



CoreCheck™ Report

Name: Devinetest 20050811-0940

Organization: Performance Automotive

Job: Sales

Date: 8/11/2005



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Using Devinetest 20050811-0940's CoreCheck™ Report:

The information contained in this report should not be used as the sole discretionary source of information about the candidate. Close attention and consideration should be given to the candidate's resume, job application, references, education and/or training, drug screen, job interview, previous job experience(s) and personal performance during the interview process.

About the Devine Inventory™

Since 1970, The Devine Inventory has helped thousands of clients strengthen their organizations by skillfully assessing their existing and prospective employees' strengths and opportunities against specific behaviors and competencies.

This CoreCheck report will help you accurately evaluate your candidate's match to critical-to-success job behaviors. CoreCheck has been created for your organization to predict who will be successful employees in specific roles by conducting studies of the behaviors and competencies of your existing employees against your organization's top performers. CoreOptimize™ is a scoring methodology (on a 100 point scale) shown in the report to establish benchmark behavioral standards for hiring. Candidates scoring within recommended levels have behavioral strengths predictive of your organization's current top performers for this position or job family.

CoreCheck Contents

CoreCheck Summary:

CoreOptimize cutoff scores (on a 100 point scale) and recommendations are indicated for each competency shown to be critical-to-success for this position or job family. Also shown is a composite summary score that combines the results of the competencies. Graphical chart(s) display each of the competency results.

Behavior Summary:

Each of the behavioral factors are described and categorized as exceeding, meeting or falling short for the desired strength needed in the position. Competencies linked to each behavioral description are also listed.

Behavioral Interview Questions:

For scores that fall outside the desired ranges, behavioral interview questions are suggested for the hiring manager as probes to root causes and to determine the risk associated with gaps between the candidate's scores and the desired behaviors.



CoreCheck™ Summary

Overall Score

Do Not Recommend

This individual fails to meet the requirements to be successful in this position

Sales Effectiveness

Recommend

This individual meets the requirements for this competency

Customer Service Orientation

Do Not Recommend

This individual does not meet the minimum requirements for this competency



Behavior Summary

Greatly exceeded the minimum requirement for the following desired behaviors:

- | | |
|--|---------------------|
| <input checked="" type="checkbox"/> Focuses on getting optimal results on schedule | Sales Effectiveness |
|--|---------------------|

Exceeded the minimum requirement for the following desired behaviors:

- | | |
|--|---------------------|
| <input checked="" type="checkbox"/> Engineers personal acceptance and recognition by authority | Sales Effectiveness |
| <input checked="" type="checkbox"/> Holds strongly to principles; does not give away his or her position; keeps the pressure on others | Sales Effectiveness |

Met the minimum requirement for the following desired behaviors:

- | | |
|---|---|
| Agrees to help and actively looks for ways to demonstrate his/her commitment | Customer Service Orientation |
| Conveys self-confidence and conviction | Sales Effectiveness |
| Doesn't usually refuse requests for help | Customer Service Orientation |
| Encourages others to "keep cool" | Customer Service Orientation |
| Encourages others to state their own beliefs by asking nonthreatening questions | Customer Service Orientation |
| Enjoys socializing and making contacts, formally or informally | Sales Effectiveness |
| Expresses ideas convincingly, openly and honestly | Customer Service Orientation
Sales Effectiveness |
| Shows interest in what others have to say | Customer Service Orientation |

Fell below the minimum requirement for the following desired behaviors:

- | | |
|--|------------------------------|
| <input checked="" type="checkbox"/> Summarizes information to enhance understanding of issues | Customer Service Orientation |
| <input checked="" type="checkbox"/> Takes the initiative to facilitate learning | Customer Service Orientation |
| <input checked="" type="checkbox"/> Wants to be the best; consistently sets more demanding goals | Sales Effectiveness |



Tailored Behavioral Interview Questions

The following are behavioral interview questions will help you further probe the areas where the applicant fell below required levels.

Summarizes information to enhance understanding of issues

Tell me about times when you were in meetings or with other people-- how did you get your point across? How about one-on-one? On the phone?

When do you believe in holding back on communicating and letting others come to you? Give me a time when you could have exhibited better and more frequent communications and the result was not positive. What did you learn from this situation? What type of communications do you tend to use the most (verbal, written, email, formal/business like, informal/friendly, etc.) and why?

Takes the initiative to facilitate learning

Tell me about a time you taught someone how to get better at his or her job. How often do such opportunities arise?

What has been your experience in giving spoken explanations or instructions to another person? Discuss your experiences in management, training or in coaching others.

Wants to be the best; consistently sets more demanding goals

What were your goals when starting your past jobs and how did those change?

What have been your experiences in defining long range goals? Tell me what specific goal was set, how it was set, and how successful you were in its achievement.
