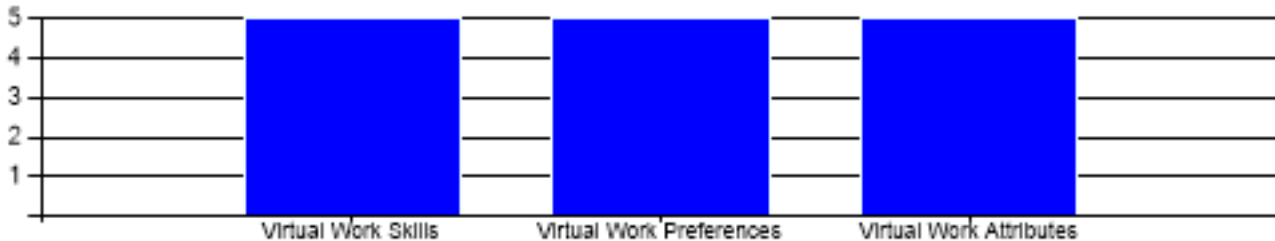
Candidate's Overall Score Result

High Potential for Success in a Virtual Work Environment

The candidate's overall score was 33. This score is plotted against the industry percentile in the bar graph below.



Note: The Industry Percentile indicates the percent of test takers in a comparison sample who scored below this candidate.



5=Well Above Average; 4=Above Average; 3=Average; 2=Below Average; 1=Well Below Average

Virtual Work Skills

Candidates with this profile possess all of the skills at a level that will allow them to be exceptional remote workers. Specifically, they are likely to have the communication and technology skills that are at a premium in a virtual or remote work setting. When compared to most other employees, their past work performance has been substantially above average. Candidate's performance on Virtual Work Skills suggests that they are quite skilled at communicating with others and are highly proficient and experienced with using technology. The purpose of these questions is to probe deeper into this area of strength. Ask, "How have you used technology to communicate in other jobs you have had?" or "Describe how you have used technology to facilitate communication in your job."

Virtual Work Preferences

Candidates with this profile have work preferences that are an excellent fit with remote or virtual work settings. They are very comfortable with minor supervision and are highly proactive in establishing relationships with others. They also thrive in settings where they may have to plan their own workday or have less structured tasks. Candidate's performance on Virtual Work Preferences suggest a match between the setting in which the candidate prefers to work and a remote work setting. The purpose of this question is to probe further into this match. Ask, "What strategies have you used to establish relationships with people you have not met in person?" and "What have you found to be the best way to structure your own workday?"

Virtual Work Attributes

Candidates with this profile possess all of the personal attributes that lead to success in remote work settings. Compared with other candidates, they are highly organized and are able to maintain focus in the presence of distractions. They are also very adaptable and possess the self-confidence needed to effectively operate in remote settings. Candidate's performance on Virtual Work Attributes suggests that the candidate possesses the focus, organizational skills, self-confidence, and adaptability required to work effectively in a remote work setting. Ask "What strategies have you used to maintain focus while you are working?" and "Describe a time when you had to accept responsibility for a project not going as planned."