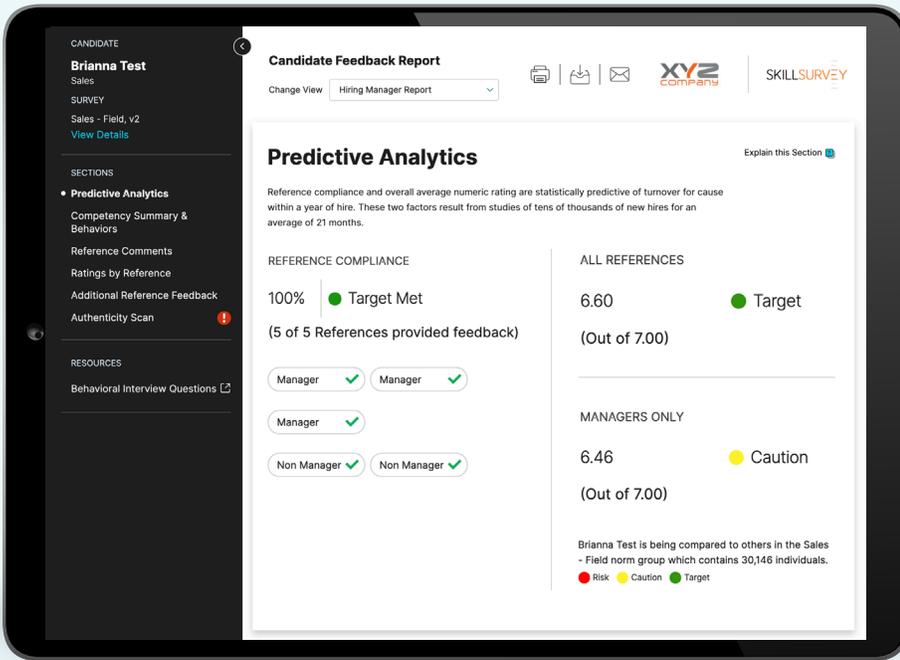
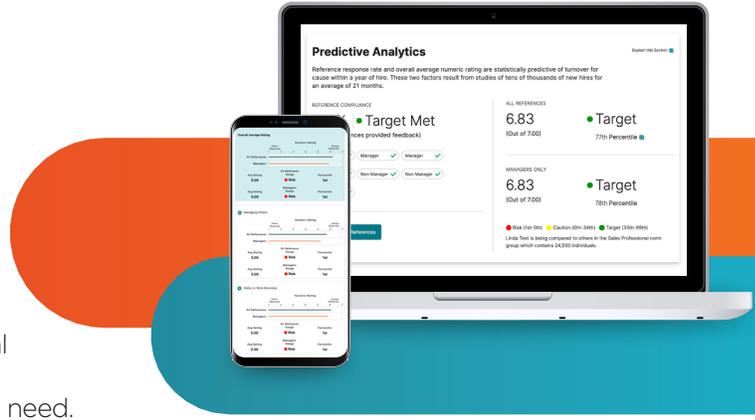


CANDIDATE FEEDBACK REPORT

Hire the best with a proven people analytics solution.

SkillsSurvey's Predictive Analytics reduces turnover by 35% and predicts job success. It provides insights on behavior-based job skills global leaders value, like critical thinking, communication, resilience and teamwork. Data visualizations accelerate decisions, to hire the talent you need.



COMPREHENSIVE: One on-screen report with intuitive navigation, to access all the data and insights you need.

INTERACTIVE: Drill down to scan for patterns and trends. Integrated clients can take actions directly within the report.

CONFIGURABLE: Tailor reports for each decision-maker, with their preferred report sections and metrics.

Reduce turnover with scientifically predictive data
Compare insights about your candidates to data from thousands of candidates who were rated for the same role.

Print, download, or email from directly within the report.

Quickly access tips and guidance from every section

Smooth onboarding and training
Identify areas for coaching, development and project planning.

Open-ended questions yield more candid insights.

Reference Comments

Each Reference had the option of entering open-ended comments on the Candidate's work-related strengths and areas for improvement.

Strengths

- 1) Linda has the ability to communicate effectively to her leaders, her peers, her workers and her customers even when the person or persons are sometimes upset with her or her team over some issue. 2) Linda leads by example showing her team that she can and will work through the challenging issues with them to end with a good result. 3) Linda is very detail-oriented leading her team to achieve a high level of success without dropping the ball and keeping all team members and groups motivated toward the goals.
- Attention to detail Analytical and great follow through Great relationship skills

Areas for Improvement

- Assigning and leveraging her staff more appropriately - Being more flexible and adapt to last minute changes -- just learning how to quickly react and re-assess in last minute requests.
- Linda needs to find the right balance between work and home. She can become consumed with a problem or project.

Competency Summary & Behaviors

The Candidate's References rated them on the extent to which they display job-specific behaviors, which are grouped into competencies. Expanding these views show the behaviors that make up each Competency Cluster.

Graph View | Table View | Show Category Range Bar: Hide | **Toggle to adjust your preferred metrics settings.** | Open All

● Risk ● Caution ● Target

| Competency | All References Avg Rating | Managers Avg Rating | Status |
|------------------------|---------------------------|---------------------|---------|
| Overall Average Rating | 6.60 | 6.46 | Target |
| Professionalism | 6.53 | 6.52 | Caution |

Gain insights into a candidate's soft skills

Use a scientifically developed survey to explore key behavioral competencies tailored to a role.

Guide decision-making

Add company-specific notes for the Hiring Manager on target ranges and next steps

Drill down to see behavior ratings.

Evaluate what's most important to your organization

View relevant skills like working remotely, or treating people of different races/genders with respect.

Ability to Work Remotely

| Behaviors | All References Avg Rating | Managers Avg Rating | Status |
|---|---------------------------|---------------------|--------|
| a) Demonstrate dependability (e.g., report consistently, and on time, for work, appointments, and meetings) | 6.60 | 6.46 | Target |
| b) Work in a disciplined and organized way to complete tasks and other activities in a timely manner | 6.67 | 7.00 | Target |



CONFIDENTIALITY
yields more candid feedback.



COMPLIANT & CONSISTENT
to support DE&I initiatives.



AUTHENTICATED DATA
with enhanced fraud detection.



CONFIGURABLE
for each decision-maker. Customize questions.

What kind of questions are included in a reference survey?

Each job-specific survey asks references to rate the candidate's past performance with 25-30 I/O-based behavioral questions focusing on key competency areas. For example: Does the candidate...

- Treat other people, including those of different backgrounds, beliefs, and gender, with fairness and respect? (Personal Value Commitment)
- Remain flexible in changing conditions (e.g., effectively handling unexpected situations, demanding stakeholders and changing conditions)? (Problem-Solving and Adaptability)
- Convey information ideas, and data clearly and concisely? Effectively coordinate with all relevant stakeholders? (Interpersonal skills)

SkillSurvey's Predictive Analytics: Visualized for more informed and accelerated hiring decisions
Visit us at SkillSurvey.com to sign up for a demo or try it for yourself.