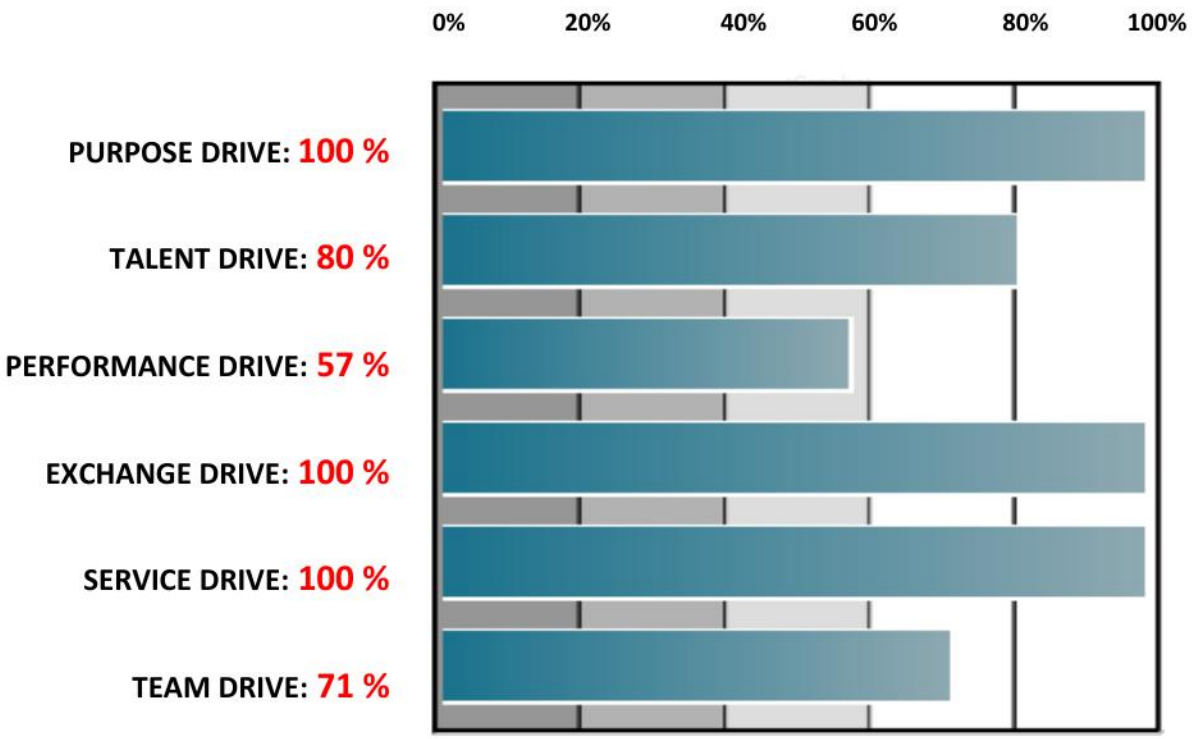
PRE-SELECTOR™ – RESULTS

A *Happiness Contribution Index™* Assessment

APPLICANT'S NAME: [redacted]

Position: Accountant **DATE**: 01-25-2023

Happiness Contribution Index: 79 %



DESCRIPTION OF TRAITS:

Important Information:

What is the Pre-Selector?

The ***Pre-Selector*** evaluates six basic, soft-skill related factors or drives which are vital in predicting an applicant's ability & willingness to make their employer/team happy and successful. It also provides a *"Happiness Contribution Index,"* which is a general score based on specific answers throughout the assessment.

How/when should you use the Pre-Selector?

It is suggested to use the ***Pre-Selector*** on applicants who qualify, per their resume and/or job application, in preparation to a phone or face-to-face interview. Ideally, you want to have the test results prior to talking to the applicants, so that you can get prepared to ask specific questions (including those suggested in the report - see below for details).

Can applicants "cheat" the Pre-Selector?

Yes, applicants can be tempted to "cheat" the assessment and show a more optimistic picture than in reality. However, by asking the suggested questions for each trait - whether it has a high or a low score, you can quickly and easily determine if

(1) the applicant answered the questions genuinely; and
(2) if the applicant's given global index is reliable.

How should you use the test results?

The ***Pre-Selector*** is a simple but practical diagnostic/investigation tool providing you with information that can be used to challenge applicants on:

(a) their level of honesty in answering the assessment and
(b) their real motivations and intentions.

Never use the assessment results alone to judge applicants or make a hiring decision. Rather, use the information to investigate, challenge and discover more about them.

1. Purpose Drive: 100 %

Attention and commitment to a long-term career development are basic ingredients for stability and performance. People who are driven by a long-term vision usually demonstrate higher levels of self-motivation, courage, persistence and willingness to learn.

On the other hand, being short-term oriented or purposeless can be a major barrier to stability, loyalty and happiness. It may also indicate low self-motivation, lack of persistence as well as a tendency toward job-hopping. When this trait is very low, check the applicant's job history on his/her resume or job application and look for unstable job positions.

Suggested questions:

- *What are your career plans in the next 5 to 10 years?*
- *How do you believe this position can contribute to such plans?*
- **If very low score, you can also ask**: *"In the pre-hire assessment. you scored very low on being purpose-driven. This position needs someone who is career-driven rather than job-motivated. How can you convince us that you will be committed to this organization?"*

2. Talent Drive: 80 %

How determined is the applicant at developing more skills and competencies? No matter how experienced one might be, willingness to learn is a vital criterion of success & happiness on any job. The desire and willingness to learn new things is a great sign of flexibility, ambition and humility.

On the other hand, a very low trait may reflect a *"I know it all"* attitude and has proven to be detrimental to progress and self-development as well as to stable performance. It can also indicate lack of flexibility and/or tolerance. Lack of interest in learning more (about everything) can also indicate low team spirit and lack of willingness to contribute to other's development & improvement.

Suggested questions:

- *Can you provide some specific examples of instances where you demonstrated your willingness to learn new things?*
- *Who could confirm that?*
- **If very low score, you can also ask:** *"You scored very low on the 'willingness to learn' trait of your pre-hire assessment. Can you explain why - and can you provide some evidence that you remain open to learn new things?"*

3. Performance Drive: 57 %

This trait evaluates the applicant's awareness of the importance to demonstrate acceptable performance on the job. It also reflects willingness to be accountable for results at work. The ultimate factor upon which candidates should be evaluated is their ability to meet - or beat performance expectations.

A very low trait may indicate lack of understanding or willingness in being evaluated on measurable results. When very low, you can also suspect that the person has very little professional experience. In any case, people should agree with the idea that they will be evaluated on their performance, not just for showing up at work.

Suggestions questions:

- *What kind of results/performance did you demonstrate in your previous job(s)?*
- *Who could confirm that?*
- **If very low score, check If the applicant has no or very little professional experience. you can also ask:** *"You scored very low on the willingness to be evaluated based on your performance on the job. Can you explain why?*

4. Exchange Drive: 100 %

This trait evaluates the applicant's perception of exchange, regarding salary & other forms of compensations. Are they primarily attracted by the "money" side of the job or do they also present other motivations - such as the satisfaction of contributing to something, having fun at work, etc.?

A high trait indicates awareness and agreement with the fact that "one needs to give in order to receive." A very low trait may indicate a tendency to entitlement - the perceived or pretended "right" to obtaining money without having to exchange much for it. A very low trait may also indicate that the applicant is facing financial difficulties and is mostly preoccupied by solving that problem.

Suggestions questions:

- *What motivates you most to find a (new) job?*
- *Why do you think you can make good money?*
- **If very low score, you can also ask:** *"Per the pre-hire assessment results, you seem to have mostly your attention on the financial aspect of the position; can you elaborate on that?"*

5. Service Drive: 100 %

This trait evaluates the applicant's awareness or belief that delivering the best service to customers and to peers in the group is a major key to success and happiness. It is a proven fact that being service-oriented and doing one's best to make others happy is a key indicator of good performance, happiness and success on any job.

A very low trait may indicate selfishness and poor work quality standards, as well as lack of interest in making others feel well taken care of and satisfied. It often reveals a tendency to create upsets in the team as well as with clients - if the applicant must be dealing with customers. A lows core on this trait is definitely an indicator of future trouble on the job, if it requires caring for clients and providing great service to others.

Suggested questions:

- *Can you give us some examples of instances when you provided excellent level of service to either a client or to your team/group?*
- *Who could confirm that?*
- **If very low score, you can also ask:** *"Your pre-hire assessment results show a very low score on being service-driven." Can you explain why?*

6. Team Drive: 71 %

This last trait measures how much the applicant appreciates team work - or not. It is also an indicator of willingness and ability to contribute to a great team spirit and collective happiness at work. Team drive is the real engine of competitiveness.

A very low trait may indicate a self-centered attitude and insufficient interest to contribute to your team success & happiness. No matter what the position is, everybody has an impact on their team's spirit and general morale in the organization. It has been proven that people who score very low on this trait usually have a very negative impact on team work and morale in the troops.

Suggested questions:

- *Can you give us some examples of instances when you demonstrated a strong team spirit?*
- *Who could confirm that?*
- **If very low score, you can also ask:** *"The pre-hire assessment results indicate a very low score on 'team spirit'. Can you explain why?*

Final Notes :

- Any question? do not hesitate to contact us at service@hirebox.com or call us at 877-831 2299.

- If you need a full, detailed soft skills analysis, we recommend that you use our ***Recru-Tec Test***, the most precise soft skills assessment on the market.

  It is suggested that you evaluate selected applicants with the ***Recru-Tec Test*** AFTER the first interview, in preparation of the second one. It will indeed provide you with information which is NOT visible or detectable during a face-to-face interview. If you do not already use the ***Recru-Tec Test***, ask us for a free trial.

Questions and answers

	Yes	Maybe	No
PURPOSE DRIVE:			
I would not take a job, no matter how financially attractive, if it did not align with my long-term career dreams or vision.	X		
I do not have a clear picture (yet) of what I want to achieve in life.			X
I am very determined to invest in a long-term career, more than just finding a well-paid job.	X		
My main criterion for choosing a job right now is to find one that pays well.			X
I am not fully committed yet to a specific type of career or professional orientation.			X
TALENT DRIVE:			
One vital criterion for selecting my next job is the knowledge and competence I can develop while at work.	X		
I would not select a job that does not allow me to increase my competencies, no matter how attractive the pay & other benefits might be.	X		
I have enough expertise to take on any job which matches my search criteria, so any additional learning would be useless.			X
I do not believe I need to learn anything in order to be quickly operational on this next job.			X
I don't need to develop more competencies in order to land the kind of job I am looking for.	X		
PERFORMANCE DRIVE:			
People should be evaluated and remunerated based on their actual performance at work, no matter how much experience and expertise they offer.		X	
If asked, I can present reliable references and evidence of good achievements on a previous job - or in life.	X		
Performance on the job can be a biased criterion to decide how much one deserves to be paid/compensated.			X
It is not always fair that an employer would judge staff and executives primarily on results.	X		
EXCHANGE DRIVE:			
I strongly believe in performance-based bonuses.	X		
My background, experience and proven expertise alone would justify a higher base salary and less performance-based bonuses.			X
People should be paid mostly based on their actual achievements rather than based on their title or status.	X		
I do not appreciate too much the idea of receiving part of my salary with performance-based bonuses.			X
The most important criterion for selecting a new job is definitely how much money one can make.			X
SERVICE DRIVE:			
I would rather take a job which does not require too much interaction with customers.			X
I strongly believe that helping & servicing others is fundamental to achieving success & happiness.	X		
I agree to the principle that one is only as valuable as one can effectively help and service others.	X		
My current and previous employers will attest that I am really known for making my peers at work happy.	X		
It can be a costly illusion to keep trying to satisfy very tough customers.			X
TEAM DRIVE:			
I feel more motivated when I know I contribute to my team members' happiness at work.	X		
I can present evidence upon request that my teamwork is exemplary.	X		
I believe in bonuses based on group performance.		X	
I definitely prefer to work alone.	X		
I hate the idea of having to rely on my teammates in order to get the job done.			X
One of my most valuable personality characteristics is my ability to work well with others.	X		