



EMPLOYMENT HISTORY SURVEY

Candidate: John Doe
Date: November 23, 2005



EMPLOYMENT HISTORY SURVEY

Candidate John Doe
Job Profile Typical Employee
Date Completed November 23, 2005

Recommendation

Based on his or her responses, John Doe is rated in Band 1, Use Caution, for the Typical Employee position. Keep in mind that the employment history, or biodata is only one indicator of the ability to succeed within a job, and that you should never base your decision fully on any one criteria.



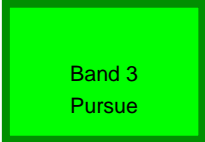
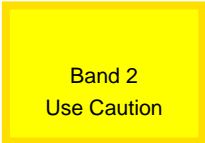
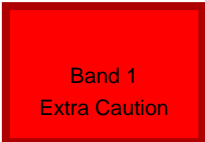
This candidate reports a job history characterized by turnover, reliability and/or productivity problems. References and job history should be carefully investigated. It might indicate either a trend or a series of unfortunate experiences. After you verify this information, we suggest gathering additional data about the candidate's personality traits and job skills. Negative results from Employment Background Surveys, Personality, Structured Interviews, and skill tests should help make a more accurate hiring decision.

Suggested Interview Questions

1. Review your job history with me oldest to most recent, citing what you liked most about each job.
2. Tell me about the supervisors you worked for in the past. What did you like or dislike about them?
3. What aspects of a company that you're most interested in when choosing a place to work?

Results Interpretation Guide

Past work and educational history can often be used to predict future performance. The Employment Background Survey compares a candidate's actual job and educational experience with the following four standard biographic models or "bands":

| | |
|---|---|
|  | This candidate reports that he or she has a job history characterized by low turnover, above average reliability and high productivity. |
|  | This candidate reports a job history with mixed trends for turnover, productivity and/or reliability. This is sometimes caused by lack of work experience or unusual circumstances. |
|  | This candidate reports a job history characterized by turnover, reliability and/or productivity problems. |

Keep in mind that historical data is only one indicator of a candidate's skill set. It should never be used alone to make hiring or placement decisions. It should always be combined with other data that measure the whole range of required job skills. Large organizations can gain more accurate predictions by studying current employees' data and using that information to predict performance. Contact your Brainbench Account Representative to learn more.

How Employment Background Surveys Work

The Employment Background Survey, or biodata survey, uses the principle that past behavior is a strong predictor of future behavior in work-related activities. Research has shown, for example, that a person who has received many performance-related awards in the past is likely to receive more such awards in the future. Research has also shown that an individual with a history of poor performance, poor attendance, or low achievement is likely repeat that behavior in future positions.

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To conduct a biodata assessment, a series of questions are asked to gather data about the individual's past experience. Next, special algorithms are used to analyze the responses to detect patterns of behavior that signal the likelihood of either highly productive or counter-productive behavior in . Finally, these results are used to place the candidate into one of the categories shown above.

Biodata questionnaires are useful as initial screening tools, since they can efficiently screen candidates. However, they should never be more than an initial step in a selection process, since they do not measure skills or abilities, or attitudes, interests and motivations.

Notes

This report references event 3103 [1132769183794].

For additional information, please contact your Brainbench account representative, or email us at support@brainbench.com

This report uses a standard job profile based on analysis of similar jobs in many different companies. For better performance, a custom job profile can be produced. Corporations have seen as much as 50% improvement in the quality of hire by using custom job profiles. If you are interested in customizing a profile to a specific job within your company, please contact Brainbench at sale@brainbench.com or call us at (703) 437-4800.