



FitFirst Sample Report

PREPARED FOR
John Doe

ASSESSMENT DATE
January 1, 2027

COMPANY
Unlimited Company

ROLE
Accountants and Auditors

FIT SCORE

39

Introduction

What Is This Report & How Can I Use It?

Considerable research shows that success in any role is the result of a few important components lining up properly:

- **The Right Skills (found on their Resume):** Gained through training, education, and/or professional certification.
- **The Right Experience (found on their Resume):** Gained through previous jobs, internships, volunteering, and other activities.
- **The Right Job Fit (from the Job Fit Questionnaire):** Everyone's core behavioral traits, attitudes, and characteristics are different, so, as with any kind of relationship in life, people will be more compatible with certain jobs than others.

This report focuses only on whether or not John Doe is a compatible **"fit"** for the Accountants and Auditors role. It does not evaluate whether John Doe has the right knowledge or work experience.

The information in this Job Fit Report & Interview Guide is very specific to John Doe. We've taken the results of the Job Fit Questionnaire that **John Doe Testing** completed, and then compared **John Doe's** unique characteristics to those of people who are most likely to be successful in the **Accountants and Auditors** role.



Tip!

Remember, finding someone with the **right job fit** will benefit both you and your employee. When someone's a good fit for their job, they tend to be more successful and happy with their career, not to mention that they tend to be more productive and stay longer in the job.

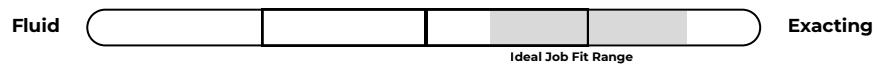
What is the Ideal Candidate Report?

This report is a description of the behavioral traits and attributes of the 'ideal' employee in the Auditing Clerk role, based on studies of top performers in similar roles, as well as the additional input you provided if you completed the Position Analysis Survey.

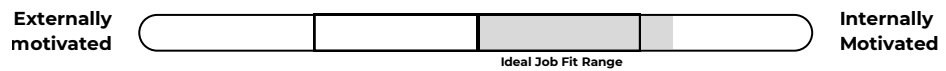
Extraversion



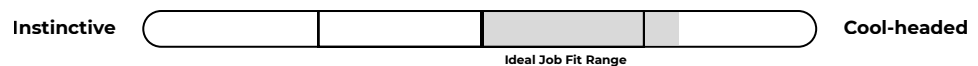
Conscientiousness



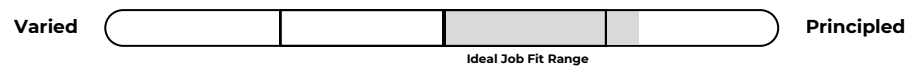
Work Ethic



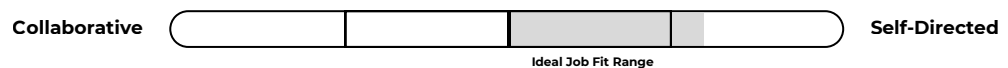
Stability



Integrity



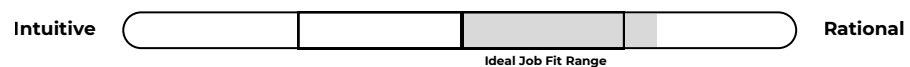
Autonomy



Influence



Acumen



Core Behavioral Traits that are most critical to success in this role:

What Is This?

This section outlines the traits and characteristics that are most critical to success in the Auditing Clerk role.

EXTRAVERSION

Degree to which one requires social interaction and authority.

Soloist
They do their best work when they can work with minimal interruptions from others.



Conductor
They welcome the opportunity to be social influencers and are adept at asserting themselves and directing social situations.

Ideal Candidate:

This position calls for people that display this trait like most people. The ideal candidate will likely follow group consensus when required to work in a group.

CONSCIENTIOUSNESS

Tendency to strive for perfection, sometimes at all costs.

Fluid
They are most comfortable when they have room to adapt to a situation.



Exacting
They have a work style that focuses on accuracy and organization, and prefer to approach a task with a comprehensive plan that incorporates all relevant .

Ideal Candidate:

This position calls for people that display this trait differently than most people. The ideal candidate usually develops a thorough plan before beginning a task.

WORK ETHIC

Willingness to work for the intrinsic benefit of work and its ability to enhance character.

Externally motivated

They keep their eyes on the goal during a task, and are driven to reach their objective.



Ideal Job Fit Range

Internally Motivated

They take great pride and satisfaction in completing a job well, and will often take the initiative on tasks.

Ideal Candidate:

This position calls for people that display this trait differently than most people. The ideal candidate tends to be passionate about their work and gets a lot of enjoyment and pleasure out of it.

STABILITY

Degree to which one reacts positively to negative or stressful situations.

Instinctive

They follow their instincts in stressful situations.



Ideal Job Fit Range

Cool-headed

They display a measured, calm response under stress, and use logic to find a solution.

Ideal Candidate:

This position calls for people that display this trait more prominently than most people. The ideal candidate is usually objective in their decision-making and actions, even in trying circumstances.

INTEGRITY

Tendency to behave in an uncompromising and consistently honest, moral, and ethical manner.

Varied

They prefer to deal with situations in a realistic and practical manner.



Ideal Job Fit Range

Principled

They are open and honest in their methods, and are not inclined to misrepresent themselves or use their position for personal gains.

Ideal Candidate:

This position calls for people that display this trait differently than most people. The ideal candidate always follows through on their commitments to others to the extent they are in control of a situation.

AUTONOMY

Tendency to be self-reliant, self-directed, and to take independent action, making own decisions.

Collaborative

They take direction well, and appreciate having someone to double-check things with.



Ideal Job Fit Range

Self-Directed

They take charge of new projects and do their best work with minimal supervision.

Ideal Candidate:

This position calls for people that display this trait more prominently than most people. The ideal candidate is capable of relying on their own resources to make decisions and get tasks done.

INFLUENCE

Tendency to focus activities on persuading others to follow or work with them in attaining objectives.

Straightforward

They dedicate their focus to the task in front of them, and are less concerned with persuading others to follow their ideas.



Ideal Job Fit Range

Dynamic

They thrive in a fast-paced, invigorating workplace with lots of new challenges. They easily build a network of contacts, and are highly skilled at convincing others to support their ideas and actions.

Ideal Candidate:

This position calls for people that display this trait like most people. The ideal candidate is confident in their own ideas, but will sometimes seek others' approval.

ACUMEN

Tendency to use logic and objective information in decision-making process.

Intuitive

They trust a decision that 'feels' right.



Ideal Job Fit Range

Rational

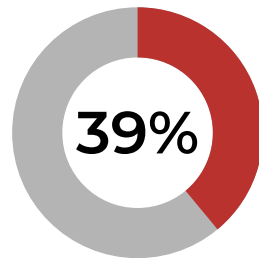
They consider all data carefully and objectively before making a decision.

Ideal Candidate:

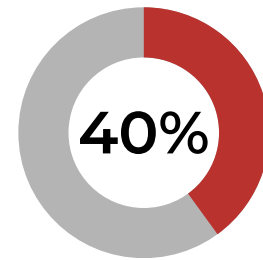
This position calls for people that display this trait differently than most people. The ideal candidate prefers to base their decisions on factual information rather than intuition.

Job Fit Quick View

FitScore®

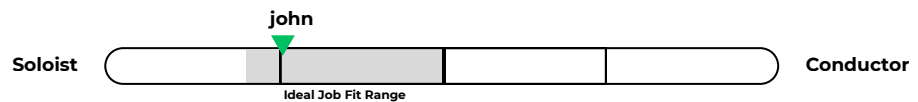


Critical
Thinking &
Reasoning

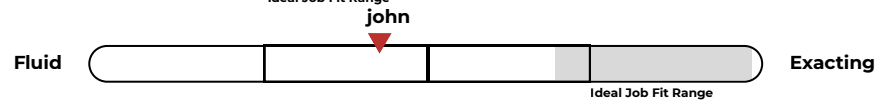


Core Behavioral Traits

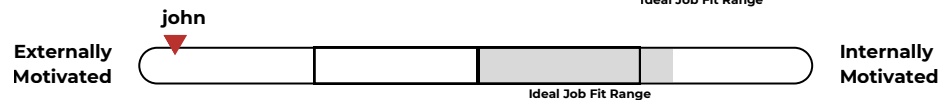
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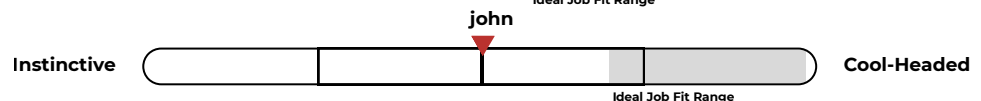
Conscientiousness



Work Ethic



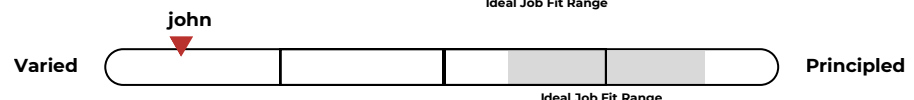
Stability



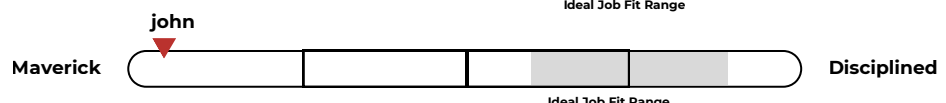
Autonomy



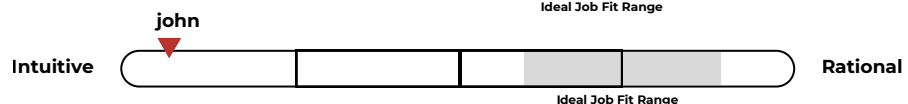
Integrity



Compliance



Acumen



Core Behavioral Traits

FIT SCORE

39

What Is This?

This is the main portion of the assessment outcome, where **john's Core Behavioral Traits** are compared with those who are a successful fit for this role.

Outcome for john Doe

Based on the answers that john Doe provided during the online assessment, we have generated an overall **FitScore® of 39* for john**. This would generally indicate that in comparison to the ideal candidate, **john** is **considerably different**.



Answering the Job Fit Questionnaire

When completing the Job Fit Questionnaire, some candidates may attempt to present themselves as they would prefer to be seen (rather than responding openly) for fear of disapproval or judgement.

It appears that this candidate has most likely responded openly and accurately.

Critical Thinking & Reasoning

What Is This?

This section is an optional addition to the assessment, focusing on "How does the candidate process different forms of data and information?" When added to the application, the candidate is presented with a series of cognitive math and word problems, asking them to choose the answer they felt was correct.



Outcome for This Candidate

- Will solve analytical problems and make decisions best when given more time to process the information.
- Tends to be better at solving analytical problems when allowed to solicit the input of others.
- Is comfortable in an environment that encourages the use of technology and other resources when solving problems requiring the analysis of numerical or verbal data.
- Is able to work with verbal and numerical data independently, but is generally more comfortable working in collaboration with others.



Matches the ideal candidate for this job.



Slightly Different than the ideal candidate for this job.

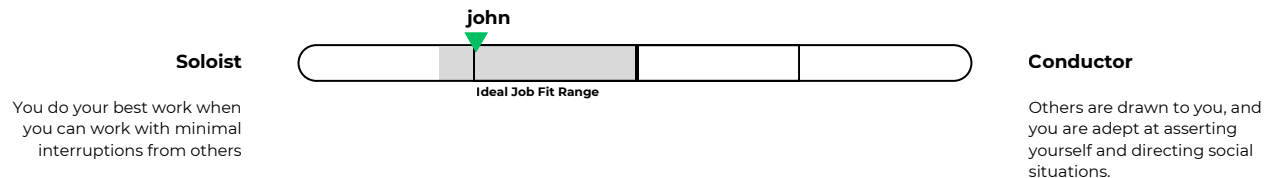


Considerably Different than the ideal candidate for this job.

Core Behavioral Traits That Are Most Critical to Success in This Role

EXTRAVERSION

Degree to which one requires social interaction and authority.



Ideal Candidate:

- Typically prefers the role of participant rather than leader.

This Candidate:

- Is an exact match to the ideal candidate range for this job.

Suggested Interview Questions Specific to john's Outcome for This Trait:

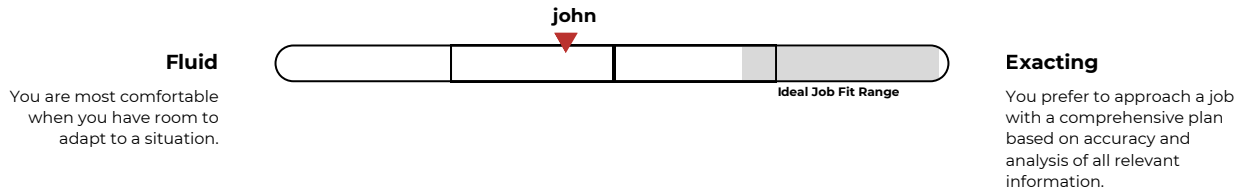
- How have you handled it when co-workers interacting nearby were interfering with your ability to concentrate while you were trying to work on a task?
- Tell me about a time you had to work on a task for a long period of time by yourself. How did you handle it?
- Think of a time when you were part of a group that had to accomplish a task and the group could not agree on how to do it. What did you do?
- How do you approach projects where you have to work alone, versus those requiring you to work in a group?

Your Notes:



CONSCIENTIOUSNESS

Tendency to strive for perfection, sometimes at all costs



Ideal Candidate:

- Usually develops a thorough plan before beginning a task.

This Candidate:

- Is **considerably different** from the ideal candidate range for this job.
- Usually takes a casual view of specific procedures in their actions, but can work systematically when necessary.
- Typically prefers to work in an unstructured work environment, but will follow policies and procedures when necessary.
- Generally prefers to act spontaneously, but is capable of creating an outline or plan when necessary.

Suggested Interview Questions Specific to john's Outcome for This Trait:

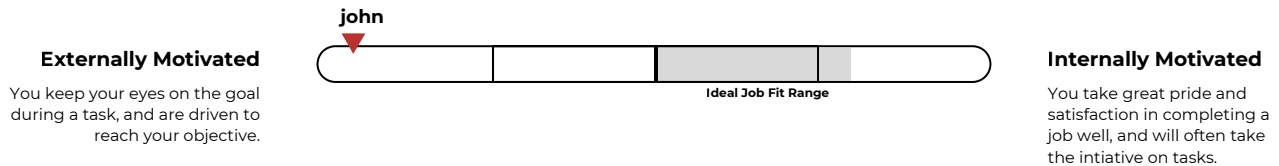
- Describe a time when your spontaneous nature in approaching tasks resulted in an unexpected outcome.
- Tell me about a time when you had to complete a task with no procedures or guidelines.
- Tell me about a time when your tendency to strive for precision and accuracy resulted in an adverse outcome.
- What is the most planning you have ever done before starting a task?

Your Notes:



WORK ETHIC

Willingness to work for the intrinsic benefit of work and its ability to enhance character.



Ideal Candidate:

- Tends to be passionate about their work and gets a lot of enjoyment and pleasure out of it.

This Candidate:

- Is **considerably different** from the ideal candidate range for this job.
- Typically believes work is just an aspect of life and doesn't define one's existence.
- Is more motivated by the extrinsic rewards associated with work rather than a sense of personal success.
- Is not driven by a need to be successful, but rather by the compensation associated with doing a job.

Suggested Interview Questions Specific to john's Outcome for This Trait:

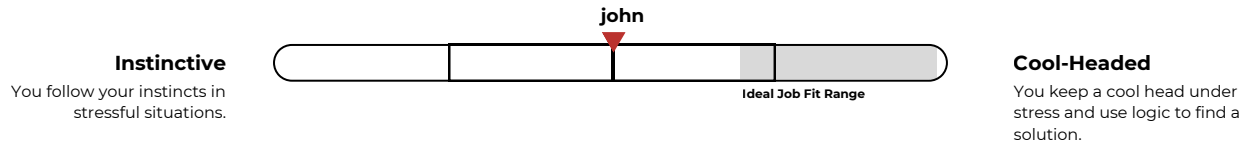
- What motivates you at work?
- Tell me about a time the only reason you did something was for the money.
- When have you been in a job that you did not feel adequately rewarded your accomplishments?
- How do you feel about staying late at work to finish a project when you are not going to receive overtime for it?

Your Notes:



STABILITY

Degree to which one reacts positively to negative or stressful situations.



Ideal Candidate:

- Is usually objective in their decision-making and actions, even in trying circumstances.

This Candidate:

- Is **considerably different** from the ideal candidate range for this job.
- Has an approach to problem-solving that is usually objective, but is able to make decisions based on instinct when necessary.
- Has the ability to make careful decisions, although they may rely more on instinct under stressful situations.
- Is usually good at remaining composed, but sometimes finds it challenging to be calm and collected during stressful situations.

Suggested Interview Questions Specific to John's Outcome for This Trait:

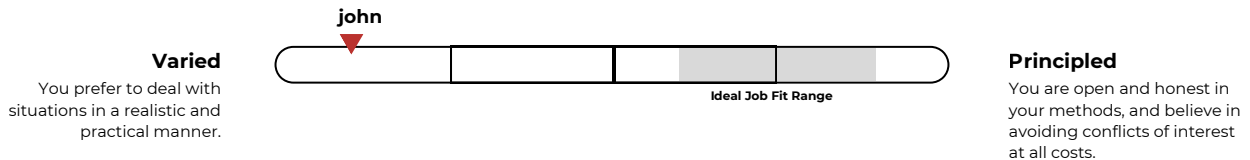
- When something unexpected happens, do you typically react right away or do you consider your response and then react?
- Tell me about a time you reacted to something without censoring your reaction.
- How do you remain positive and strong when confronted with a stressful situation?
- Tell me about a time you encountered a stressful situation in a group. How did you get the attention of the group and communicate your opinion to them?

Your Notes:



INTEGRITY

Tendency to behave in an uncompromising and consistently honest, moral, and ethical manner.



Ideal Candidate:

- Always follows through on their commitments to others to the extent they are in control of a situation.

This Candidate:

- Is **considerably different** from the ideal candidate range for this job.
- Usually thinks it is okay to slightly misrepresent facts if it results in personal gain.
- Usually doesn't think it is necessary to be genuine and truthful all of the time.
- Generally doesn't see anything wrong with using their authority to accomplish a task.

Suggested Interview Questions Specific to john's Outcome for This Trait:

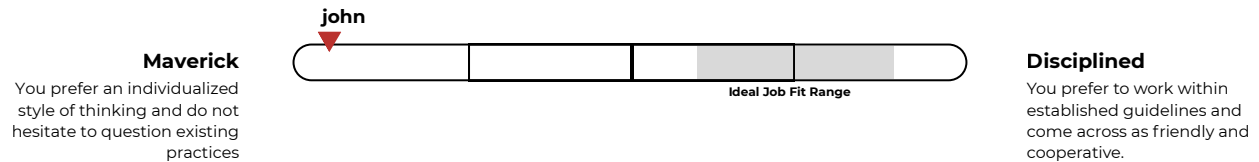
- Tell me about a time you found yourself in a situation that posed a conflict of interest. What did you do about it?
- What things should never be talked about outside of work?
- Tell me about a time you avoided a situation because you felt it had the potential to pose a conflict of interest.
- Tell me about a time being honest resulted in negative repercussions for you.

Your Notes:



COMPLIANCE

The degree to which an individual is willing to follow policies, external controls, and supervision, and to work within the rules.



Ideal Candidate:

- Is comfortable interacting and taking direction from those in authority.

This Candidate:

- Is **considerably different** from the ideal candidate range for this job.
- Often tends to challenge traditional rules and policies for doing things.
- Often finds it challenging to follow policies and procedures.
- Tends to be an individualized thinker rather than an individual who wants direction from others.

Suggested Interview Questions Specific to john's Outcome for This Trait:

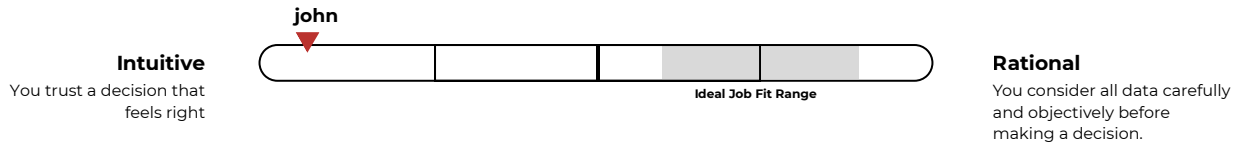
- Tell me about a time that you resented your supervisor. Why?
- Tell me about a time you questioned your supervisor about their actions.
- Tell me about a time you sought out guidance from your supervisor on a task.
- What style of supervision or guidance works best for you?

Your Notes:



ACUMEN

Tendency to use logic and objective information in decision-making process.



Ideal Candidate:

- Prefers to base their decisions on factual information rather than intuition.

This Candidate:

- Is **considerably different** from the ideal candidate range for this job.
- Often makes decisions and takes action based on feelings and intuition, especially when little information exists.
- Is generally most influenced by intuition when taking action.
- Usually tends to make decisions based on instincts rather than objective information, even in high-stakes situations.

Suggested Interview Questions Specific to john's Outcome for This Trait:

- Tell me about a time when you made a quick decision using very little information. What was the basis for your decision?
- Tell me about a time you relied on your intuition when making a decision.
- What have you done when you were given a lot of information and were required to make a decision based on that information? What process did you use to make your decision?
- Describe the process you would typically use when making an important decision. What would you take into account?

Your Notes:

