



REVELIAN

POSITION REPORT EXAMPLE POSITION

Number of Candidates Assessed: 4
Report Date: 16 Jan 2019
Assessment Date: 20 Feb 2018 - 16 Jan 2019
Client/Company: ABC Company
Report Interpretation: [Position Report Module](#)

Assessments Included	Support Resources
Emotify	
IMPORTANT! DO NOT share this report with individual candidates. It contains confidential and sensitive information about all candidates for this position.	
Please note:  Support Resources are available for each assessment to help you interpret the information presented.	
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 candidates, 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.

INTRODUCTION

The following report provides information regarding the suitability of candidates currently being considered for the position of Example Position. Conclusions made regarding each candidate's suitability are based solely upon the results they achieved on Revelian's Emotify.

In the interests of brevity, this report provides summary information only. To access more specific information regarding the results achieved by candidates, reference should be made to the Individual Reports pertaining to each candidate. These reports are accessible by clicking on the links displayed in Table 1.

ASSESSMENT INFORMATION

One assessment was used for the current position:

Emotify is an ability-based measure of emotional intelligence and provides insight into an individual's ability to 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.

RESULTS

In order to give meaning to a candidate's score on Emotify this score has been compared to the scores obtained by a number of other individuals within one or more comparison groups. The results shown in this report reflect each candidate's standing with respect to the comparison groups. Each candidate's score was assessed in terms of the percentage or proportion of the comparison group that it exceeded. For example, a score of 50% indicates that the candidate's score exceeded 50% of the people in the relevant comparison group. Additionally, each candidate's score was given a classification to describe the range in which it fell. As is shown below, these classifications represent different parts of the "normal" curve that is produced when the scores of large groups of people are plotted.



The comparison group selected for this position was:

A sample of the **General Population (AU)**

This comparison provides insight into the candidate's level of emotional intelligence by contrasting it with those of people employed in a broad cross-section of mainly professional positions.

The candidates' scores with respect to this comparison group are shown in table 1 below.

Table 1 - Candidate Rankings Based on Level of Suitability for the Position

Name	Level of Suitability					Comparison Score General Population (AU) %ile
	Far Below Average	Below Average	Average	Above Average	Far Above Average	
1 Katherine Adams	█		█			80%
2 Cherie Halls	█		█			59%
3 Scott Hill	█		█			32%
4 Malcolm Vesper	█	█				1%

Please note:

- a) In order to make effective use of this report, attention must be given to the "Important Considerations" section.
- b) Click on the candidate links for assessment information pertaining only to that candidate.

IMPORTANT CONSIDERATIONS

The following are important points to consider when using information provided in this report:

EMOTIFY

- The score reported here represents a summary of the specific aspects of emotional intelligence measured by Emotify. More detailed information regarding each candidate's results should be reviewed and can be accessed via the links displayed in Table 1.
- Revelian recommends that a candidate's Emotify results be considered alongside other aspects of their application, such as other psychometric test results, previous experience and interview performance to ensure a fair and valid selection outcome.
- [Emotify Support Resources](https://app.revelian.com/psych/emotify) (https://app.revelian.com/psych/emotify).