

Professional Alignment Questionnaire

PAQ-GS

A Big 5 Personality Questionnaire

Graphic Summary Report



Name:Sample



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Test Date:2021-10-18

3612419a-9dc9-4ce8-bcd9-3614ebd30840



Company:TAI 官方试用账号

Welcome to Understanding this Report

The PAQ is the most modern of Big 5 personality assessment designed to look at 17 scales drawn from the Big 5 model of personality. Big Five Factor personality questionnaires are the most modern, reliable and valid personality instruments available. The 17 scales of the PAQ have been found to be highly aligned with successful salaried professionals across a number of functional areas, such as Finance, HR, Quality, Engineering, Production, Planning, Marketing, Programmers, Customer Service, Analysts, Safety, Scientists, Researchers, Production, Purchasing, etc. These jobs usually require a 2 or 4-year degree. These are considered professional hires who do not have direct supervisory responsibilities as a part of their everyday job. They tend to be early professionals or functional specialists and considered critical to the success of most organizations. They work with others either within their functional unit or with other professionals from different functional teams. Up to 50% of selection failures in Professional staffing come from lack of prior experience, or proven capabilities or poor alignment with their work environment, organization culture or values. Using the PAQ as part of the selection process helps eliminate professional position new hire turnover.



Using This Report for Selection

Selection is all about identifying people who CAN DO the job, WILL DO the job and WILL FIT the organization's needs, culture and shared values. This PAQ Report has been produced from candidate responses to the PAQ questionnaire, which assesses the candidate's preferred style of behaving at work. The PAQ also includes measures of response fidelity and incorporates TAI's proprietary faking mitigation procedures to reduce candidate faking, found in about 30% of self-report questionnaires.

The report can identify potential strengths and cautions for placing this person in a variety of professional individual contributor roles. It can be used to identify how well the person is aligned with the work styles desired by the organization and identify gaps in the person's alignment with the job requirements and organizations expectations and values. If a candidate does not seem to fully align, the PAQ can be used to determine if onboarding and training can close those gaps in a reasonable time or if closing those gaps may take a longer time.



Welcome to Understanding this Report

The use of a Likert scale scoring allows the PAQ to comparatively view candidates on 17 scales linked to successful job performance in a variety of professional roles. The PAQ is typically given to screened candidates that have been vetted and assessed as qualified based on their education and related work experience. The next stage is an in person or remote face to face interview. The results of the PAQ are used to focus in on certain personality traits that the interviewers would like to explore in greater depth with each specific candidate. This allows the interviewing team to assure that all relevant candidate provided information is assessed in detail so that there are no lingering questions once the interview is completed. Many organizations find that after the interviews are over, they are still not able to decide due to questions about the candidates' level of competencies or fit. The inclusion of Behavioral Interviewing and the PAQ removes these unanswered questions and allows the interviewing team to reach faster, more accurate hiring decisions leading to decreased time to fill.



PAQ personal work styles scores for Onboarding & Development

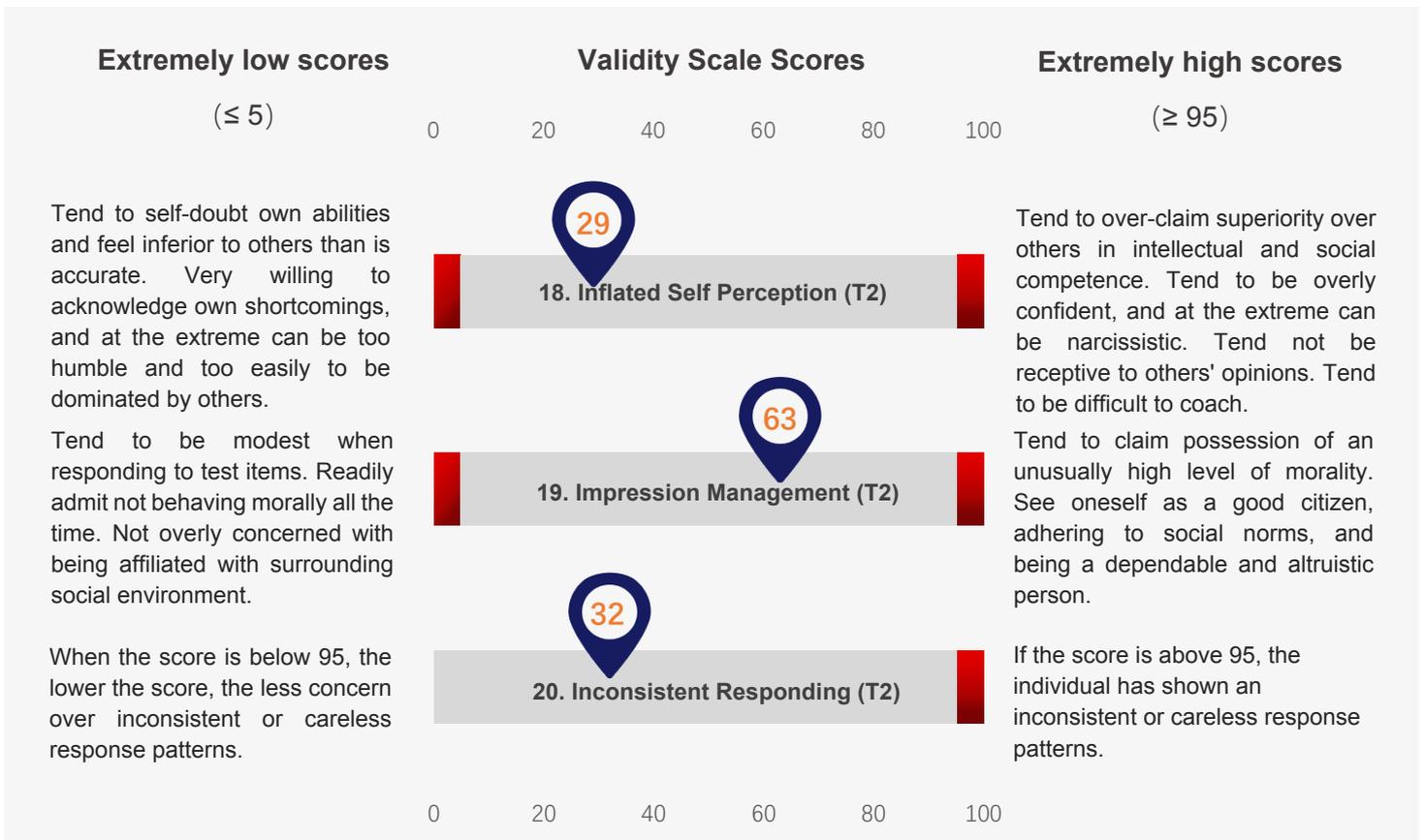
New team members are often provided process training to make sure that they know how to do their new job and define expectations for work and behavior. They are encouraged and guided to acquire skills and competencies following the 70-20-10 model of Personal Development. The individual is first made aware of the need to make a change based on the insights gained and shared with the candidate as a result of their interviews and PAQ results. The individual and their new boss can discuss the specific competency and job knowledge areas to focus on during the first 6 months of employment. They can prepare an Individual Development Plan to help the new team member get orientated to their new role and assure the team leader and new hire are aligned on the expectations for the new hire. This insight helps new hires get through their orientation and training in a more focused manner, making more sense of what they are learning. Each of the scales has pluses and minuses and it is important for those interpreting to consider the position requirements and the individual's predispositions. A deficit in one work style may be made up in another, allowing the individual to alter their behavior in a productive manner.



PAQ Score Accuracy and Consistency

Response Fidelity Diagnosis: This PAQ report is likely to be accurate.

This candidate did not demonstrate a strong tendency in faking good or response inconsistency early on during the test, because none of his/her fidelity scores at T1 reached the pre-set criteria of 95 point (**Inflated Self-Perception (T1) = 28, Impression Management (T1) = 61, Response Inconsistency (T1) = 32**). However, his/her fidelity scores during the rest of the test (T2) were all below 95 points and fell within the middle, grey areas (see below). Therefore, this PAQ report is likely to be accurate.



Percent of Responses for Each Response Alternative	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
	0.0%	19.9%	29.5%	32.1%	17.9%	0.6%

Test Start Time: 2021-10-18 11:34:13

Actual total time taken: 16minutes

Test End Time: 2021-10-18 11:50:18

of items taking > 25 seconds: 0

Candidate Summary Percentile Scores on 17 Personality Scales

Very Low 0-5, Low 6-30, Low Middle 31-49, Middle High 50-69, High 70-94, Very High 95-100

Low Score Characteristics	≤5	6-30	31-49	50-69	70-94	≥95	High Score Characteristics
Openness to Experience (14)							
1. Flexibility-Low: Rigid in approach; committed to procedures already in place		25					1. Flexibility-High: Embraces changes; accepts the challenges brought on by change
2. Creativity-Low: Trust prior experience and established process; unwilling to innovate	4						2. Creativity-High: Creative in addressing work related problems; routinely finds several new methods
3. Analytic Approach-Low: Having little patience for data collection and analysis		21					3. Analytic Approach-High: Adept at analyzing problems and finding root causes
Conscientiousness (15)							
4. Achievement-Low: Having little ambition in advancing career and moving ahead		6					4. Achievement-High: Regularly seeks opportunities to advance career and move ahead
5. Initiative-Low: Tends to wait for orders or direction before starting projects or work	5						5. Initiative-High: Tends to have a bias for action and avoids procrastination and inaction
6. Persistence-Low: Tends to abandon a course of action when confronted with setbacks		26					6. Persistence-High: Tends to persevere through work projects; continually work to overcome obstacles
7. Thoroughness-Low: Not detail-oriented; tends to make small, careless mistakes				53			7. Thoroughness-High: Likely to consistently check their own work and that of others for errors
8. Dependability-Low: Tends to allow external factors to interfere honoring work commitments		17					8. Dependability-High: dependable in honoring work commitments while modeling organizational norms
9. Planning & Organizing-Low: Tends to take a casual or spontaneous approach		6					9. Planning & Organizing-High: Likely prioritizes activities to follow a logical plan when completing job tasks
Extroversion (33)							
10. Personal Energy-Low: Often struggles to keep energy level up to deal with day-to-day demands.		9					10. Personal Energy-High: If needed, is able to draw on reserve energy to meet changing work priorities
11. Socially Open-Low: Socially shy at times and can miss opportunities to expand network.				59			11. Socially Open-High: Likely is an effective networker and appreciates that work is a social activity
12. Influencing-Low: Likely to not often be interested or has much desire to influence others			42				12. Influencing-High: Likely to have the interest and desire to convince others, to persuade, to shape opinions
Agreeableness (50)							
13. Cooperation & Teamwork-Low: Tends to be more interested in their own contributions and issues.				54			13. Cooperation & Teamwork-High: Tends to work well in a team environment, is collaborate
14. Empathetic-Low: Tends not to spend time or attention to deal with others feelings or concerns.				66			14. Empathetic-High: Tends to be a good and active listener; able to console and help those in need
15. Polite & Tactful-Low: Tends to be direct in communication, not sensitive to how it is communicated		30					15. Polite & Tactful-High: Tends to be sensitive to the manner, timing, context, & content for communications.
Emotional Stability (43)							
16. Managing Stress-Low: Tends to be distracted by unproductive stress at work				55			16. Managing Stress-High: Tends to be adept at effectively dealing with stressful situations at work.
17. Self-Confidence-Low: Tends to feel self-doubt or insecurity. May discount their accomplishments.			31				17. Self-Confidence-High: Tends to communicate and act in a self-confident manner.



talent
assessments
international