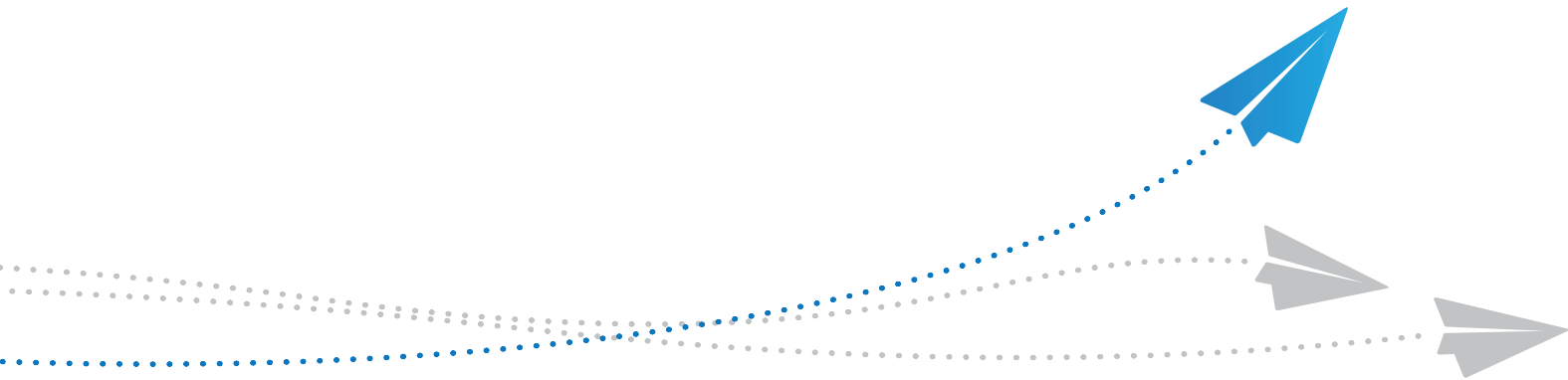




*invista.*TM

INTERPRETING
CANDIDATE
REPORTS



invista.TM SELECT

The Candidate Report

The Candidate Report helps you understand your candidate's personality and ways they'll engage with the work, workplace, and others. The guide **explains the recommendation, the five factor scores, and offers suggestions** on how the information can be used during candidate selection.



CANDIDATE REPORT



INTERPRETING THE RECOMMENDATION



INTERPRETING THE FACTOR SCORES



The Candidate Report Includes

The score summary (recommendation and five factor scores) and interpretations.

FACTOR SCORE



RECOMMENDATION



Management Considerations

The **Management Considerations** include insights into how the candidate may behave and offers information for the manager to know how to engage and manage them.



The Three Possible Recommendations

There are **three possible recommendations**, which can be found in the middle of the circle on the Candidate Summary: Recommended, Recommended with Caution, and Not Recommended. This result is based on several key success indicators that **measure a candidate's overall likelihood of success in most roles and environments.**

RECOMMENDED



Candidates are likely to be good performers due to their **higher scores on the success indicators.**

- Likely your strongest candidates
- Recommended to move on to the next phase in hiring process

RECOMMENDED WITH CAUTION



Candidates **did not score consistently high across the success indicators.**

- Likely to be average employees
- If selected for the job, candidate may need additional coaching

NOT RECOMMENDED



Candidates **scored lower than most.**

- Unlikely to be good employees
- These candidates are typically not invited to the next step in the hiring process

Interpreting the Factor Scores

The **FIVE FACTOR MODEL** is the most comprehensive yet parsimonious way to measure personality.

- Allows for you to understand the whole person.
- This model measures **Conscientiousness, Extraversion, Openness, Even-tempered, and Agreeableness.**



CONSCIENTIOUSNESS

AGREEABLENESS

EXTRAVERSION

EVEN-TEMPERED

OPENNESS

Scores

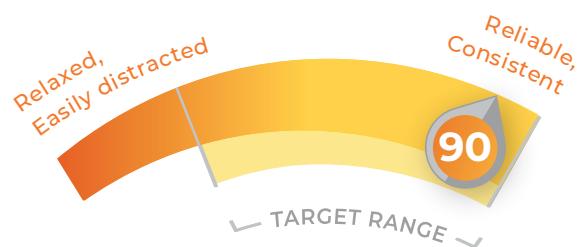
The scores are displayed as percentiles, which means your candidate's score is compared to others who have taken the assessment. It's different than a percentage; these are not indicating how many responses the candidate got "right." For example, if a candidate's score is 75, or at the 75th percentile, this means that 75% of the people who took the assessment scored lower than the candidate, and 25% scored higher.

When interpreting the factor scores, it's important to note that higher scores are not necessarily more desirable. Instead, **the goal is to identify candidates within the ideal score range for each factor as they are most likely to be good employees.**



Target Range

These ideal score ranges are represented in the highlighted section within each factor. These ranges are based on research on the factors across many roles and work contexts, which is why the range varies across the different factors.



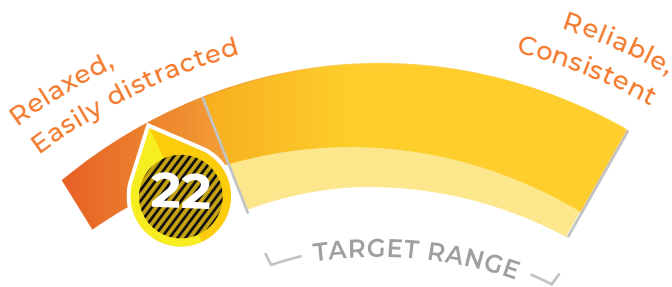
Scores Within Range

When a candidate scores within the target range, the score arrow is the same color as the factor color. Start by checking if any of the factor scores are outside of the target range. If not, your candidate is likely to be successful in most roles and work environments and should be invited to move on to the next step of the hiring process.



Scores Out of Range

If there are scores outside of the range, the score arrow will be yellow and striped. Candidates with scores outside of the ranges, especially on many factors, are unlikely to be successful employees. Consider removing them from the rest of the hiring process.



Using the Factor Scores

Keep in mind that a candidate could be outside of the range on factor scores yet still receive a Recommended or Recommended with Caution. That's why we suggest using both the scores and recommendation to inform your decision.

In addition to scores, there is rich information about your candidate in the Interpretations on the Candidate Summary page and the Management Considerations page.



Use the information to get to know your candidate and the behaviors you may expect to see from them. The Management Considerations provide ideas for some ways you or their manager may need to support or coach them if they are hired.