

Position:

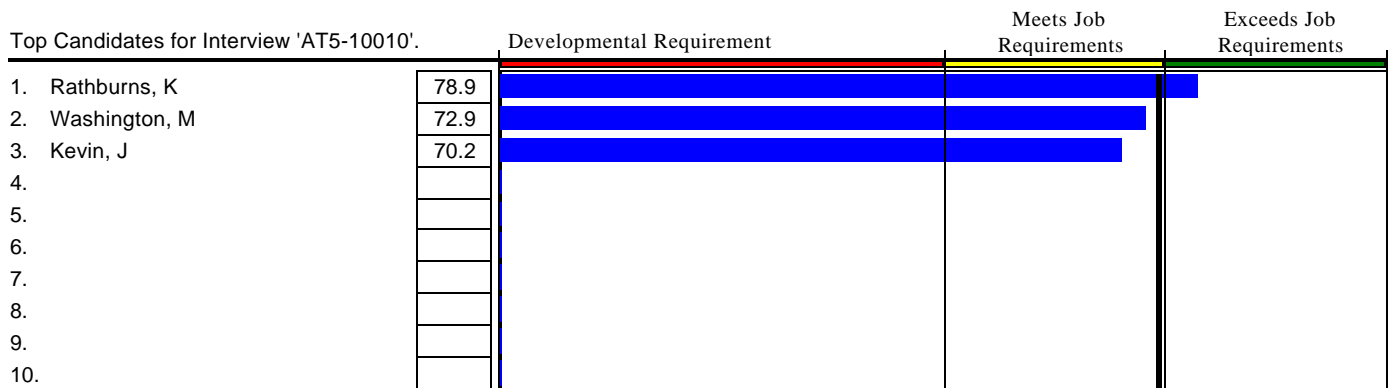
Accountant - Residential Construction

JobDescription:

Identifies gross profit from home sales by assembling, monitoring, and analyzing cost information.

Top Ten Interview Scores:

The Graph below ranks the ten highest scoring candidates from the pool of interviewees for the Job Position specified. Each candidate's rank has been determined by averaging the scores for all interview questions from all interviews (in the case where a candidate has been interviewed more than once for the specified Job Position).



* Vertical black bar indicates average score of '74' for Interview Session 'AT5-10010'.

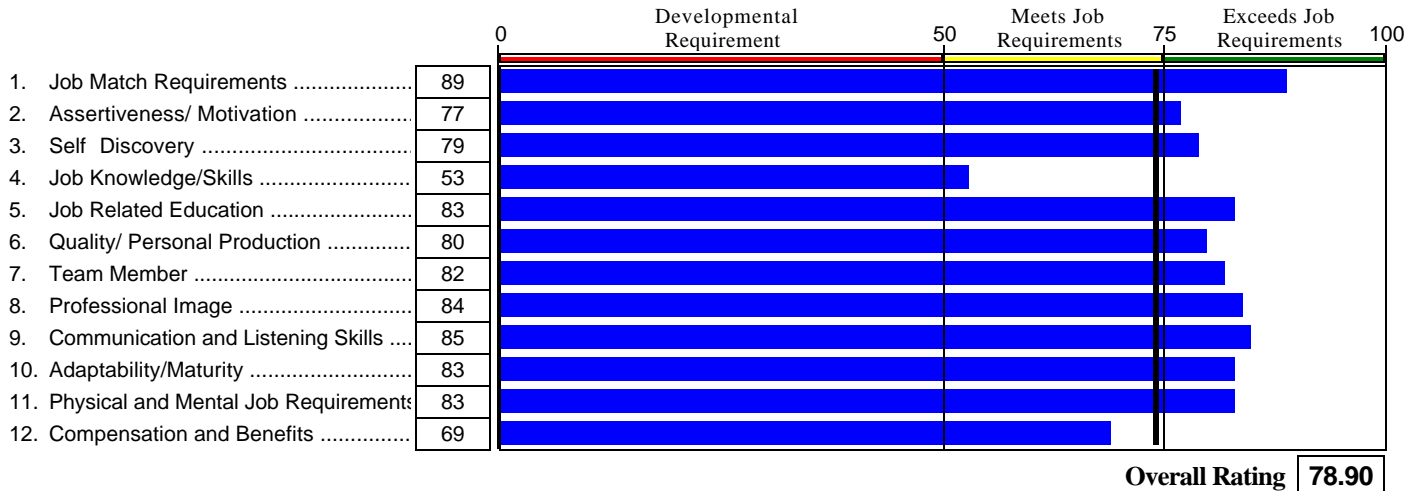
Candidate Contact Information:

The table below provides the contact information for the top three candidates according to their rank as indicated above. Interview reports for these three individuals are provided following this page.

	#1 Candidate	#2 Candidate	#3 Candidate
Name	Rathburns, Kyle	Washington, Martha	Kevin, Johnson
Address	456 Hop Along Blvd	123 Main Street	561 Toledo St
City, State	Wareham, MA	Westport, MA	Canton, PA
Phone	(617) 885-5254	(508) 123-4567	(501) 214-2541
Email	TheRat@aol.com	abcdef@big.com	jk101@aol.com

Name: KYLE RATHBURNS
 Position: Accountant - Residential Construction

*** Exceeds Job Requirements ***



Three HIGHEST Scores (in descending order)

	Interview Factor	Score
Highest	1 . Job Match Requirements What is the candidate's understanding of the duties, responsibilities, and requirements of the job position? How closely does her/his understanding match the requirements of the job as designed?	89
2nd Highest	9 . Communication and Listening Skills During the interview did the candidate exhibit good listening and communication skills? Did s/he grasp questions and comment quickly, with an ability to explain her/himself in clear terms orally and in writing?	85
3rd Highest	8 . Professional Image Does the candidate present an image that is consistent with the requirements of the job position?	84

Three LOWEST Scores (in ascending order)

	Interview Factor	Score
Lowest	4 . Job Knowledge/Skills Does the candidate demonstrate the requisite job knowledge and skill acquisition to meet the minimum level of requirement to perform the job as designed?	53
2nd Lowest	12 . Compensation and Benefits Are the salary and benefits of the job position consistent with the candidate's previous work experience and earnings history? Does this position offer the candidate challenges and growth opportunities consistent with her/his career path?	69
3rd Lowest	2 . Assertiveness/ Motivation What did the candidate indicate most interested and motivated her/him about work? How does s/he see those interests translate into a career? Are these interests consistent with functions and responsibilities of the job position? Does the job position further her/his long-term career and work interests?	77

Name: KYLE RATHBURNS
Position: Accountant - Residential Construction

***** Exceeds Job Requirements *****

Keys to Successful Employment

Possible Strengths:

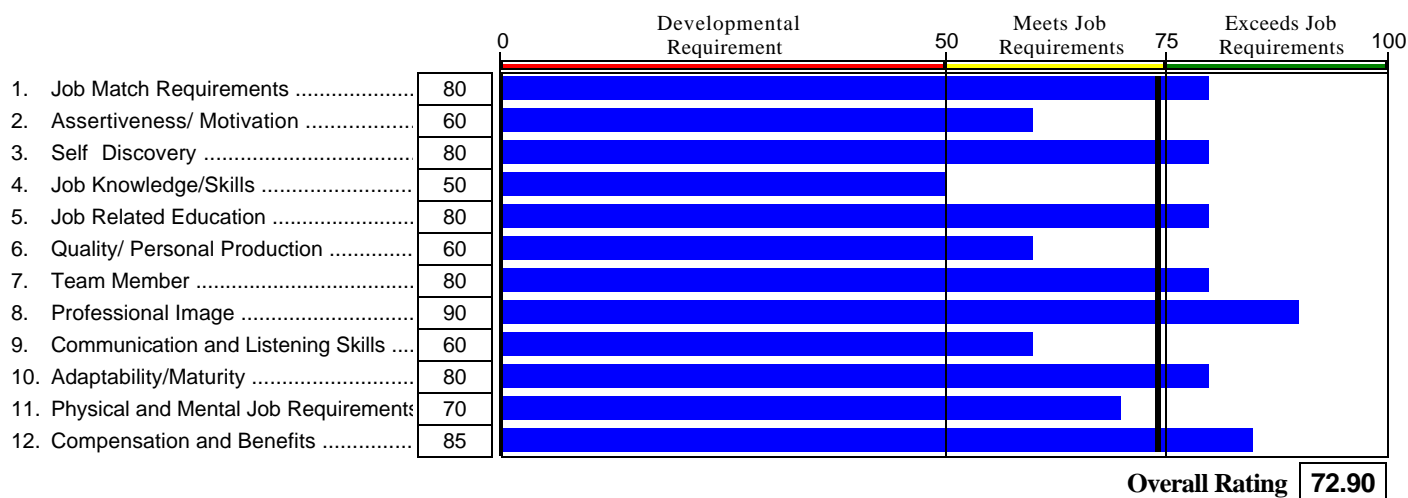
Possible Limitations:

Other:

Notes and Observations (Use the area below to record additional comments regarding this candidate.)

Name: MARTHA WASHINGTON
 Position: Accountant - Residential Construction

*** Exceeds Job Requirements ***



Three HIGHEST Scores (in descending order)

	Interview Factor	Score
Highest	8 . Professional Image Does the candidate present an image that is consistent with the requirements of the job position?	90
2nd Highest	12 . Compensation and Benefits Are the salary and benefits of the job position consistent with the candidate's previous work experience and earnings history? This position offer the candidate challenges and growth opportunities consistent with her/his career path?	85
3rd Highest	10 . Adaptability/Maturity During the interview how readily did the candidate adapt to changes of direction and points-of-view that were unexpected? Did she/he maintain her/his poise when uncertain, followed by seeking further information and clarification before responding? Were her/his responses thoughtful and focused?	80

Three LOWEST Scores (in ascending order)

	Interview Factor	Score
Lowest	4 . Job Knowledge/Skills Does the candidate demonstrate the requisite job knowledge and skill acquisition to meet the minimum level of requirement to perform the job as designed?	50
2nd Lowest	9 . Communication and Listening Skills During the interview did the candidate exhibit good listening and communication skills? Did s/he grasp questions and comment quickly, with an ability to explain her/himself in clear terms orally and in writing?	60
3rd Lowest	6 . Quality/ Personal Production Based upon the job requirements and the candidate's past experience and presentation of self, what level of supervision will s/he require to perform the job adequately?	60

Name: MARTHA WASHINGTON
Position: Accountant - Residential Construction

***** Exceeds Job Requirements *****

Keys to Successful Employment

Possible Strengths:

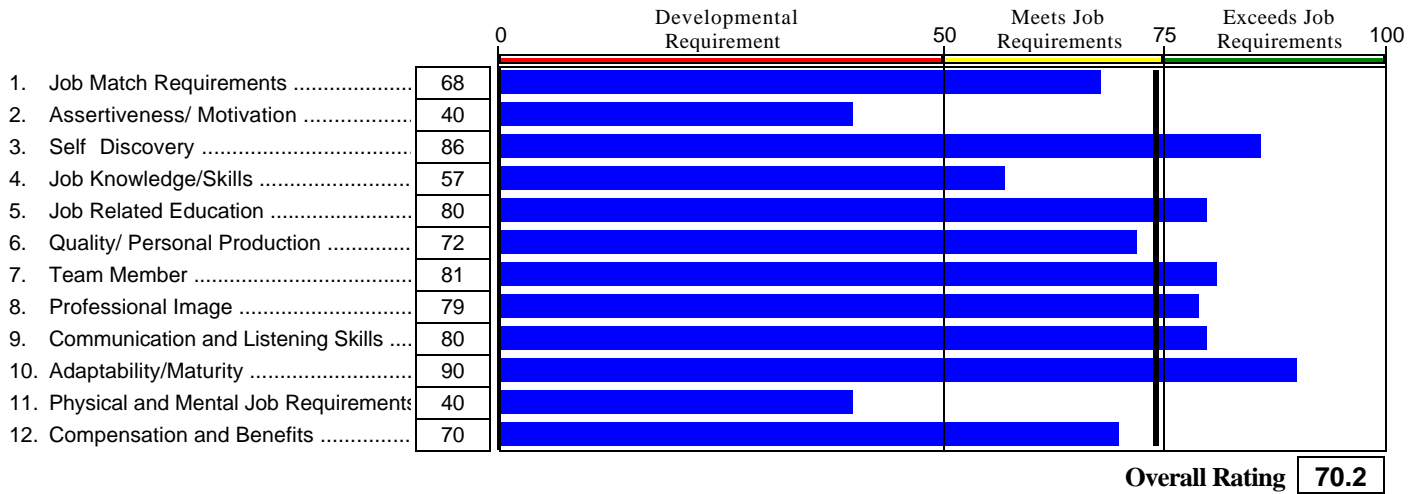
Possible Limitations:

Other:

Notes and Observations (Use the area below to record additional comments regarding this candidate.)

Name: JOHNSON KEVIN
 Position: Accountant - Residential Construction

*** Exceeds Job Requirements ***



Three HIGHEST Scores (in descending order)

	Interview Factor	Score
Highest	10 . Adaptability/Maturity	90
	During the interview how readily did the candidate adapt to changes of direction and points-of-view that were unexpected? Did she maintain her/his poise when uncertain, followed by seeking further information and clarification before responding? Were her/his responses thoughtful and focused?	
2nd Highest	3 . Self Discovery	86
	How consistently do the candidate's descriptions of her/himself match her/his presentation of self? Do they seem balanced, and separate her/his intent from how s/he comes across to you in her/his presentation of self?	
3rd Highest	7 . Team Member	81
	Does the candidate's presentation of self during the interview suggest that s/he is comfortable working with others and trusting judgment? Is this consistent with her/his past work responsibilities and experience?	

Three LOWEST Scores (in ascending order)

	Interview Factor	Score
Lowest	11 . Physical and Mental Job Requirements	40
	During the interview and in her/his presentation of self, did the candidate demonstrate the capacity and skill to perform all of the physical and cognitive requirements of the job position with little or no risk to her/himself?	
2nd Lowest	2 . Assertiveness/ Motivation	40
	What did the candidate indicate most interested and motivated her/him about work? How does s/he see those interests translate into a career? Are these interests consistent with functions and responsibilities of the job position? Does the job position further her/his long-term career and work interests?	
3rd Lowest	4 . Job Knowledge/Skills	57
	Does the candidate demonstrate the requisite job knowledge and skill acquisition to meet the minimum level of requirement to perform the job as designed?	

Name: JOHNSON KEVIN
Position: Accountant - Residential Construction

***** Exceeds Job Requirements *****

Keys to Successful Employment

Possible Strengths:

Possible Limitations:

Other:

Notes and Observations (Use the area below to record additional comments regarding this candidate.)
