SKILLSURVEY Reference

SKILLSURVEY REFERENCE™ FEEDBACK REPORT

CANDIDATE

Gregory Sample

POSITION

Associate Dean

WORKFORCE SEGMENT

Salary

PRE-HIRE 360® SURVEY

Academic Dean

CANDIDATE IP ADDRESS

202.232.153.102

CANDIDATE ASSIGNED TO

Ellen Sample

DATE

Monday, April 09, 2018

REPORT HISTORY

Report Generated: October 24, 2017 - 04:11PM

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

SKILLSURVEY

About SkillSurvey: SkillSurvey is the leader in online reference checking, sourcing and credentialing, providing immediately useful insights to help employers make better hiring decisions. SkillSurvey speeds hiring for healthcare, commercial, higher education, and staffing and recruiting organizations. Its cloud-based referencing and credentialing solutions answer vital questions that help organizations hire the right people for every role. Visit us at www.skillsurvey.com.

Gregory Sample

PRE-HIRE 360® FEEDBACK REPORT - EXECUTIVE SUMMARY

SKILLSURVEY Reference

PREDICTIVE ANALYTICS

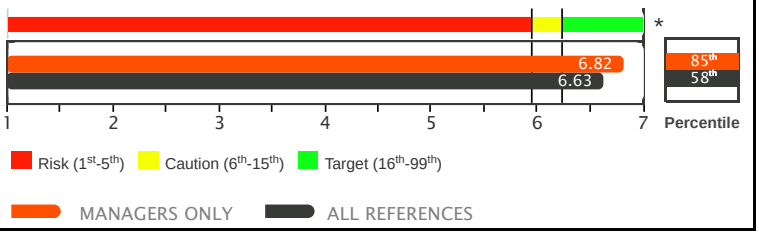
Numerous criterion-related validity studies conducted by the SkillSurvey analytics team who followed tens of thousands of new hires for an average of 21 months reveal that two factors - Reference response rate and overall average numeric rating - are statistically predictive of turnover for cause within a year of hire. Below are the Candidate's Reference response rate, overall average numeric rating, and the percentile for the Candidate based upon ratings within the relevant norm group (Executives (Chief Officers, Deans, or Directors)). (*) The colors and thresholds in the top bar shown below represent percentile ranges chosen by your company to help guide your evaluation of this Candidate.

Reference Response Rate: 75%

(3 of 4 References provided feedback)

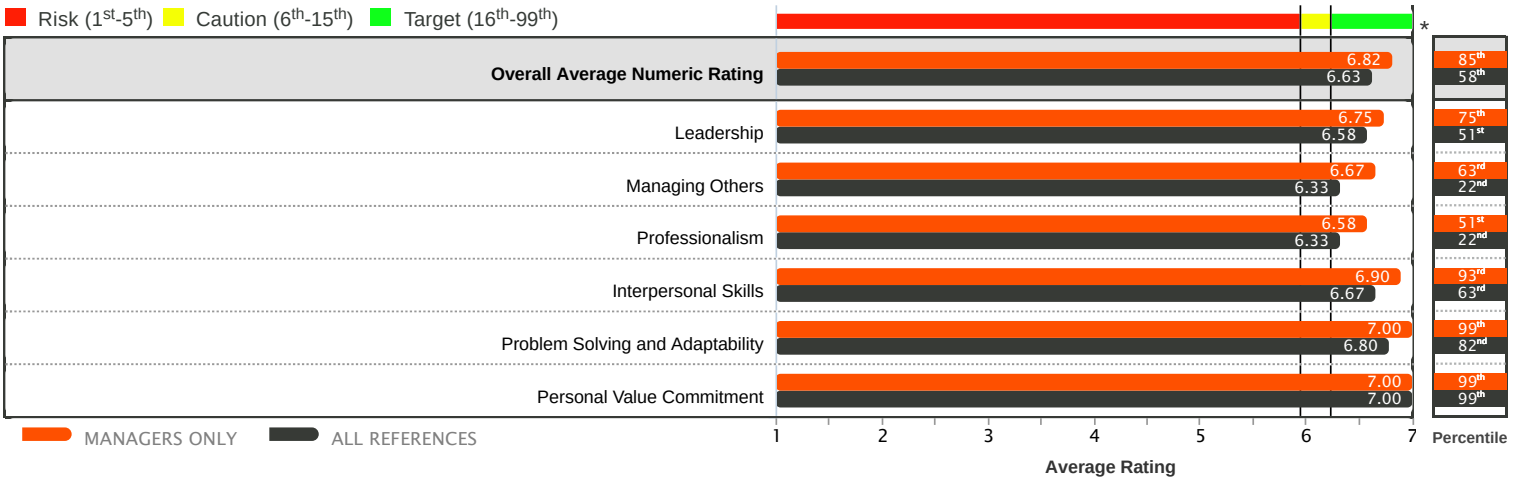
Overall Average Numeric Rating: 6.63 out of 7.00

Percentile of Overall Average Numeric Rating as Compared Against Relevant Norm Group (N = 10,500): **58th Percentile**



COMPETENCY CLUSTER SUMMARY

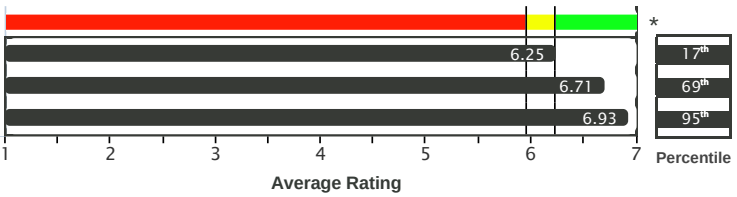
The Candidate's References rated him/her on job-specific behaviors, which are grouped into a Competency Cluster. Below is a summary of the average ratings for each Competency Cluster. The percentile for the Candidate is based upon ratings within the relevant norm group. The job-specific behaviors that 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. (*) The colors and thresholds in the top bar shown below represent percentile ranges chosen by your company to help guide your evaluation of this Candidate.



AVERAGE RATING AND PERCENTILE BY REFERENCE

Risk (1st-5th) Caution (6th-15th) Target (16th-99th)

The feedback from each Reference is presented in order by average numeric rating (shown at the end of the bar). The percentile for the Candidate is based upon the distribution of ratings within the relevant norm group. (*) The colors and thresholds in the top bar shown below represent percentile ranges chosen by your company to help guide your evaluation of this Candidate.



ABC Company - EW has elected to feature Percentiles. ABC Company - EW has also defined their own category ranges and elected to feature them on this report.

Gregory Sample

PRE-HIRE 360® FEEDBACK REPORT - EXECUTIVE SUMMARY

SKILLSURVEY Reference

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:
Greg has deep expertise in his field. Greg is a strong team player and always respectful of everyone's point of view and contributions. Greg always responds to work very quickly.
Intellectual rigor and honesty Dedication to duty / responsibility to team Work ethic
1) Works from the data (seeks to collect it and put it to use) 2) Vision/Instincts (even when he has data, I think he goes with his gut in close call situations) 3) Gathers a lot of info from this team members before making good decisions

WORK-RELATED AREAS FOR IMPROVEMENT:
Greg is always quick to accommodate requests: he continues to strive to work to provide frank feedback about feasibility. Greg is sometimes a bit quiet: I encourage him to always share what's on his mind. Greg is a very hard worker: I encourage him to strike a balance in his work/life.
Big-picture strategic thinking--Greg is excellent in the details and is a solid strategic thinker. Could improve in the area of outside-the-box, big, blue-sky, innovative strategic planning.
1) Greg always seeks out a strong team for projects. But, I think he could improve on connecting all the players and keeping everyone on the same page at all times. 2) I think that Greg is a pleaser - and will work hard to deliver everything possible and more - even when impossible. I think he has gotten better over the past couple of years in being candid with both superiors and subordinates with respect to reasonable expectations for deadlines, etc. 3) It feels a bit repetitive, but I think communication is the area of work for Greg.

TIMELINE

User Submitted Candidate:	**June 08, 2017 - 11:36AM (CST)**	Candidate Submitted References:	**June 09, 2017 - 07:36PM (CST)**
Candidate Response Time:	**1.33 Business Days** **1.33 Calendar Days**	Median Reference Response Time:	**0.18 Business Days** **2.17 Calendar Days**

Report First Ready to be Finalized: **June 10, 2017 - 07:36PM: 1.52 Business Days**	Report First Finalized: **October 24, 2017 - 04:11PM: 98.19 Business Days**

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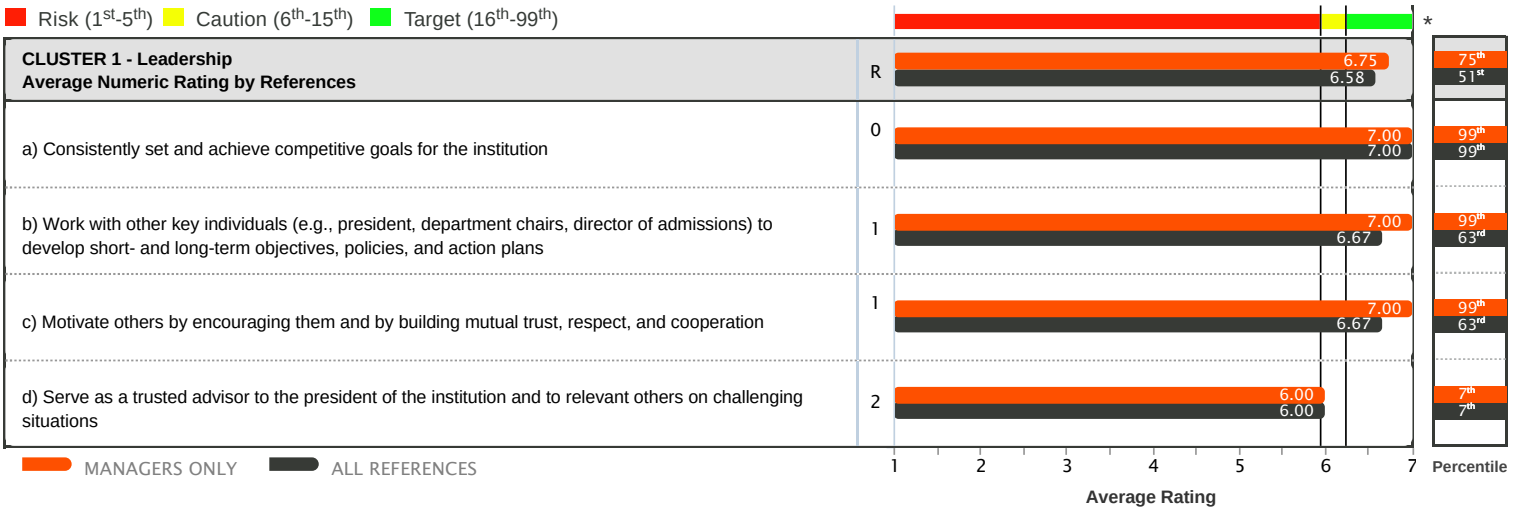
BEHAVIORAL QUESTIONS BY COMPETENCY CLUSTER

This section shows the average numeric ratings and percentiles for the Candidate based upon the ratings within the relevant norm group by competency cluster, such as "Interpersonal Skills". (*) The colors and thresholds in the top bar shown below represent percentile ranges chosen by your company to help guide your evaluation of this Candidate. 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).



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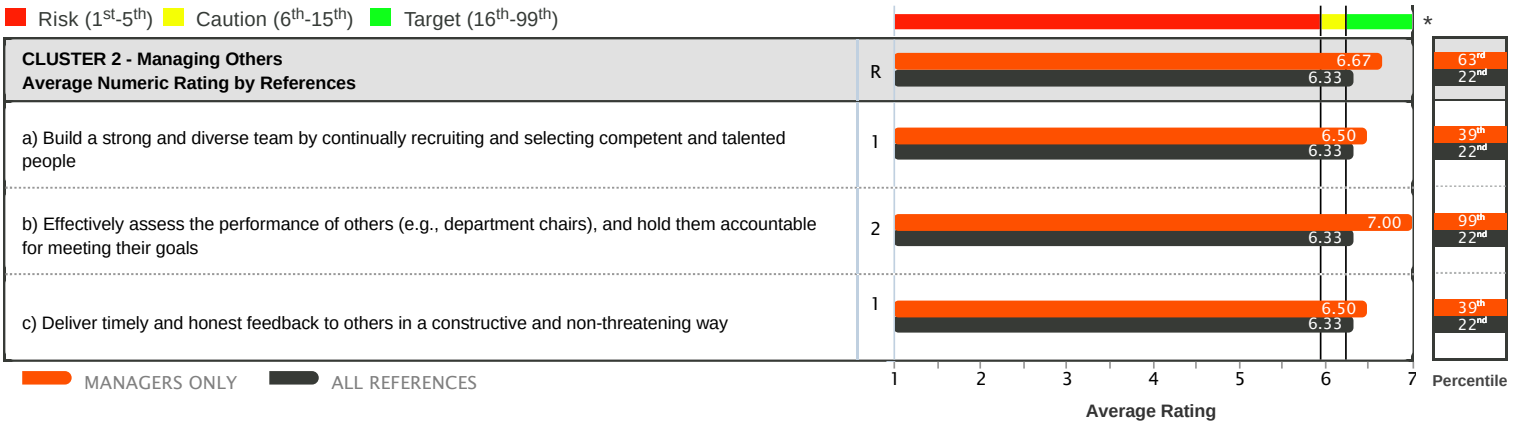

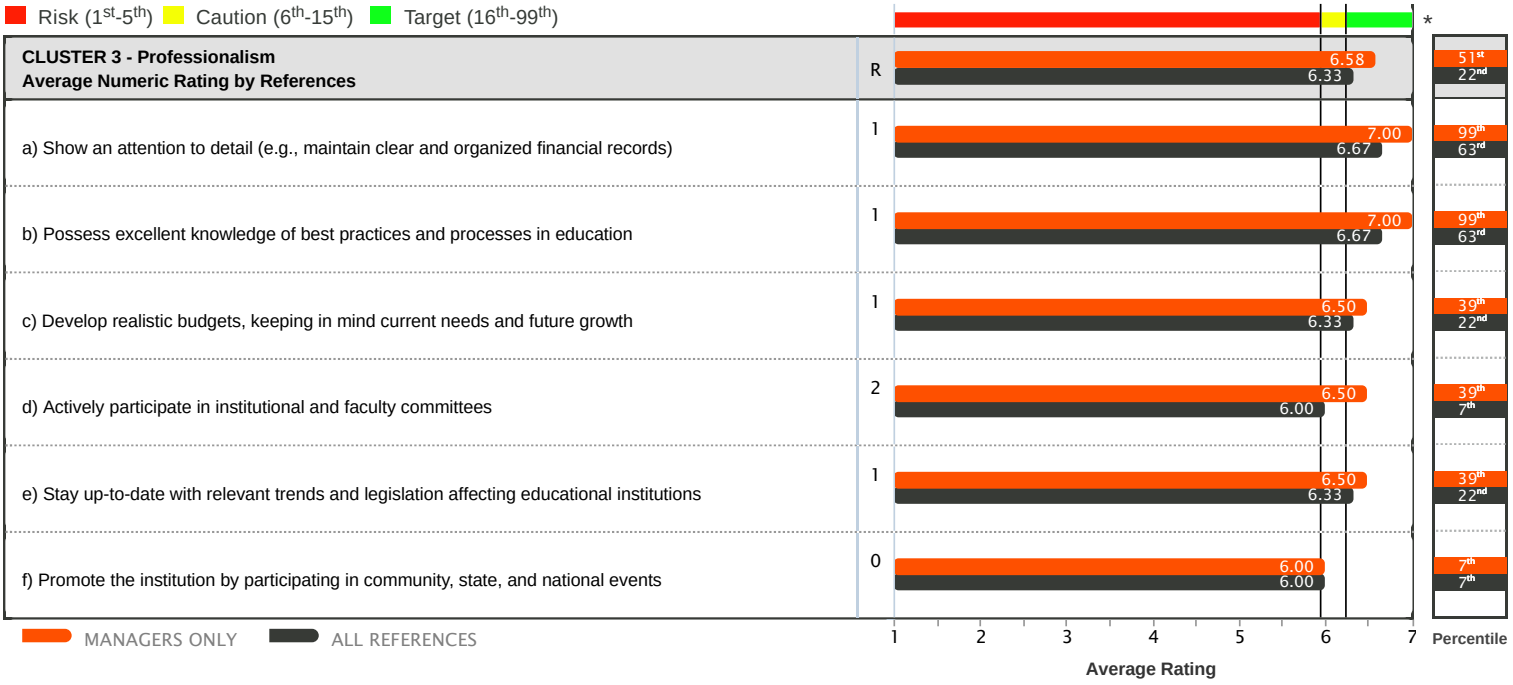

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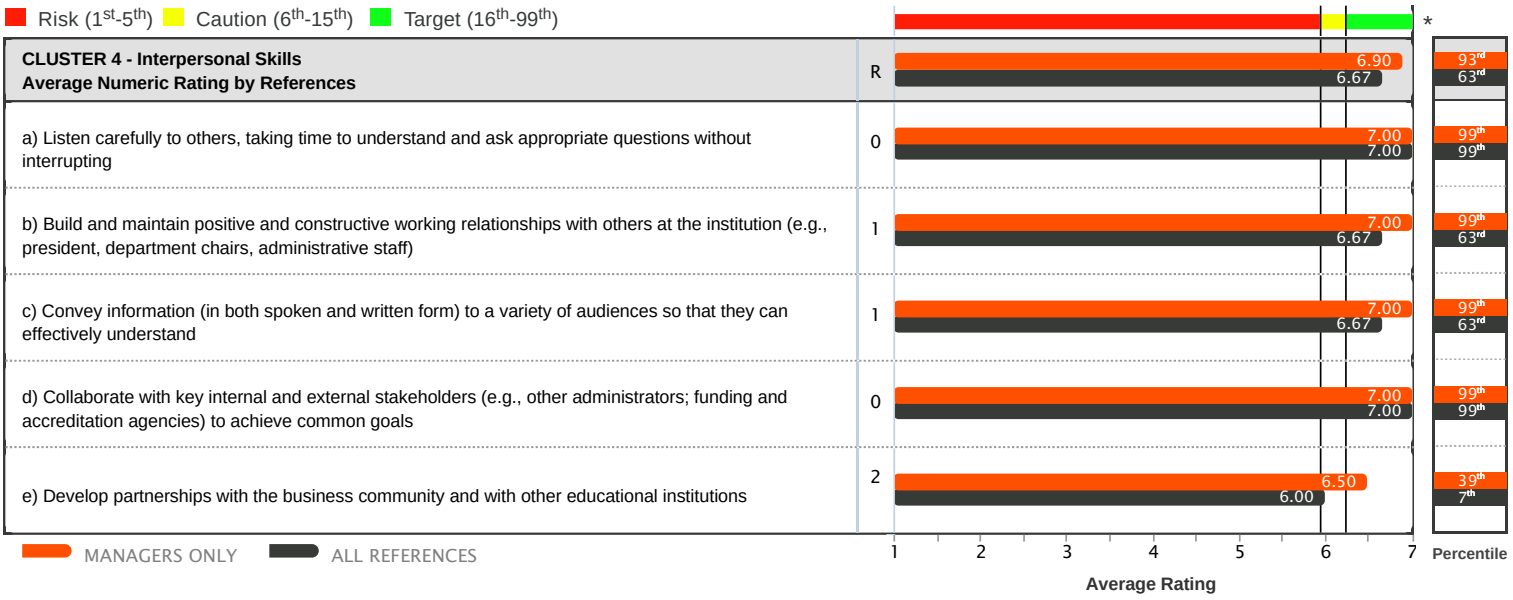

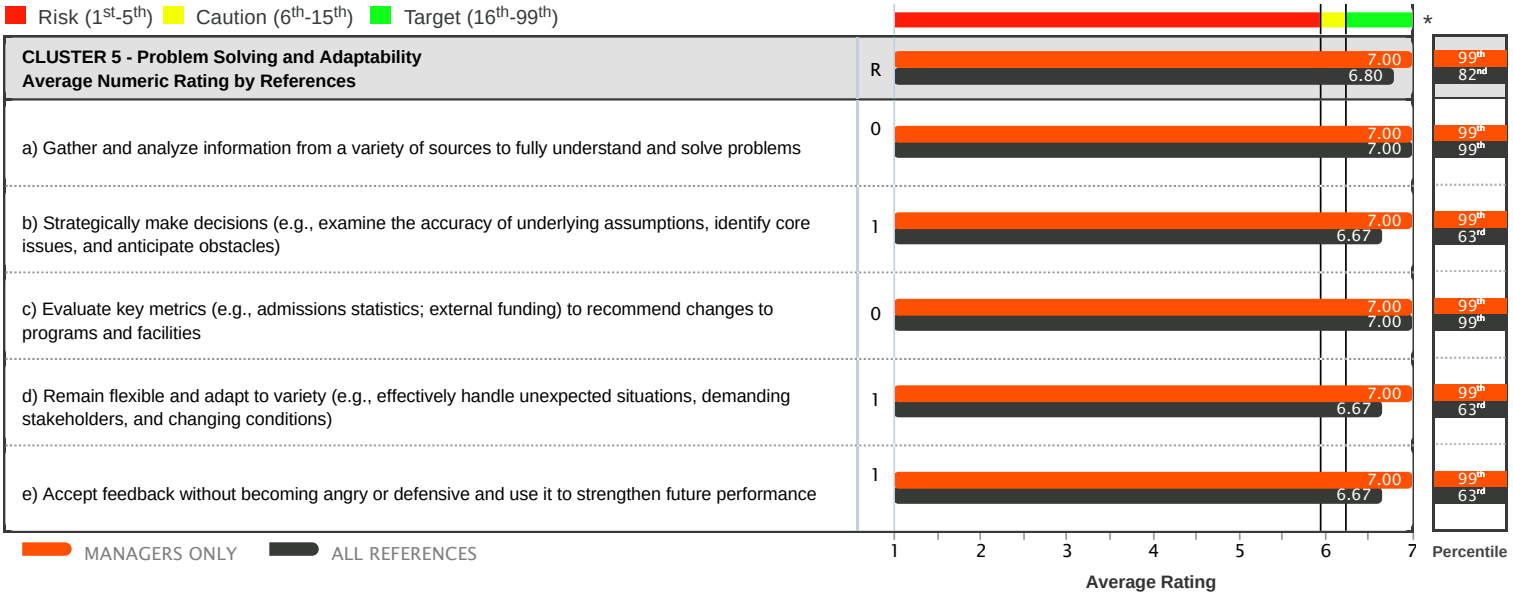

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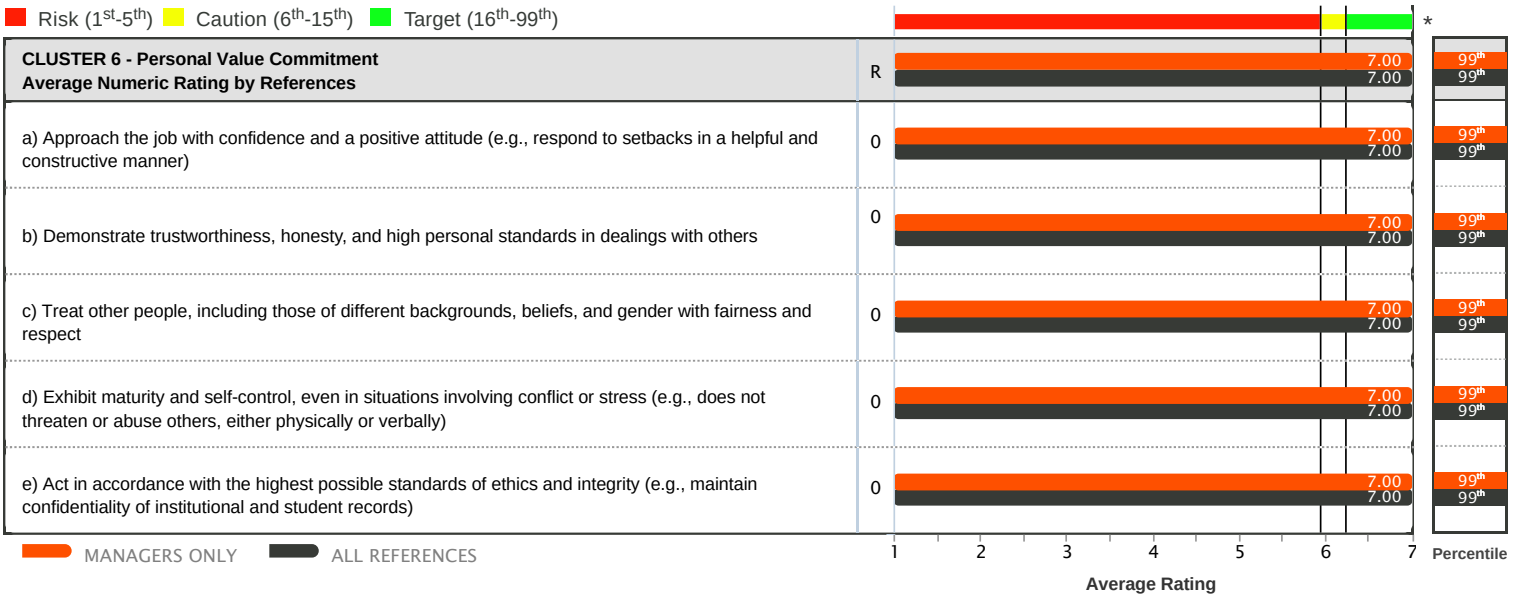

ADDITIONAL REFERENCE FEEDBACK

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

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

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

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SKILLSURVEY Reference

REFERENCE CONTACT INFORMATION

Candidates initially submit information about their References, such as the nature and duration of their work relationship with them. If a Reference has changed any information supplied by the Candidate, the text of the information that was changed will appear in red font in this section. You may choose to discuss any text in red font with the Candidate.

The symbols indicating survey completion status of the Reference are as follows:

- Solid green checkmark (✔): the Reference submitted his/her survey feedback responses prior to the time that the report was finalized by the end user.
- Hollow checkmark outlined in black (✓): the Reference submitted his/ her survey feedback responses after the Candidate report was finalized, so this Reference's feedback is not included in the report. Re-finalize the report to include this Reference's feedback.
- The word "NO" in red font (**NO**): the Reference has not submitted his/her survey feedback responses.

MANAGER ✔	MANAGER ✔	NON-MANAGER
Dr. Daniel Sample **Company:** ABC Company **Reference Job Title:** Instructional Design Consultant **Relationship:** Business/ Current Supervisor **Phone#:** **Email:** reference@mailinator.com **IP Address:** 251.111.108.140 **Completed:** 6/12/2017 12:36:00 AM (0 Business day, 2 Calendar day) **Candidate Job Title:** **Dates:** 07/03/2012 To 09/14/2012 (0 years, 2 months) **Address:** United States Does Reference/Referee want to be informed of professional development opportunities?: Yes	Dr. Jon Sample **Company:** ABC Company **Reference Job Title:** Associate Director Instructional Design **Relationship:** Business/ Current Supervisor **Phone#:** **Email:** reference@mailinator.com **IP Address:** 149.214.249.104 **Completed:** 6/11/2017 11:36:00 PM (0 Business day, 2 Calendar day) **Candidate Job Title:** **Dates:** 01/02/2000 To 04/01/2006 (6 years, 3 months) **Address:** United States Does Reference/Referee want to be informed of professional development opportunities?: Yes	Mr. David Reference **Company:** ABC Company **Reference Job Title:** Co Worker and Consultant **Relationship:** Coworker **Phone#:** **Email:** reference@mailinator.com **IP Address:** **Completed:** (**No**) **Candidate Job Title:** **Dates:** 01/02/2000 To 09/14/2012 (12 years, 9 months) **Address:** United States

NON-MANAGER ✔
Mr. MIchael Sample **Company:** ABC Company **Reference Job Title:** Co Worker and Consulting Client **Relationship:** Client (or Customer) **Phone#:** **Email:** reference@mailinator.com **IP Address:** 253.115.247.207 **Completed:** 6/11/2017 12:36:00 PM (0 Business day, 2 Calendar day) **Candidate Job Title:** **Dates:** 06/01/1995 To 09/14/2012 (17 years, 4 months) **Address:** United States Does Reference/Referee want to be informed of professional development opportunities?: Yes

WHAT IS A NORM GROUP?

From a scientific perspective, comparing an individual candidate's reference feedback to that of feedback for other candidates applying for the same or very similar role, i.e., the "norm group," allows the user to make more meaningful use of the feedback.

The percentiles shown for the candidate are based on the norm group for the position sought determined using the following criteria:

- A SkillSurvey Reference™ Pre-Hire 360® norm group contains surveys for positions where the job candidates have the same or very similar training, education, experience, and job responsibilities.
- A stratified, random sampling technique is used to select a sample of candidate data, or "cases," used for each of the 75 norm groups so that the cases in the norm group sample are representative of the population of relevant candidates.
- Steps are taken to minimize the possibility that any one company or industry dominates a norm group.
- The minimum sample size prior to random selection of cases is 325. The norm group sample sizes range from 300 to 269,000; the median norm group sample size = 8,000.

WHAT IS A PERCENTILE?

Percentiles are useful for showing the relative standing of an individual in a group. A percentile measures position from the bottom. In the case of the Pre-Hire 360® Feedback Report, it tells us what percent of all Candidates received an average numeric rating that is below a particular value. Example: The 80th percentile is a point where 80% of the average numeric ratings are below this value, and 20% of the average numeric ratings are above this value.

REFERENCE IP ADDRESS HISTORY

Sample, Daniel

IP Address	Date	Action
120.197.161.150	06/08/2017 8:36PM	Email Link Clicked
120.177.173.194	06/08/2017 9:36PM	Survey Completed

Sample, Jon

IP Address	Date	Action
189.108.207.107	06/08/2017 10:36PM	Email Link Clicked
202.236.194.147	06/08/2017 11:36PM	Survey Completed

Sample, MIchael

IP Address	Date	Action
189.133.134.138	06/08/2017 11:36PM	Email Link Clicked
159.140.121.217	06/09/2017 12:36AM	Survey Completed