

# Engagement Report for Adam Smith

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## Overview

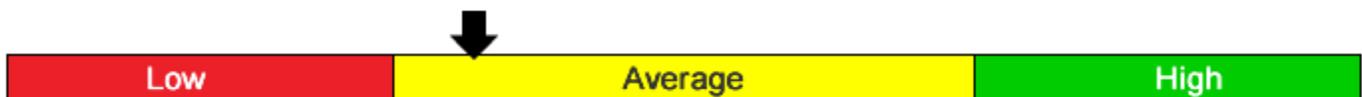
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Adam's responses to the assessment questions indicate that Adam's engagement on the previous job with the work itself was average, and engagement with the prior employer was low. This pattern of responses suggests an adequate job fit between Adam and the work involved but a very poor one with the prior employer. Given Adam's satisfactory attitudes about the job, it is quite possible that Adam could be an adequate resource on a new position if the new employer can provide a better fit with the expectations about an employer. Thus it is critical to determine what these expectations are and if it is possible for them to be met on this new job. It is quite possible that Adam could be a satisfactory employee on this job if there continues to be an adequate job fit.

## Job Engagement

( **Average** )

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### Summary:

"Adam's responses to the assessment questions indicate an AVERAGE level of engagement with the work involved in doing the previous job. Adam reports average level of job satisfaction, some pride in doing the previous job, and occasionally was able to maximize efforts in doing the job. Adam's average level of job engagement indicates a reasonable fit with that previous job and a average degree of commitment to working. To determine how well Adam would fit with the present job opening, the following questions should be asked:

### Question 1:

Adam, tell me about your last job. What did you like about doing this job? Were there elements that you sometimes found frustrating? And how did you handle such frustrations?

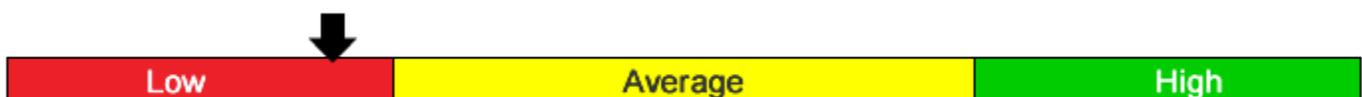
### Question 2:

Adam, tell me about the kinds of jobs that you have found less than satisfying. Did you ever hold such a job? What caused you to leave that job?

## Employer Engagement

( **low** )

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### Summary:

Adam's responses to the assessment questions indicate a LOW level of engagement with the prior employer. Adam reports having little or no pride in working for this prior company, lacking concern about its future success, and having low confidence in the company's management. If this low level of employer engagement persists on Adam's next job, it is unlikely that Adam will become a valued and productive employee. This lack of engagement with the prior employer may be a function of weak management, lack of a clear organizational strategy, or a variety of other valid reasons. Thus, understanding the underlying reasons for Adam's negative attitudes toward the former employer is crucial. To investigate this matter, the following questions should be asked:

**Question 1:**

Adam, tell me about your previous boss and the company for which you worked. What did you dislike about how they went about doing business and how they treated their employees?

**Question 2:**

Adam, what specifically did they do that made you feel negative about this company? Were there also things that you liked about the way the company operated?

**Note:** *This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.*

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