

ASSESS Values Report

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First Name Last Name

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Introduction

This report identifies the top values upheld by First Name. Out of 24 human values covered by ASSESS Values model, these results report the 5 core values which have great influence on First Name's beliefs, thoughts, decisions, and behaviors. These are presented by the green arrow in the figure below.

This report has a shelf-life of 24 months and should be treated confidentially. The accuracy of this report depends on the frankness with which First Name answered the questions as well as their self-awareness. Major personal or work-related events may invalidate First Name's report, and accordingly a new assessment should be completed.

Overview



Core Values

You are an imaginative, ingenious, and a resourceful person. Your ability to see the world in a different view through unveiling hidden insights is what defines and distinguishes you. The internal alignment that you are trying to achieve through finding meaning in existence is what incentivizes your self-actualizing character to demonstrate your original and novel way of thinking. This becomes reflected in the unique way you interpret issues, see patterns, come up with new ideas or solutions, and conceptualize things in general.

You are an emotionally strong person who tends to embrace others' mistakes and accept their shortcomings. At this level of personal consciousness where you believe that one must make a difference in her/his community, you perceive forgiveness as a necessity to be able to align with others and collaborate to make the real change. You are also likely to perceive revenge as a barrier that would impede you from achieving your own goals. You, therefore, have the tendency to give others a second chance by exhibiting self-control and temperance.

You are a courageous person who possesses the emotional strengths to demonstrate your own will in the face of any opposing forces. These forces may take the shape of resistance from people, parties, groups, or the society; or internally originated from one's own fears and insecurities. You have the determination to think, speak, and behave according to what you believe in while resolutely confronting any existing or potential threats, challenges, or difficulties. The value you place on courage in that sense might be attributable to your deeply entrenched belief of the significance of letting go of the cultural conditioning process that defines how we perceive ourselves and who we are supposed to be. In other words, it is likely to be part of the natural stage of psychological development in which one seeks continuous growth and development. In that sense, you might be simultaneously seeking to establish your own perception of what your role is, what you should do, and, generally, how things should be.

Making a difference within your community, work environment, or society at large is what drives your thoughts and behaviors. Being aware and conscious of the positive impact of applying such concepts as justice, equality, and impartiality on one's self and others, therefore, guides your every day's decisions and actions. In other words, these notions constitute a huge part of your value system, and are reflected in, both, the way you are honest with oneself and in your fair dealings with others. From a more action-oriented sense, you are more likely to advocate democracy and its constituents. You believe that all people's rights should be respected starting from listening to their concerns, needs, and wants to the way these demands should be responded to without bias. On another hand, you tend to continuously revisit your own actions and decisions to ensure you are being non-discriminatory, equitable, objective, and fair-minded in your own relationship with others.

You are a thankful person who is willing and able to show and express appreciation, whether to certain people or in general. This is attributable to your belief in the value of building strong connections to the universe; and in your own way, this is how you see you can achieve this. You, therefore, tend to emphasize the value of what you already have more than what you want or desire.

Interviewer's Notes

This section provides general considerations and reminders to interviewers with respect to use of ASSESS PersonalityPlus Report.

1. Chance

Assessment is occasionally subject to chance. Assesseees may occasionally misunderstand the question, may interpret the meaning of words incorrectly, or may choose by mistake a response she/he did not intend to choose.

If there are doubts about whether the person has had adequate understanding of the assessment instructions, then a complete reassessment is required, given that the reassessment does not provide the assessee with an unfair advantage. Alternatively, other evidence gathered from interview, academic achievement, experience, behavioural or situational performance can provide assistance in decision making. In all cases great care must be exercised in interpretation of all evidence.

2. Extreme Highs and Lows

Extreme high or low scores are uncommon and may involve irregularity.

When the profile of assessment scores shows one or more pronounced highs or lows, then some inconsistency may be evident. A skilfully conducted interview is necessary to find out the reason for inconsistency, without upsetting the candidate by inadvertently suggesting that the assessee did not provide frank or genuine responses.

Where an extreme score is scrutinized for validity and reliability, an interview must be considerably handled to avoid giving the impression that a single assessment has been sufficient to disqualify the candidate for a job or impair his development potential.

3. General Recommendations on Fair Practice

It is important to explain procedures and practices before administering ASSESS PersonalityPlus, and ensure that the candidate understands these procedures and practices.

Assessments results should not be offered as a reason for non-acceptance of a candidate.

ASSESS assessments and the question inventories should never be used in isolation to justify redundancy decisions. Such use could be construed as unfair.