


REVELIAN

INDIVIDUAL REPORT KATHERINE ADAMS

Report Date: 16 Jan 2019
Position: Example Position
Client/Company: ABC Company

Assessments Included	Support Resources	Assessment Date	Results Valid Until
Emotify		15 Jan 2019	15 Jan 2020

IMPORTANT! DO NOT share this report with individual candidates. It contains a link to confidential and sensitive information about all candidates for this position.

Please note:



Support resources are available for each assessment to assist in your interpretation of the report and candidate results.

Notice To Report Recipient(s)

Information contained within this report is private and confidential, and is provided on the basis that its recipient(s) will use it responsibly.

Revelian's involvement in the recruitment process is limited to providing the prospective employer with information regarding the relevant attributes of candidates as measured by Revelian assessments. It is the prospective employer who makes final selection decisions. As some assessments were completed unsupervised by this candidate, Revelian can not guarantee that their responses are their own. Supervised testing, where possible, is recommended in this case.

Revelian recommends that assessment information be considered along with information gained from other sources when making final selection decisions.

REPORT INTERPRETATION AND SUPPORT

Revelian provides the following supporting resources and options to ensure appropriate interpretation of candidate assessment reports.

Support Resources	
1.	Support Resources are available throughout the report to help you interpret the information presented. Click on the icons or links where available in the report to access further information.
2.	eLearning Modules provide you with a comprehensive overview of each assessment, including assessment theory, structure of the assessment, candidate experience and interpretation of results. These training modules are accessed via the 'Learning Centre' in your Revelian Workspace. Please revisit these modules as often as you like as an ongoing reference.
3.	Psychologist Support is available as needed. To arrange further consultation with a Revelian Psychologist, please telephone 1300 137 937 (within Australia), 0800 046 9690 (within United Kingdom), 888 260 4639 (within United States) or +61 7 3552 5700 (outside Australia) during business hours. Alternatively, please email: clientservices@revelian.com .

ASSESSMENT SUMMARY

The following report provides information regarding Katherine Adams's results on Emotify. Katherine is currently being considered for the position of Example Position.

Katherine's score on the assessment can be briefly described as follows.

Assessment	Score
Emotify	Exceeded 80% of a sample of the general population (AU)

The details of other candidates applying for the position can be accessed by viewing the position report, available by clicking [here](#).

This report is based on the results of Emotify. This assessment provides insight into Katherine's measured aspects of Katherine's emotional intelligence. Other qualities relevant to Katherine's suitability for the role may be best understood using additional selection methods, such as additional psychological assessment, interviews and reference checks. In making a final selection decision, Revelian recommends that all available information about the candidate be considered.

The remainder of this report provides further information regarding Katherine's assessment results.

EMOTIFY

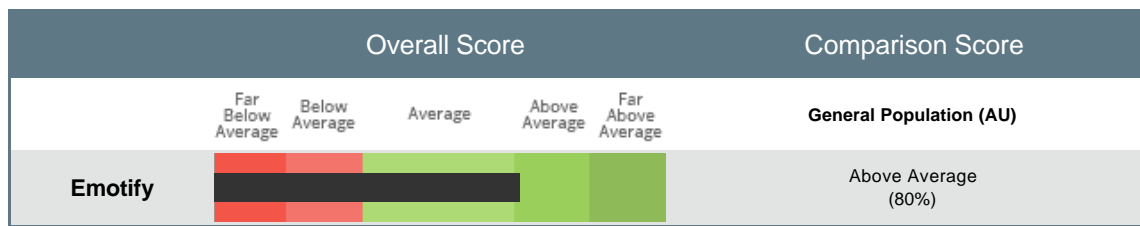
SUPPORT RESOURCES

To assist in your interpretation and understanding of candidate results, additional information and support resources are available on our [Emotify Resource Page](#).

KATHERINE'S EMOTIFY RESULTS

Katherine completed Emotify, an ability based measure of emotional intelligence. This assessment measured Katherine's ability to accurately identify and understand emotions. Research has shown that emotional intelligence is associated with important work related outcomes such as interpersonal effectiveness, collaboration and team work, decision making and success in leadership and management roles.

KATHERINE'S OVERALL EMOTIONAL INTELLIGENCE RESULTS



Katherine's overall Emotify score was higher than 80% of the General Population comparison group, which indicates that she is likely to:

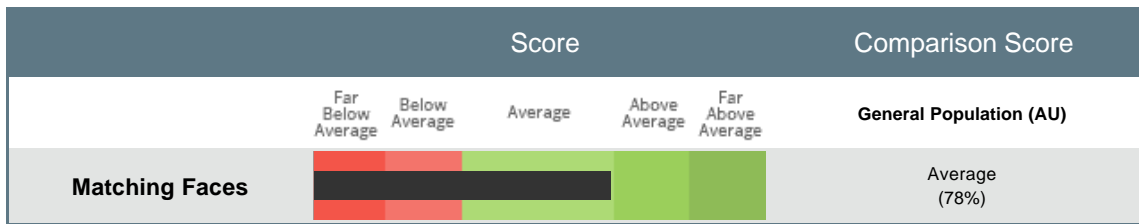
- | **Display high levels of emotional intelligence when interacting with others, working in teams, and making decisions**
- | **Be able to accurately read and interpret emotions displayed by others, and therefore respond accordingly**
- | **Have a strong awareness of emotions and their impact on self and others in different situations**
- | **Have the capacity to successfully build and develop relationships with others, such as colleagues, customers and clients**

In terms of the abilities assessed by Emotify, Katherine's results indicate that she would be well suited for the position of Example Position.

More detailed information on Katherine's results are provided below, which can be used to determine if Katherine has strengths and development areas in particular aspects of emotional intelligence.

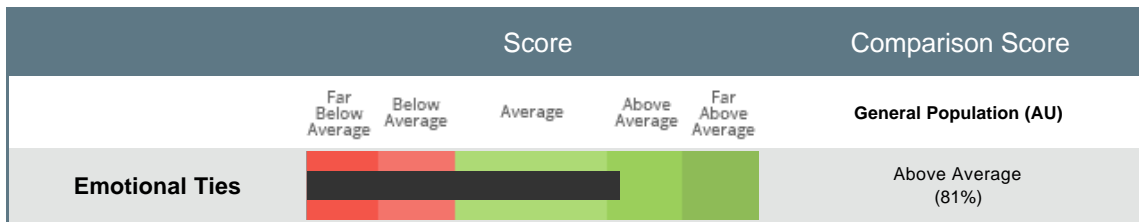
KATHERINE'S PERCEIVING EMOTIONS SCORE

Katherine completed an assessment called Matching Faces, which measured her ability to quickly and accurately identify a broad range of emotions in facial expressions. Individuals who are able to accurately perceive emotions are more likely to identify a need to respond and adapt to people and situations as required. Katherine's score is shown below.



KATHERINE'S UNDERSTANDING EMOTIONS SCORE

Katherine completed an assessment called Emotional Ties, which assessed her ability to recognise emotions and her awareness of how different situations and events influence emotions. Individuals with a strong understanding of emotions are better able to predict future emotions based on current events and use this knowledge to inform their approach to people and situations. Katherine's score is shown below.



INTERVIEW QUESTIONS FOR KATHERINE

These questions are based on Katherine's scores on Emotify. They highlight areas you may choose to investigate further if she progresses to an interview.

Interview Question Positioning Statement

As part of the recruitment process you completed an assessment called Emotify, which assessed aspects of your emotional intelligence. I have a few questions for you in relation to this assessment.

General Questions for Katherine

How did you find completing Emotify? Is there anything about your test experience that you would like to share?

Emotify measures aspects of emotional intelligence. What role do you think emotions play in the workplace?

In what work situation do you think it would be important to identify how someone else is feeling, and understand that emotion?

Perceiving Emotions Questions for Katherine

Note to interviewer: candidates with a sound ability to identify emotions are typically able to correctly determine how others are feeling. They are generally aware of subtle cues in body language, tone of voice and facial expressions that indicate how someone may be feeling.

Can you describe a time when you misread a situation and how the people involved were feeling? What happened and what did you do?

What information do you use when interacting with someone to determine how they may be feeling? Can you provide an example of when you've used this information at work?

Understanding Emotions Questions for Katherine

Note to interviewer: candidates with a strong ability to understand emotions are likely to have a comprehensive knowledge of emotions, how they change and evolve, and how their actions influence their own and others' emotions.

Can you describe a time when you've been able to predict how someone is likely to feel about some news, and how you used this to determine your approach to that situation?

How do you use your understanding of emotions and their role in the workplace to guide your interactions with others? Can you provide an example?

Important Considerations

Emotional intelligence has demonstrated strong links with job performance across a wide range of occupations and industries. Its greatest power however lies in predicting performance in jobs that involve working with others. Therefore, an assessment of emotional intelligence is most relevant when recruiting for positions that involve a high degree of team work, customer service or management of others (e.g., supervisory or leadership roles).

Although assessments of this nature are accurate, a candidate's results may be influenced by such things as the environment in which the test was taken and their comfort with the testing process. Therefore, the candidate's assessment score should be considered an approximation of their emotional intelligence and should be considered in conjunction with other information obtained during the recruitment process.