



MY POTENTIA

CAPABILITY POTENTIAL
ASSESSMENT
REPORT

(Recruitment & Selection)

[CLIENT LOGO]
[CLIENT/COMPANY NAME]

JANE SAMPLE

ASSESSMENT REPORT

JANE SAMPLE

Candidate ID 814249

Date of Birth 27-Nov-1996

Purpose of Assessment: Recruitment & Selection

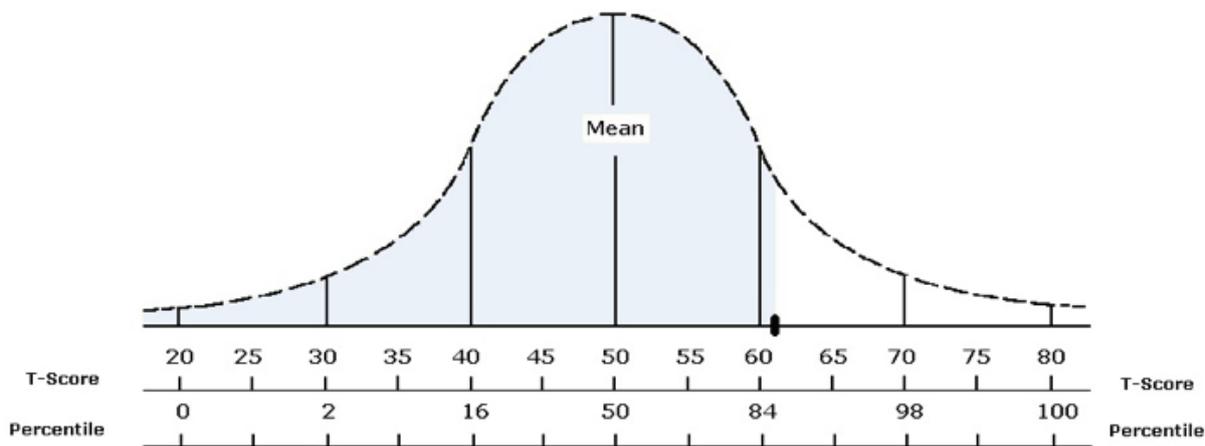
Assessment Date: 21-May-2015

This report has been written to provide an overview of the applicant’s potential based on results achieved using the My Potentia capability assessment program. As a cautionary note, the information presented in this report must be considered in light of other behavioural, performance and background information about this individual.

RECOMMENDATIONS

Based on the assessment results, we consider Jane Sample is suitable for roles that require the ability to think conceptually. Those who achieve scores in this range demonstrate an understanding of theoretical ideas and possesses the ability to work with complex processes. They should understand strategic issues and be capable of developing plans to apply them in the workplace.

T Score 61	Percentile 86	Rating 4
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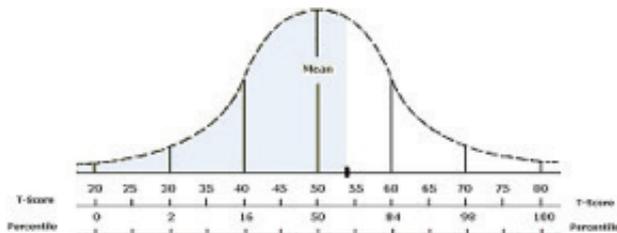
Rating 1	Rating 2	Rating 3	Rating 4	Rating 5
Unskilled roles in low risk situations where limited training is required	Semi-skilled Administrative or Operational roles requiring practical training	Skilled Administrative and Technical/Trade roles requiring Certificate training	Management or Technical roles requiring tertiary qualifications	Executive Management or Specialist roles requiring post graduate qualifications

FACTOR SCORES

In addition to the overall score providing a measure of Ms Sample's potential, My Potentia also provides measures of 4 key factors that may relate to training or employment. These factors provide an insight into the candidate's potential capacity across the areas of spatial visualisation, processing speed, foresight and memory.

SPATIAL

Ability to perceive spatial relationships and manipulate objects in an abstract manner.



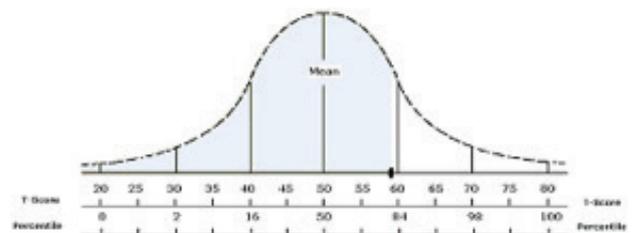
T Score 54

Percentile 66

Has an average ability to perceive spatial relationships and manipulate objects in an abstract manner

SPEED

Quickness to comprehend and operate with objects conceptually.



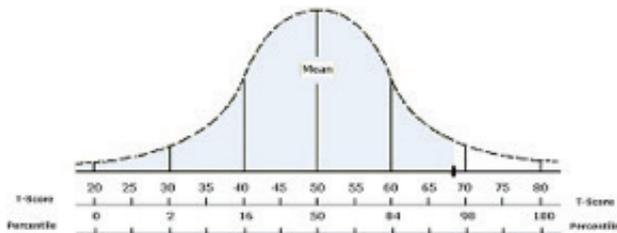
T Score 59

Percentile 82

Has an above average ability to quickly comprehend and operate with objects conceptually.

FORESIGHT

Ability to think and plan before carrying out an action.



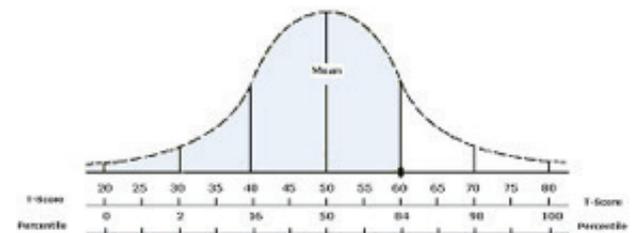
T Score 68

Percentile 96

Possesses an exceptional ability to think and plan before carrying out an action.

MEMORY

Ability to retain a material concept and recall as required



T Score 60

Percentile 84

Has an above average memory which will allow retention of material concepts and recall as required.

FURTHER EXPLANATION OF RESULTS

This table provides a guide to the interpretation of results. The rating descriptors reflect scores in the middle of each range. Candidates with scores at the upper and lower end of the range may display characteristics of the adjoining rating.

Rating	Statement of Potential	Role Types
Rating 5 T Score 65 or higher	<p>Suitable for roles that require the ability to think at a highly conceptual level.</p> <p>Able to deal with extremely complex and abstract constructs.</p> <p>Capable of performing at the strategic level.</p>	<p>Roles requiring a tertiary qualification where a post graduate level qualification is an advantage.</p> <p>Examples: Executive Managers, Executive Engineers, Executive Finance Managers, Executive HR Directors, General Managers required to develop strategy.</p>
Rating 4 T Score 58 To 64	<p>Suitable for roles that require the ability to think conceptually.</p> <p>Understands theoretical ideas.</p> <p>Able to work with complex processes.</p> <p>Capable of understanding strategic issues and developing plans to apply them in the work situation.</p>	<p>Roles requiring a tertiary qualification at the graduate degree, diploma or specialist technical level which is beyond initial trade training.</p> <p>Examples: Management roles, specialist administrators such as HR Officer, Finance Officer, Logistics Officer, Technicians - IT and Electronics, Project Managers overseeing complex projects, registered nurses (Australian standards).</p>
Rating 3 T Score 50 To 57	<p>Suitable for skilled roles that require the ability to develop technical and problem solving skills.</p> <p>Able to apply problem solving skills in a wide range of unfamiliar situations.</p>	<p>All general trades requiring an Apprenticeship program (practical and theory).</p> <p>Examples: Electricians, builders, plumbers, skilled operators, supervisors, administration assistants, technical assistants, childcare worker.</p>
Rating 2 T Score 45 To 49	<p>Suitable for semi-skilled operational type roles where a limited number of skills are learnt.</p> <p>Learned skills can be applied in a restricted range of situations.</p> <p>Requires clear instructions and guidance.</p> <p>Suitable for repetitive roles.</p> <p>May have difficulty recognising high risk situations.</p>	<p>Semi-skilled operators which require low level training.</p> <p>Examples: Stores/Warehouse assistants, production line operators, plant operators, retail assistants.</p>
Rating 1 T Score less than 45	<p>Suitable for unskilled roles where a very limited number of simple skills are learnt and applied in a limited number of 'routine' situations.</p> <p>Should not be employed in situations where they are required to recognise and avoid risk situations.</p> <p>Suitable for repetitive roles.</p> <p>Require a high level of supervision.</p>	<p>Roles which require simple instructions and minimal job-related training.</p> <p>Examples: Labourers, cleaners, gardeners</p>

SUPPORTING INFORMATION

Confidentiality

This report is strictly confidential and should not be used for any other purpose than those specified.

Method of Assessment

My Potentia is a measure of general cognitive capacity and may be used as an indicator of the potential of the applicant to successfully complete training and perform consistently in the identified role.

Norm Groups

The applicant's test results are provided on the previous pages. For the purpose of interpretation, raw scores (number correct) on the test have been converted to standardised scores (T Scores and Percentiles) using a norm table. Norms are sets of comparative data that enable estimation of the candidate's level of competence on a particular test by comparing his/her results to an appropriate norm group.

Feedback

Psychological assessment is an intensely personal activity for the subject and, in light of the sensitivity of the information and its possible impact on the person, we stress that if feedback is to be provided, it should only be conducted by an appropriately qualified person. Please refer to our 'Guidelines for Providing Feedback'.

Obtaining Confirming Information

This capability assessment provides valuable information often not available through other processes. However, My Potentia should be used in conjunction with standard recruitment processes.