PERFORMANCE REVIEW ASSESSMENT REPORT

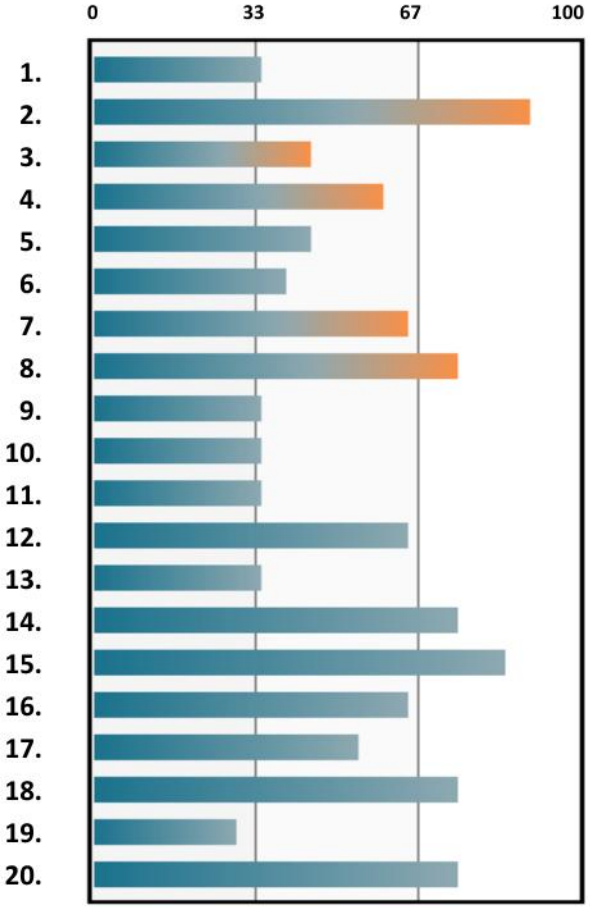
Company:	**Hirebox for candidates**	**Employee's ID:**	
Position:	**PT**	**Date:**	**10-15-2022**

IMPORTANT:

Per applicable laws, the JOBSTAR™ (a Job Performance & Satisfaction Assessment) should never be used exclusively to conduct a full performance appraisal. In order to provide the best help and guidance, the following 5-step formula should be applied as part of a good, effective performance review process:

1. *Reviewing/updating the specific job description with the evaluated person*
2. *Formally communicating with the evaluated person about the performance review process and materials used*
3. *Assessing the specific job-related hard and soft skills (this is the JOBSTAR™ step)*
4. *Conducting a performance appraisal interview, per the company performance review policy*
5. *Developing an action plan with the evaluated person, based on the outcome of the performance review process*

GENERAL PROFILE:



1. Predictability	35
2. Energy	90 *
3. Enthusiasm	45 *
4. Persistence	60 *
5. Self-control	45
6. Determination	40
7. Communication	65 *
8. Rapport	75 *
9. Self-confidence	35
10. Objectivity	35
11. Tolerance	35
12. Satisfaction	65
13. Organization	35
14. Competence	75
15. Compensation	85
16. Performance	65
17. Improvement	55
18. Engagement	75
19. Pressure at work	30
20. Basic principles	75

* **If asterisk**: see details in text

NOTE: HOW TO ADDRESS LOW TRAITS

- *Determine how the mentioned low trait(s) can be managed or corrected, considering the job description specifics.*
- *Check if any very low trait (20 or lower) could be due to some recent difficult situation.*
- *Discuss these (very) low traits with the evaluated person and develop an action plan to improve performance & happiness on the job.*

PLEASE NOTE:

This profile contains one or more *conflicting personality characteristic(s)*.

The analysis of conflicting personality characteristics reveals behavioral patterns which would not be visible by just considering individual personality traits. When applicable, the existence of conflicting personality characteristics may help explain sometimes less rational, undesired or uncontrolled (compulsive) attitudes. Conflicting personality characteristics can be temporary or recurrent.

IMPORTANT: Understanding how some conflicting personality characteristic(s) can affect your effectiveness and happiness at work is often the first step to improvement. Everybody can have a few or more of them. Most can be improved or corrected.

See the note(s) below.

NOTE: You are currently lacking self-confidence.

Your self-confidence is currently rather low. You seem to "search yourself" and might sometimes doubt your intentions; you may lack certainty about the future. Your effectiveness and happiness at work depend a lot on your work environment and who you work with. The stability of some personality traits described below might thus not always be very high.

DESCRIPTION OF TRAITS:

1. Predictability: 35



- Currently not very predictable - you may change your mind without reason.
- Quite unstable in mood and behavior.
- Not always consistent in opinions.
- Other might sometimes question your intentions.
- Quite uncertain about the future.

2. Energy: 90 *



- You currently demonstrate an extremely high level of energy and dynamism.
- Definitely prefer a lot of action at work and do not fear pressure.
- You love to take initiatives and you adopt a very active attitude on the job.
- You are usually able to complete tasks on time.
- You present a "workaholic" personality.

Note: **Y**our high level of energy is not always optimally productive. You may sometimes be too busy with unimportant issues. You can do better by setting yourself precise targets & deadlines.

3. Enthusiasm: 45 *



- You demonstrate a rather good level of interest and enthusiasm.
- May sometimes adopt a conservative attitude on the job.
- Can take initiatives if convinced that not mistaken.
- Generally do not put too much attention on problems and barriers.
- Aptitude to cope with challenges and failures is quite good.

Note: Your level of enthusiasm may vary - leaving others sometimes perplexed about your changes of mood or behavior.

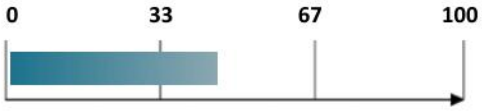
4. Persistence: 60 *



- You appear relatively stable to others.
- Can persist in the same direction, if there is not much pressure involved.
- You do better if encouraged, in order to persist and achieve expected results.
- May sometimes appear a bit disorderly.

Note: You may sometimes show some tendency to change behavior or to act in a rather unpredictable way. The above-indicated persistence level can therefore be unstable - and may leave others perplexed about your intentions.

5. Self-control: 45



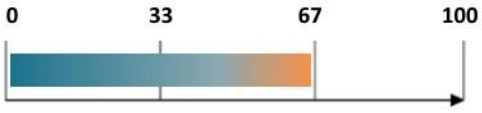
- Can remain rather calm under normal work circumstances.
- Most of the time in rather good control of own acts, but can be a bit irritable when facing stressful conditions.
- Not too easily surprised or frightened.

6. Determination: 40



- You currently demonstrate a fair level of determination/assertiveness.
- Sometimes have difficulties to face unexpected challenges in the most effective way.
- Under pressure, you might be hesitant or uncertain on how to handle things.
- Do not always express feelings freely.
- Relatively careful; may sometimes have difficulty to achieve results on time.

7. Communication: 65 *



- You are open and communicative.
- Communication not limited to social remarks.
- Can easily share intentions, considerations or feelings.
- You are considered a quite sociable person.

Note: You may have sometimes difficulty in controlling your communication, which can be perceived by other people as a bit overwhelming.

8. Rapport: 75 *



- You openly demonstrate high consideration for others.
- Very high level of empathy.
- Openly concerned about people.
- Warm and affectionate toward others.
- Cordial, showing good understanding for others, even in a first approach.
- You have a friendly attitude and you are openly responsive to the needs of others.

Note: You may sometimes appear a bit too emotive.

9. Self-confidence: 35



- You currently demonstrate a rather low level of self-confidence.
- Sometimes doubt own capacities and hesitant - or, paradoxically, impulsive.
- May have difficulty undertaking important tasks which require a great deal of autonomy.
- If left alone, you may feel insecure and/or doubtful.

10. Objectivity: 35



- You may sometimes appear rather subjective to others.
- Some tendency to evaluate situations based on personal opinions rather than based on facts.
- May sometimes tend to blame the environment or others for problems you can't solve.
- May introvert a bit when having to face challenges or difficult circumstances.
- Other people might feel that it is not always easy for you to take full responsibility for what happens.

11. Tolerance: 35



- You may sometimes demonstrate a relatively intolerant, critical attitude.
- Can be quite easily suspicious of others and their actions.
- Do not easily accept criticism.
- Want sometimes to be right.

12. Satisfaction: 65



- You currently appear slightly satisfied with your professional achievements and progress.
- Consider that you are mildly winning on the job.
- Sometimes look for higher motivation and drive in doing daily tasks.
- You are usually in a good spirit of working hard, but you might sometimes lack passion or interest in doing your work.

13. Organization: 35



- You are currently quite dispersed and show some lack of personal organization.
- Manage priorities rather badly.
- Liable to suffer time management issues.
- Seem to have attention elsewhere, and can appear quite easily overwhelmed.
- May have some difficulty to concentrate.
- You do not appreciate the administrative aspect of your work very much.

14. Competence: 75



- You consider having a high level of skills for your current position.
- However you appear to believe that your competence can be improved.
- A performance review is recommended with your senior(s) to determine what can be done to further develop your technical skills.

15. Compensation: 85



- You consider being properly compensated, financially.
- Very satisfied about how your work is valued by management.

16. Performance: 65



- You consider achieving a rather good level of performance on the job.
- Aware that the amount and quality of work can be improved.
- This needs some attention in order to help you feel even more motivated and willing to make things go right.

17. Improvement: 55



- You currently consider that more could be done to help you improve on the job.
- Not very satisfied regarding the development of your skills.
- This may lead to some lack motivation and/or aptitude to perform better.

18. Engagement: 75



- Interested in contributing to the group.
- Quite proud of your organization and being confident about your future in the team.
- In your opinion, your level of engagement in - and commitment to the organization is quite high.

19. Pressure at work: 30



- You currently appear much stressed on the job.
- Likely to quickly lose control under difficult circumstances.
- Having difficulty to concentrate.
- May make mistakes.
- Your resistance to high pressure at work is currently very low.

20. Basic Principles: 75



- You are rather flexible in your relationships.
- Usually do not generate conflicts in a team.
- Usually demonstrate a good understanding and tolerance toward others.
- You usually are pleasant to work with.

Employee's ID: [redacted] Position: PT

QUESTIONS?

Ask for a personalized evaluation by one of our onsultants.