



Pre-Hire 360[®]

FEEDBACK REPORT



CANDIDATE

John Doe



POSITION

VP of Sales & Marketing



SURVEY

General Executives, v2



CANDIDATE IP ADDRESS

73.8.230.138



CANDIDATE ASSIGNED TO

JP Fullerton



DATE

Wednesday, April 13, 2016



REPORT HISTORY

Report Re-finalized: December 10, 2015 - 08:43AM

Report Generated: November 30, 2015 - 01:58PM

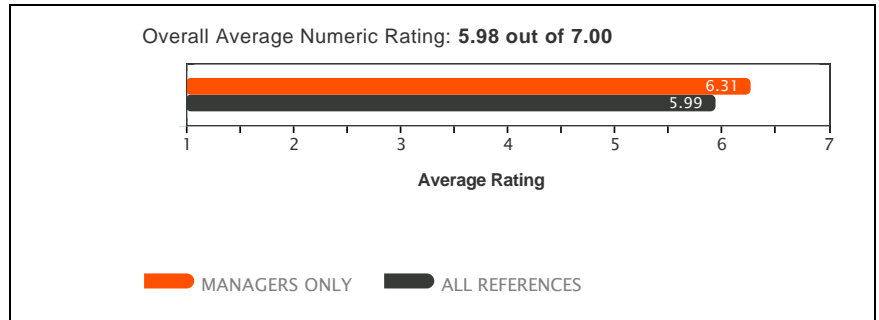
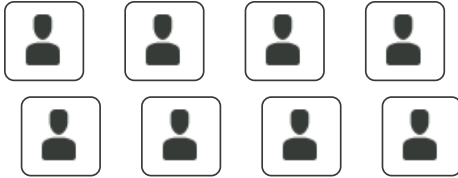


Note: The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. To preserve confidentiality of reference responses, this report should not be shared with the Candidate.

PREDICTIVE ANALYTICS

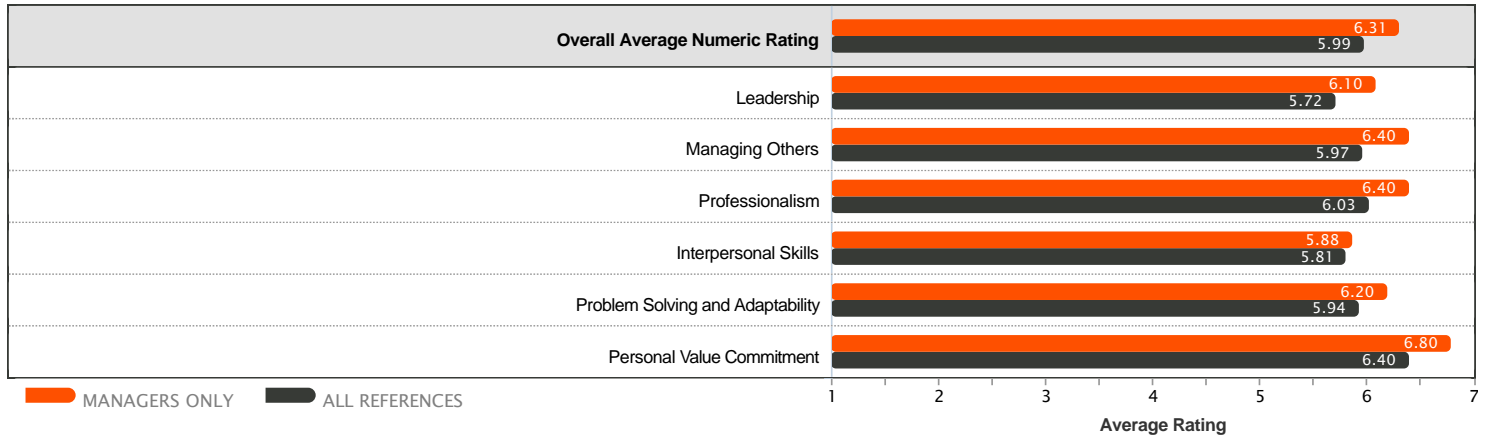
Numerous criterion-related validity studies conducted by the SkillsSurvey analytics team who followed tens of thousands of new hires for an average of 21 months reveal that two factors - Reference response rate and overall average numeric rating - are statistically predictive of turnover for cause within a year of hire. These two factors are shown below.

Reference Response Rate: **100%**
(8 of 8 References provided feedback)



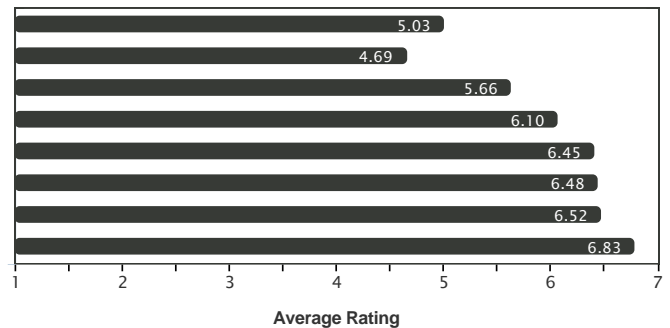
COMPETENCY CLUSTER SUMMARY

The Candidate's References rated him/her on job-specific behaviors which are grouped into a Competency Cluster. Below is a summary of the average ratings for each Competency Cluster. The job-specific behaviors that make up each Competency Cluster can be found in a later section of this report. If at least two of the Candidate's managers provided feedback, a "Managers Only" bar (in orange) is displayed.



AVERAGE RATING BY REFERENCE

The feedback from each Reference is presented in order by average numeric rating (shown at the end of the bar).



REFERENCE COMMENTS

Each Reference had the option of entering open-ended text comments on the Candidate's work-related areas for improvement and strengths. A horizontal line separates comments provided by different References. **Note:** comments are verbatim as provided by References.

WORK-RELATED STRENGTHS:
1. High level of Integrity 2. Excellent Leader 3. Very Strategic and Courageous
Results oriented, ability to get the job done Creative thinker, process driven
1. Understands diverse business needs and drives business alignment where there is dispute 2. Guards the 'do-ers' from business ambiguity by enable forward business motion while simultaneously aligning cross-functional upper management 3. Compassionate, down-to-earth leader who is always willing to take the time to develop individuals, at any level.
1. Passionate 2. Strong Sense of Urgency to move things forard 3. Strategic Acumen
John is a strategic thinker who does well inspiring teammates around common goals. John has a very strong work ethic and high standards that are recognized by those around him. John has high emotional intelligence and can stay calm no matter what the storm.
1) Coaching of team members 2) Positive attitude and great work ethic 3) Willingness to take on new challenges and continuously improve
great leadership skills great people focus great motivator

WORK-RELATED AREAS FOR IMPROVEMENT:
1. Building "AA" teams 2. Assuring organizational alignment 3. Consistently holding team accountable to meet goals.
Quickly finding common ground with his peers More transparency to all aspects of the business
1. Work to understand the communication desires of cross-functional partners, even when that level/type of communication doesn't make sense, in order to remove barriers. ?
1. Holding his team to the same standard he hold himself
John was an extremely productive leader in key roles at Baxter. The company was extremely matrixes and the typical leader, including John needed to adapt to influencing rather than directing at times. John needs to invest time in these types of situations to ensure relationships exist as a foundation for success.
1. Role clarity and exercising complete ownership of within one's role 2. Clearly articulating strategy and ensuring that it is understood by all team members (focus on ensuring all team members are aligned and prioritizing activities appropriately) 3. Empowering team members to make decisions based on a clear understanding of overall strategy
could not think of something - would love the opportunity to work with him again.

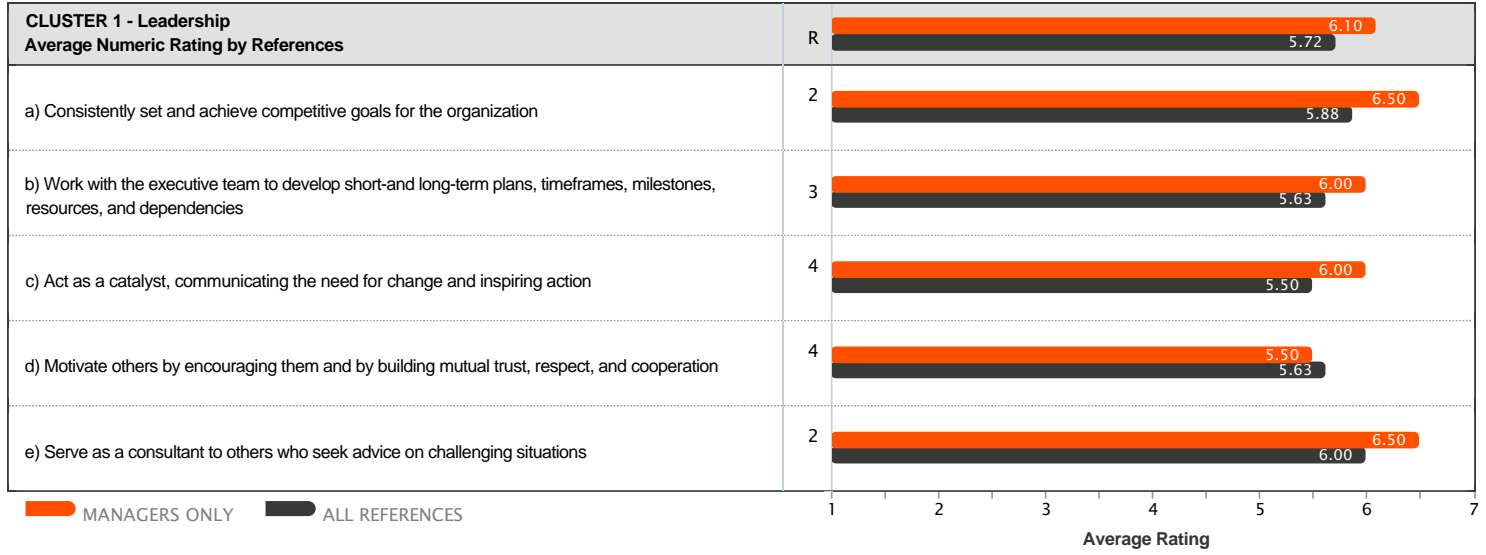
TIMELINE

User Submitted Candidate: October 28, 2015 - 09:26AM (CST)	Candidate Submitted References: November 18, 2015 - 09:46AM (CST)
Candidate Response Time: 15.01 Business Days 21.01 Calendar Days	Median Reference Response Time: 1.1 Business Days 1.1 Calendar Days
Report First Ready to be Finalized: November 19, 2015 - 10:51AM (CST): 1.05 Business Days	Report First Finalized: November 30, 2015 - 01:58PM (CST): 8.18 Business Days

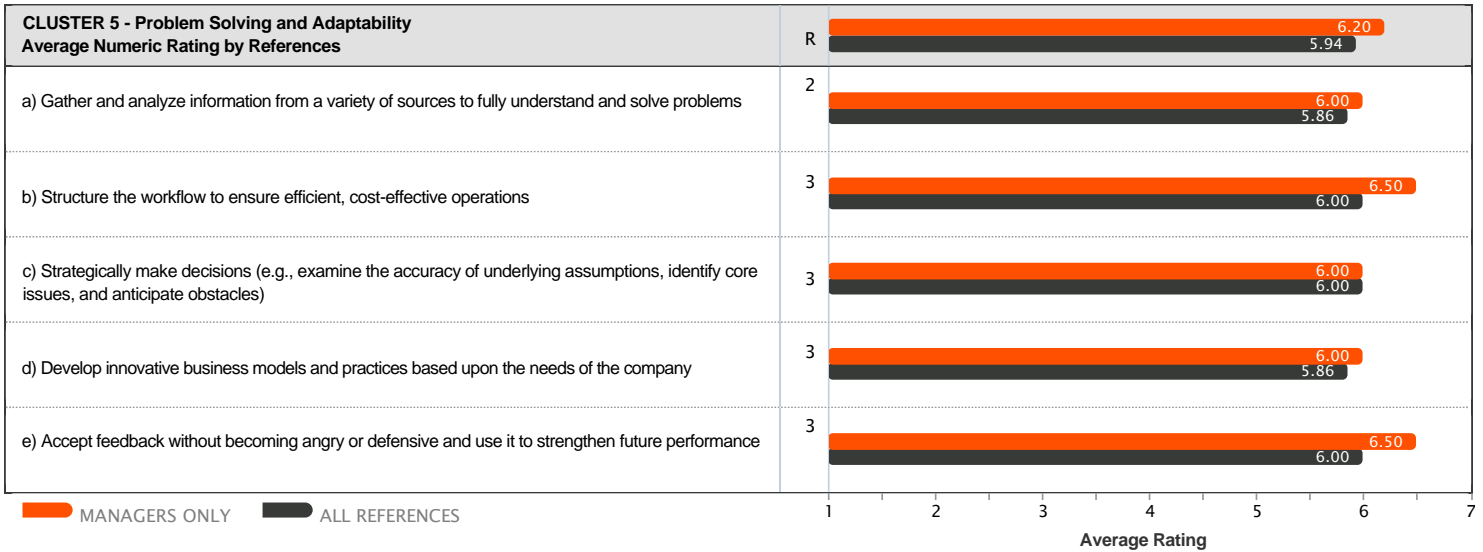
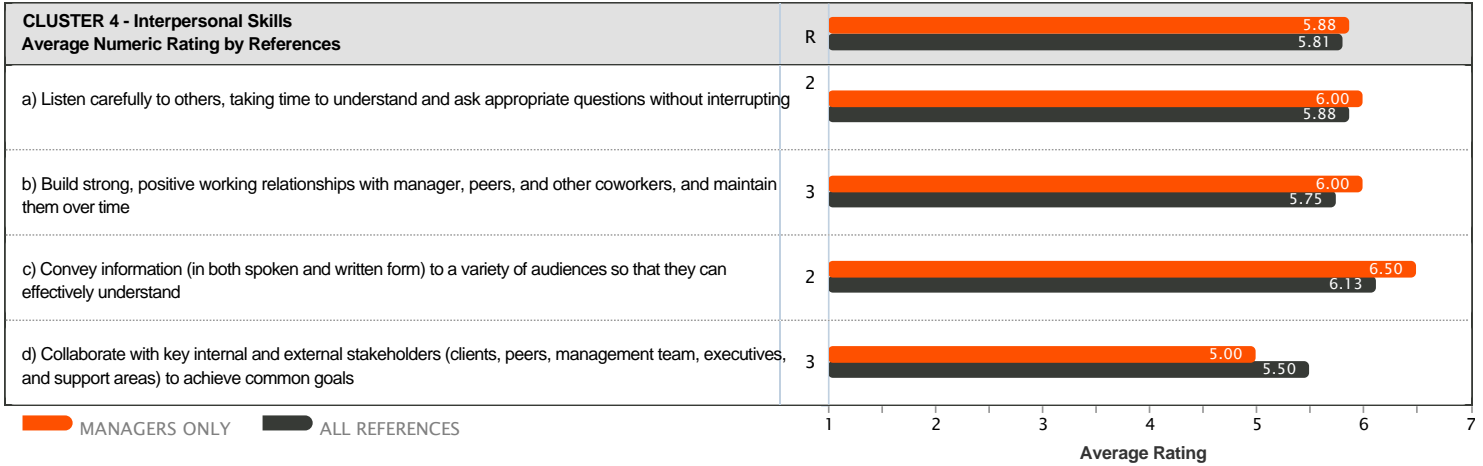
BEHAVIORAL QUESTIONS BY COMPETENCY CLUSTER

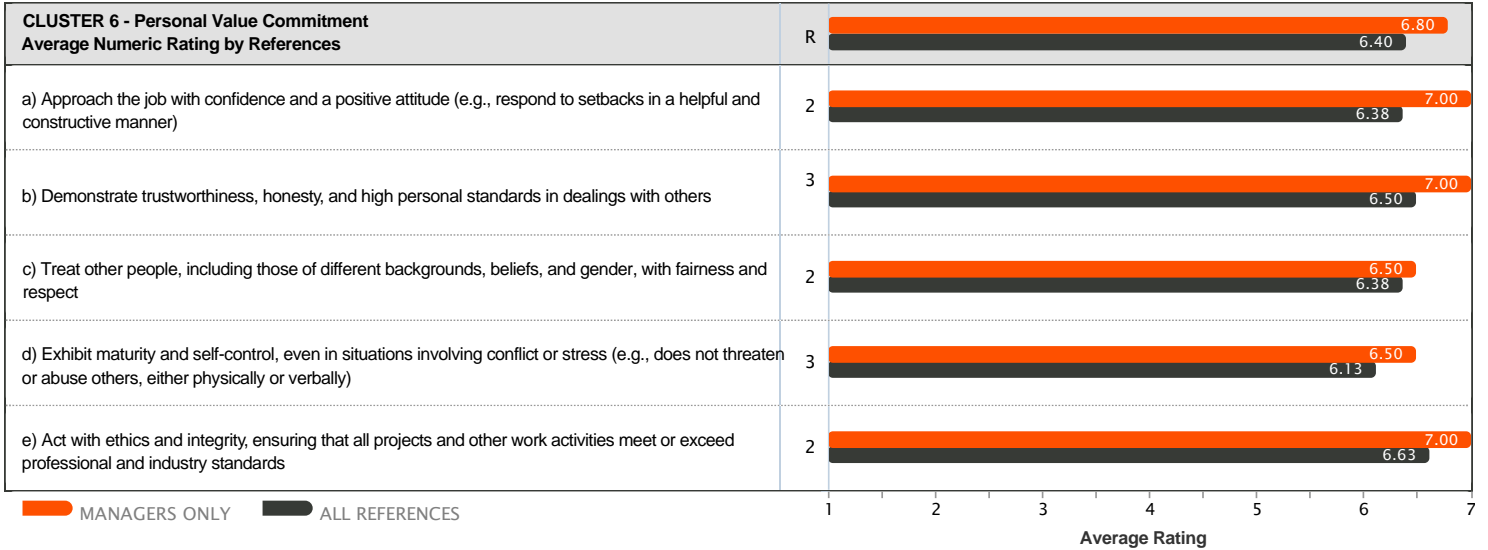
The section shows the average numeric ratings by competency cluster, such as "Interpersonal Skills". If at least two of the Candidate's managers submitted feedback, a "Managers Only" bar (in orange) is displayed.

The number in the column labeled "R" next to the behavioral question shows the range or difference between the highest and lowest rating submitted by the References for the behavior. Example with 3 References: Reference 1 rated a '7' on a behavior, Reference 2 rated a '6' on this same behavior, and Reference 3 rated a '5' on this same behavior. R = 2 (highest rating submitted minus lowest rating submitted, or 7 - 5 = 2).









ADDITIONAL REFERENCE FEEDBACK

This section shows the responses by References to the following two questions.

1. "Were you involved in the decision to hire this person at your company?"

Yes: 0/8 (0%)
 No: 8/8 (100%)

*Based on responses from over 1 million References, 35.1% answered 'yes' to this question.

2. "Would you work with this person again in the future?"

Yes: 8/8 (100%)
 No: 0/8 (0%)

*Based on responses from over 1 million References, 99.2% answered 'yes' to this question.

WHAT DOES A RED IP ADDRESS MEAN?

A **bold red color text** for an IP Address on the report indicates that the same IP Address was used more than once. The following scenarios would trigger the **bold red color text**:

- If the Candidate IP Address is in red text, this means that the Candidate's IP Address also matches the IP Address of one or more of the provided References.
- If the Candidate's IP Address is not in red text, but one or more of the Reference have a matching IP Address in red text, this means that the same computer (or computer network) was used by these References.

This does not necessarily mean that the references are inauthentic. There is a possibility that Candidates and Reference can have the same IP Address for legitimate reasons. For example, this may happen when some organizations have a corporate security policy, where all outgoing traffic to the Internet is set to the same IP Address. In instances where the Candidate and References do not work for the same organization, there is an increased risk of an issue with authenticity.

HOW CAN I TELL HOW 'MANAGERS' RATED THE CANDIDATE?

Current and former managers, supervisors, teachers, mentors, and instructors are included in the 'Managers' category of References. If the Candidate has received feedback from two or more managers, the Candidate report will show the Managers' ratings using an orange bar and will show ratings from 'All References' using a blue bar. If you would like to see feedback from the Candidate's managers on the report, and the Candidate did not receive feedback from at least two managers, you may choose to discuss this with the Candidate. It is possible that the Candidate could enter additional managers. If the Candidate is not able to provide at least two current or former managers at work, it is possible that the Candidate might be able to request feedback from those who have played managerial or supervisory type roles in the Candidate's life, such as academic advisors, guidance counselors, sports coaches, etc.