Pre-Hire 360®   www.skillsurvey.com

Pre-Hire 360® Feedback Report

Candidate: ███████████

Position: ██████████████████

Survey: ██████████████

Candidate IP Address: ██████████

User: Janette Herrera

Date: Friday, June 19, 2015

Report History:

Report Generated: June 19, 2015 - 11:37AM

ABOUT SKILLSURVEY:

SkillSurvey provides solutions that address critical points in the talent lifecycle to help talent management professionals contribute to their organization's business results by obtaining and applying more reliable and valid data and insight to inform their hiring processes. The company's flagship solution, Pre-Hire 360, is an award-winning, patented technology that utilizes a unique combination of behavioral science, talent analytics, and the ability to make comparisons to relevant norm groups. SkillSurvey's Pre-Hire 360 solution is scientifically proven to provide access to data that can be used to drive better hiring decisions based upon feedback provided by references on a candidate's past job performance. SkillSurvey's cloud-based software products are being used by 1,400 companies, institutions and organizations. Visit SkillSurvey at www.skillsurvey.com.

Note:
The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.
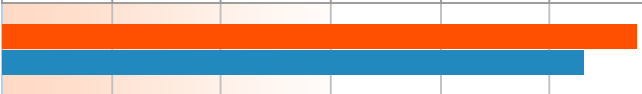
Pre-Hire 360 Feedback Report

Candidate: ███████████

Pre-Hire 360®

Overall Score

Section I: Overall Summary on ███████████						
■ **Managers** ■ **All References**	Very Low	Low	Medium Low	Medium	High	Very High
Overall Score						

Reference Distribution on Overall Score
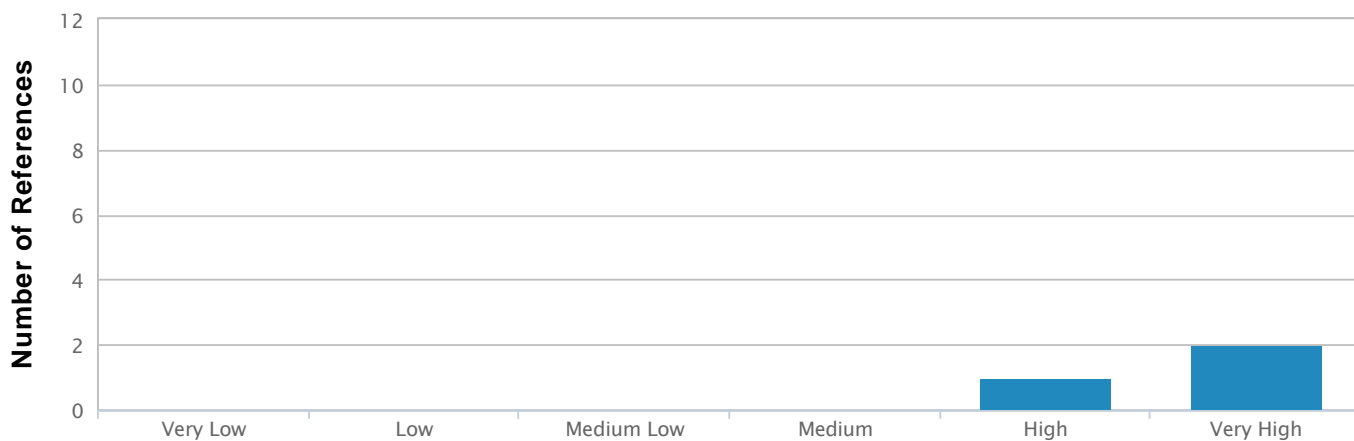
Section II-A: Detailed Competency Report on ▮▮▮▮▮▮▮

Managers (orange)
All References (blue)

Rating scale: Very Low | Low | Medium Low | Medium | High | Very High

Cluster 1 - Professionalism: Overall Score

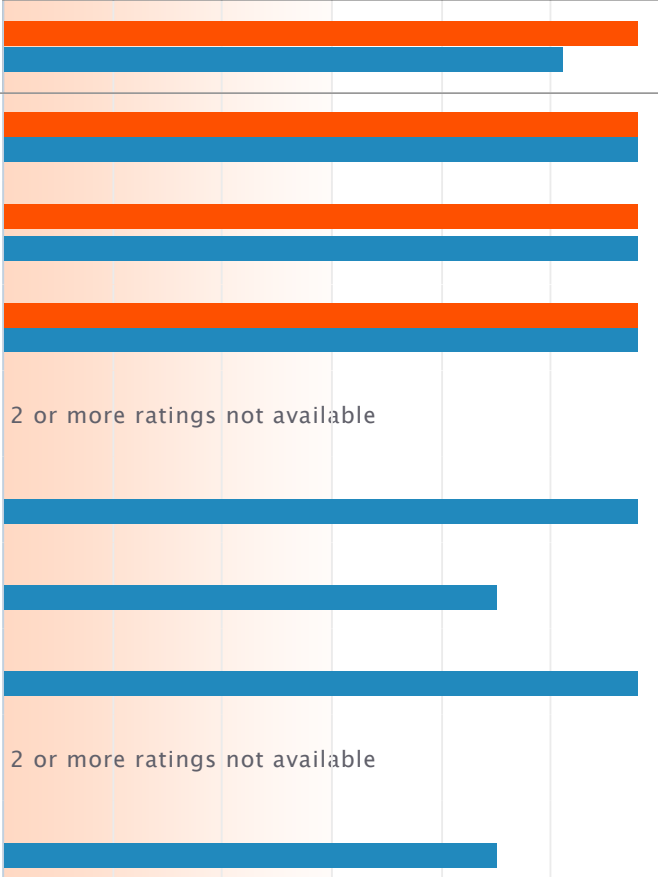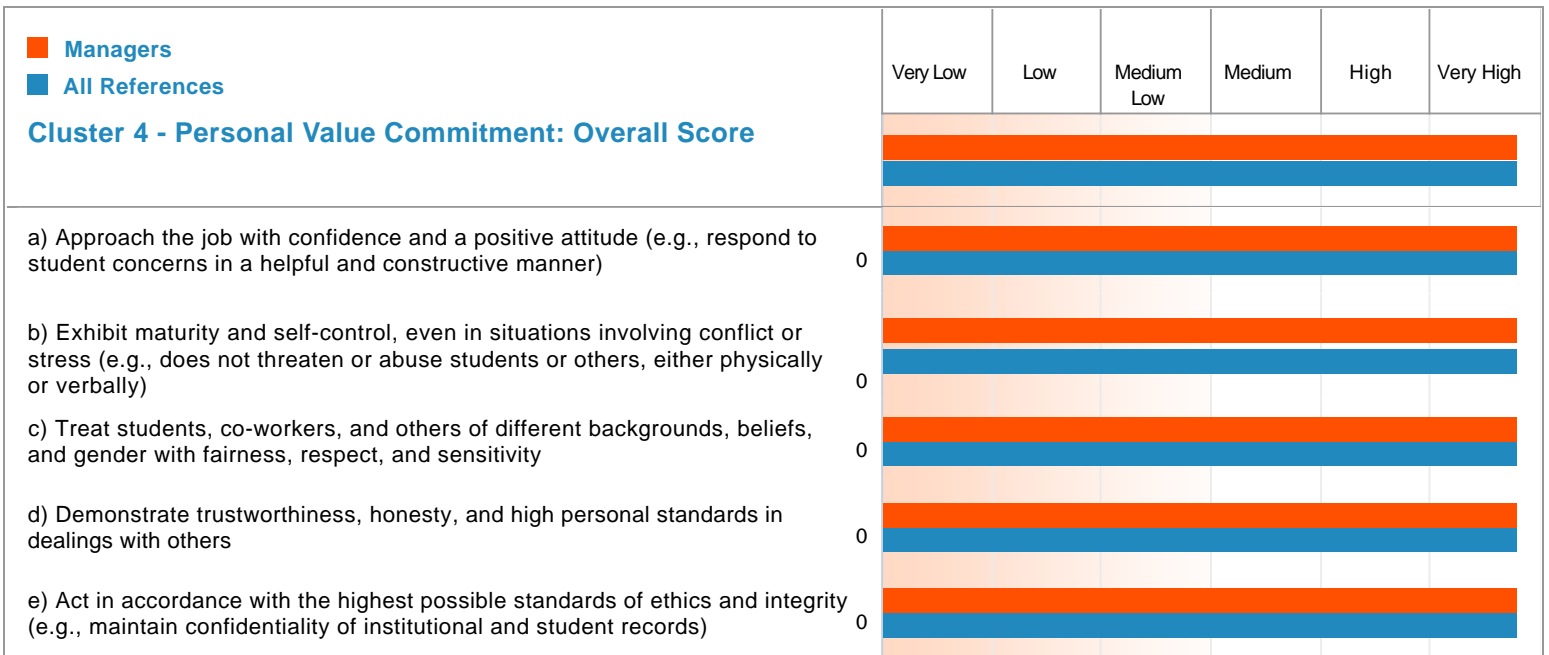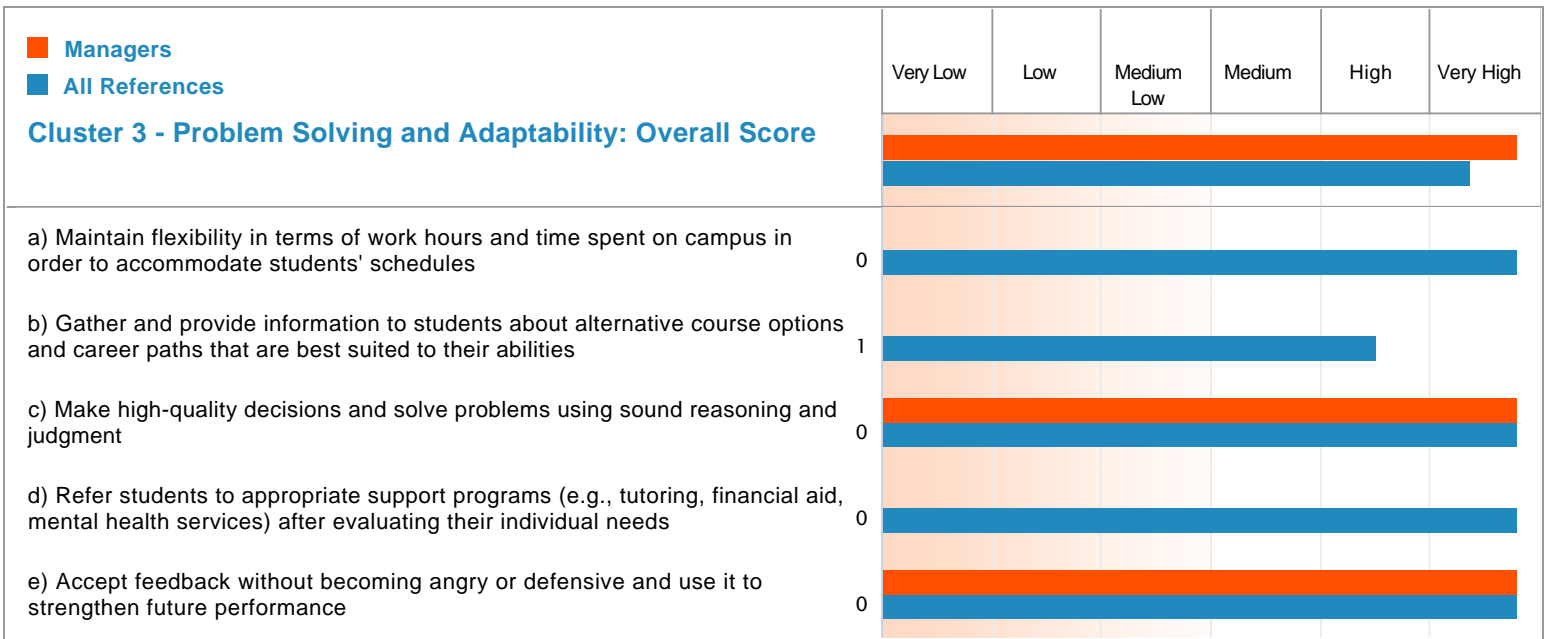| Competency	Value
a) Demonstrate dependability (e.g., report consistently, and on time, for work, appointments, and meetings)	0
b) Maintain accurate and complete student records in accordance with administrative regulations and other policies; update information as necessary	1
c) Display proficiency with appropriate computer applications and technology (e.g., course scheduling software; computerized testing programs)	0
d) Participate in committees and assist other departments (e.g., student services, recruiting, admissions) as requested or assigned	NA — 2 or more ratings not available
e) Stay up-to-date with all programs and courses offered by the institution	1
f) Take part in relevant conferences and other self-directed professional development activities	0
g) Consistently meet or exceed goals and expectations	0

Managers (orange)
All References (blue)

Rating scale: Very Low | Low | Medium Low | Medium | High | Very High
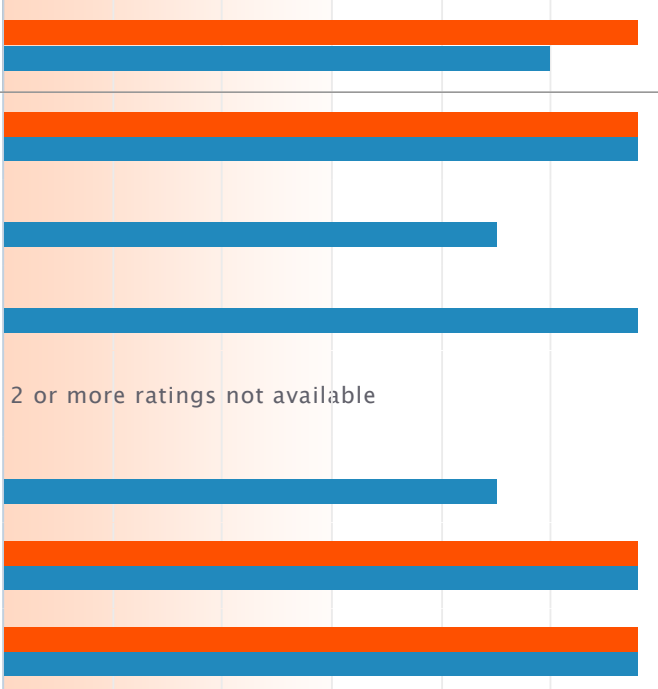
Cluster 2 - Interpersonal Skills: Overall Score

Competency	Value
a) Listen carefully to others, taking time to understand and ask appropriate questions without interrupting	0
b) Build and maintain positive and constructive working relationships with others (e.g., manager, department chairs, program directors, teaching staff)	0
c) Convey information (in both spoken and written form) to a variety of audiences so that they can effectively understand	0
d) Present academic information to students and their parents, in group settings as well as in individual interviews	NA — 2 or more ratings not available
e) Clearly communicate program requirements to students so that they understand their academic responsibilities	0
f) Prepare students for further development by encouraging them to explore learning opportunities and to persevere with challenging tasks	1
g) Carefully monitor student progress, offering positive guidance for improvement when academic or adjustment problems arise	0
h) Work closely with all campus departments to facilitate student success and persistence	NA — 2 or more ratings not available
i) Provide crisis intervention to students when difficult situations occur	1

Cluster 3 - Problem Solving and Adaptability: Overall Score

Legend: ■ Managers ■ All References

	Very Low	Low	Medium Low	Medium	High	Very High

a) Maintain flexibility in terms of work hours and time spent on campus in order to accommodate students' schedules — 0

b) Gather and provide information to students about alternative course options and career paths that are best suited to their abilities — 1

c) Make high-quality decisions and solve problems using sound reasoning and judgment — 0

d) Refer students to appropriate support programs (e.g., tutoring, financial aid, mental health services) after evaluating their individual needs — 0

e) Accept feedback without becoming angry or defensive and use it to strengthen future performance — 0

Cluster 4 - Personal Value Commitment: Overall Score

Legend: ■ Managers ■ All References

	Very Low	Low	Medium Low	Medium	High	Very High

a) Approach the job with confidence and a positive attitude (e.g., respond to student concerns in a helpful and constructive manner) — 0

b) Exhibit maturity and self-control, even in situations involving conflict or stress (e.g., does not threaten or abuse students or others, either physically or verbally) — 0

c) Treat students, co-workers, and others of different backgrounds, beliefs, and gender with fairness, respect, and sensitivity — 0

d) Demonstrate trustworthiness, honesty, and high personal standards in dealings with others — 0

e) Act in accordance with the highest possible standards of ethics and integrity (e.g., maintain confidentiality of institutional and student records) — 0

Section II-C - Additional Feedback on ▮▮▮▮▮

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

   Yes: 3/3 (100%)
   No: 0/3 (0%)

2. **Responses to the question, "Would you work with this person again in the future?"**

   Yes: 3/3 (100%)
   No: 0/3 (0%)

Section III: Verbatim Comments on ▮▮▮▮▮

Note: Individual comments separated by horizontal lines

STRENGTHS:

Has a wonderful personality - the students loved her. Always in a good mood! Very detail-oriented. Worked way beyond what we asked to learn the business and get the job done.

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1. Approachability & Relationship Building. ████████ is very student-centered in her approach with student-athletes. She works hard to create a safe space in which students feel comfortable and accepted. Further, she is able to manage the space and refer students to additional resources as appropriate. 2. Reliability. It was a blessing to have ████████ working with us this year because we knew if given a task, the outcome would be consistent, high quality work. ████████ reliability to make appropriate decisions with integrity and produce relevant and quality work allowed for the rest of staff to get their work done without worrying about oversight. 3. Utilization of Resources. In her internship, there was a lot of information thrown at her as she attempted to understand the systems in our program. When she had questions, she would first use her resources to find an answer or a solution, and then bring that information to her supervisor or another staff member to confirm as necessary.

COULD IMPROVE:

████████ with time will be able to speak up more in staff meetings. She was our newest member and I feel she will be better in a future job where she is totally knowledgeable and comfortable. No other improvements - I would hire her in a minute if we had a benefitted position open.

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1. Confidence. ████████ skills and abilities far exceed what is expected of her. As a new practitioner, confidence is always something that can be improved upon and will come with additional experience. 2. Managing relationships with subordinates. ████████ is a very personable and approachable person this suits her well in our helping profession. The challenge of being in a supervisory role with people who are so close to your age is maintaining the balance of that relationship. 3. Knowledge of NAIA compliance rules. Since ████████ has been working in the NCAA Division I world for a year, it may be a transition to learn NAIA rules and regulations. This, however, is something I am confident ████████ will be able to adjust to quickly.

Section IV: Custom Question Results

No Custom Questions Enabled

Section V: Reference Information on ████████

Submitted to Candidate on:	June 17, 2015 - 05:12PM	**Number of References Entered:**	5
References Submitted by Candidate:	June 18, 2015 - 10:54AM	**Number of Responses:**	3
Report Finalized on:	June 19, 2015 - 11:37AM	**Reference Response Rate:**	60%
Candidate Response Time: *(in business days)*	0.74	**Reference Response Time:** *(median # business days)*	0.11
Candidate Response Time: *(in calendar days)*	0.74	**Reference Response Time:** *(median # calendar days)*	0.11

Section VI: Reference Detail for ████████

Managers

Reference Information

Name: ██████████████

Completed: (No)

Email: ██████████████

Reference Job Title: ██████████████

Relationship: ██████

Phone#: ████████████

IP Address: ████████

Candidate Information

Candidate Job Title:

Dates: ██████████████████████████

Company Information

Company: ████████████████████

Address: ██████████████████

Reference Information

Name: ████████████

Completed: (No)

Email: ██████████████████

Reference Job Title: ████████████

Relationship: ██████

Phone#: ████████████

IP Address:

Candidate Information

Candidate Job Title:

Dates: ██████████████████████████

Company Information

Company: ████████████████████

Address: ████████████████████

Reference Information

Name: ██████████

Completed: ✔ 6/18/2015 11:23:00 AM (0 Business day, 0 Calendar day)

Email: ██████████

Reference Job Title: ████████████████

Relationship: ██████

Phone#: ████████████

IP Address: ████████████

Candidate Information

Candidate Job Title:

Dates: ██████████████████████████

Company Information

Company: ████████████

Address: ██████████████████

Reference Information

Name:	███████████
Completed:	✔ 6/19/2015 11:35:35 AM (1 Business days, 1 Calendar days)
Email:	████████████
Reference Job Title:	█████████████
Relationship:	████
Phone#:	██████████
IP Address:	█████████

Candidate Information

Candidate Job Title:	
Dates:	████████████████████████████

Company Information

Company:	██████████████
Address:	██████████████

Non-Managers

Reference Information

Name:	█████████
Completed:	✔ 6/18/2015 1:39:14 PM (0 Business day, 0 Calendar day)
Email:	█████████
Reference Job Title:	█████████
Relationship:	████
Phone#:	██████████
IP Address:	█████████

Candidate Information

Candidate Job Title:	
Dates:	█████████████████

Company Information

Company:	████████████████████
Address:	█████████████

How to interpret the Red text for an IP Address:

An IP Address usually represents a unique computer that belongs to an individual. A bold red color text for an IP address on the report indicates that the same IP Address was used more than once and that there could be a problem with the authenticity of the References that a Candidate has provided. 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 font, but one or more of the References have a matching IP address in red font, this means that the same computer (or computer system) was used by these References.

We cannot guarantee that the above situations definitely mean that the references are not authentic. There is a possibility that Candidates and References 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 probability that it's an issue with authenticity.