

Interview Scores for  
**Kyle Rathburns**

Applying for the Position of  
**Accountant - Residential Construction**

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

Interview Date: **December 21, 2000**

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## Interpretation of Results

### GRAPHS

The two graphs that follow summarize the results of an Interview against the backdrop of three categories, Needs improvement, Meets expectation and Exceeds Expectation. Each category, its value range and color code are given below.

Color Code	Definition	Score Range
	Needs Improvement	1 to 50
	Meets Expectation	51 to 75
	Exceeds Expectation	76 to 100

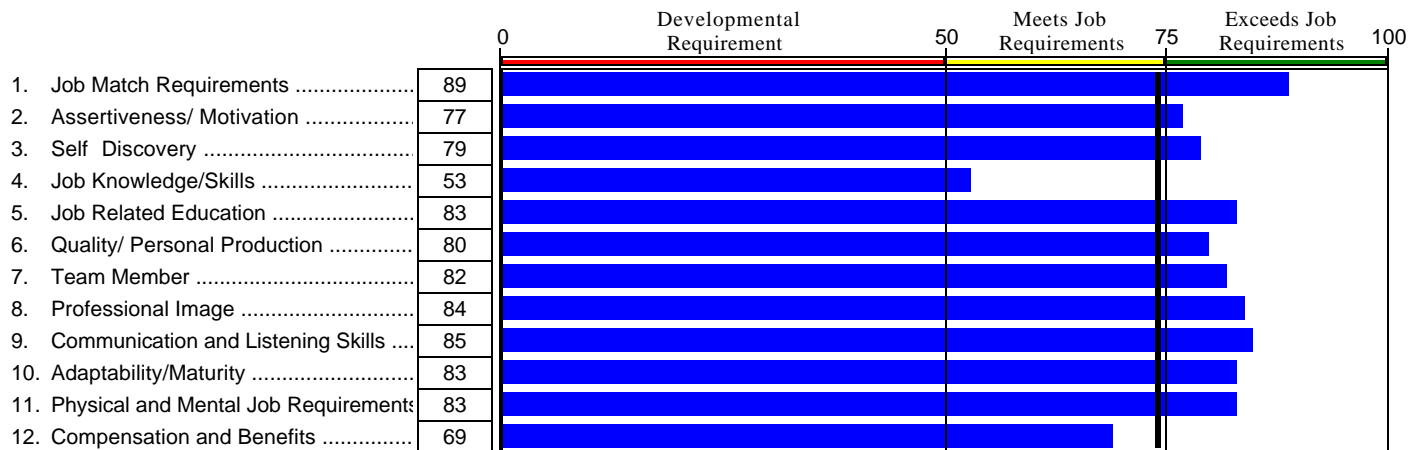
### Three HIGHEST and Three LOWEST

The three highest and three lowest scored Interview factors are determined and listed for the purpose to clearly identify a candidates Strengths/Weaknesses as related to the Position applied for. This data becomes the focus of the Interviewer for s/he when sets out to discover the 'Keys to Successful Employment' for the respective candidate.

**Interview Scores for 'Kyle Rathburns'**

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

**Position: Accountant - Residential Construction**



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

**Overall Rating** 78.90

**Three HIGHEST Scores (in descending order)**

	Interview Factor	Score
<b>Highes</b>	<b>1 . Job Match Requirements</b> 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
<b>2nd Highes</b>	<b>9 . Communication and Listening Skills</b> 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
<b>3rd Highes</b>	<b>8 . Professional Image</b> 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
<b>Lowes</b>	<b>4 . Job Knowledge/Skills</b> 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
<b>2nd Lowes</b>	<b>12 . Compensation and Benefits</b> 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?	69
<b>3rd Lowes</b>	<b>2 . Assertiveness/ Motivation</b> 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

**Keys to Successful Employment**

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**Possible Strengths:**

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**Possible Limitations:**

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**Other:**

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

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