

REVELIAN

Katherine Adams

Candidate Assessment Results (Summary Version)

Position:

Example Position

Company:

ABC Company

Report Date:

18 Jan 2019

This is a summary version of Katherine's assessment report. [View the full version here.](#)



Please don't share this report with candidates, as it contains a link to confidential information about other candidates for this position.

Overall Ranking

1

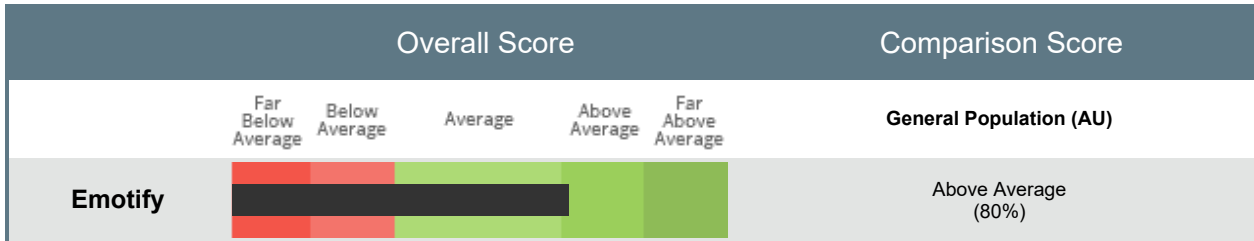
out of 4
candidates

Assessment	Result	Summary
Emotify	80% (Above Average)	Katherine is likely to display high levels of emotional intelligence when interacting with others, working in teams, and making decisions.

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:

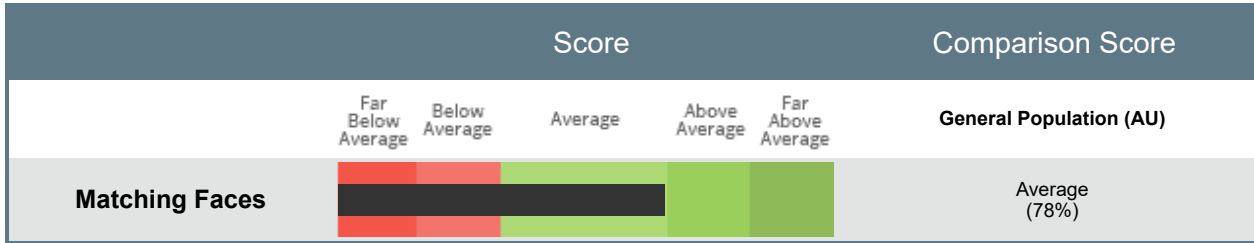
- **Display high levels of emotional intelligence when interacting with others, working in teams, and making decisions**
- **Be able to accurately read and interpret emotions displayed by others, and therefore respond accordingly**
- **Have a strong awareness of emotions and their impact on self and 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.

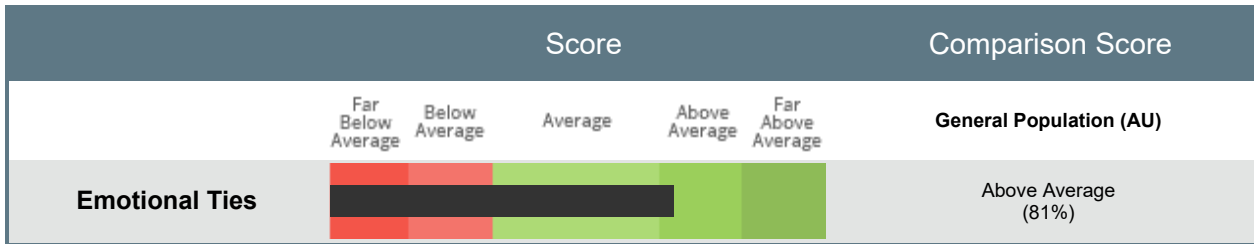
Katherine's Perceiving Emotions Score

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?

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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.

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