

Interpreting the Score Report

Workplace Alignment Assessment (WAA)

Workplace Alignment Assessment

- The **Workplace Alignment Assessment (WAA)** measures the degree of alignment between a candidate's work-related preferences and the environment provided by the organization.
- Candidates are more likely to feel committed to their employer and put in extra effort at work when their most valued needs and preferences are emphasized by the organization.
- To complete the assessment, someone from your organization with a good knowledge of the position you're recruiting for will complete a Work Factors profile.
- The candidate then ranks 20 work factors in order of their importance to them, Their responses are compared to the Work Factors profile and our global norming group to determine the degree of match.

In my ideal job it is important that...

1. I could work alone
Least important Little importance **Somewhat important** Very important Most important
2. I could try out my own ideas
Least important Little importance Somewhat important **Very important** Most important
3. I could plan my work with little supervision
Least important **Little importance** Somewhat important Very important Most important
4. I make use of my ability
Least important Little importance Somewhat important Very important **Most important**
5. The work could give me a feeling of accomplishment
Least important Little importance Somewhat important **Very important** Most important

Your selections: Filter ▾

0/4 Least 1/4 Little 1/4 Somewhat 2/4 Very 1/4 Most

Sample of the candidate experience for the WAA

Candidate Information and Results Summary

1 Lisa Sample

Position: Sample Test Portfolio

Test Date: Oct 12, 2021

3 Test Event ID: ABC-1def-gH23-jK4mN | Test Ver: 2.0



PERSONALITY TEST

Workplace Alignment Assessment

This assessment measures the degree of alignment between a candidate's work-related preferences and the environment provided by the organization. Candidates are more likely to be committed to their employer and put in extra effort during their time at work when their most valued needs and preferences are emphasized by the organization.

Results Summary

2 62nd Percentile

Average

1. The top of the first page of every **WAA** score report displays the candidate's information, including the candidate's name, position applied for, the date the candidate took the assessment, and the Test Event ID.
2. In the Results Summary box, you can see the percentile match for this candidate, compared to our global norming group. In this example, the candidate scored in the 62nd percentile, indicating that they are well aligned with the organization.
3. The Test Event ID is given to candidates at the beginning of their assessment and is used if they encounter any issues during the test. They simply return to <http://ondemandassessment.com>, enter their Event ID, and then they can continue their assessment from where they left off.

Results Explanation

1. In the **Results Summary** section, you'll see the match score plotted on a scale ranging from Far Below Average to Far Above Average.

We arrive at the score by comparing the candidate's work preferences with the organizational work factors profile, then comparing the results with our global norming group.

The dynamic text below describes the kinds of behaviors the candidate is likely to display at work, based on their match score.

2. In the **Results Details** section, you'll see a list of the work factors that this candidate has rated as most important to them in their ideal workplace. This enables you to see at a glance what this particular candidate values most in terms of their ideal employer.

Lisa Sample
Position: Sample Test Portfolio
Test Date: Oct 12, 2021
Test Event ID: ABC-1def-gh23-jk4mN | Test Ver: 2.0

Criteria
Score Report

PERSONALITY TEST
Workplace Alignment Assessment

Results Summary
62nd Percentile
Average

This assessment measures the degree of alignment between a candidate's work-related preferences and the environment provided by the organization. Candidates are more likely to be committed to their employer and put in extra effort during their time at work when their most valued needs and preferences are emphasized by the organization.

1

Results Summary

Far Below Average | Below Average | Average | Above Average | Far Above Average

Selected Score Range | Sample Score Range | Overall Percentile: 50-100 | In Range

Lisa's overall Workplace Alignment score was higher than 62% of other people who have completed this assessment previously, which indicates that they are likely to:

- Feel a sense of alignment between what's important to them in their ideal job and what's provided by the organization
- Experience a sense of commitment to the organization
- Generally go above and beyond role requirements to benefit the organization
- Generally feel satisfied with the working environment

2

Results Details

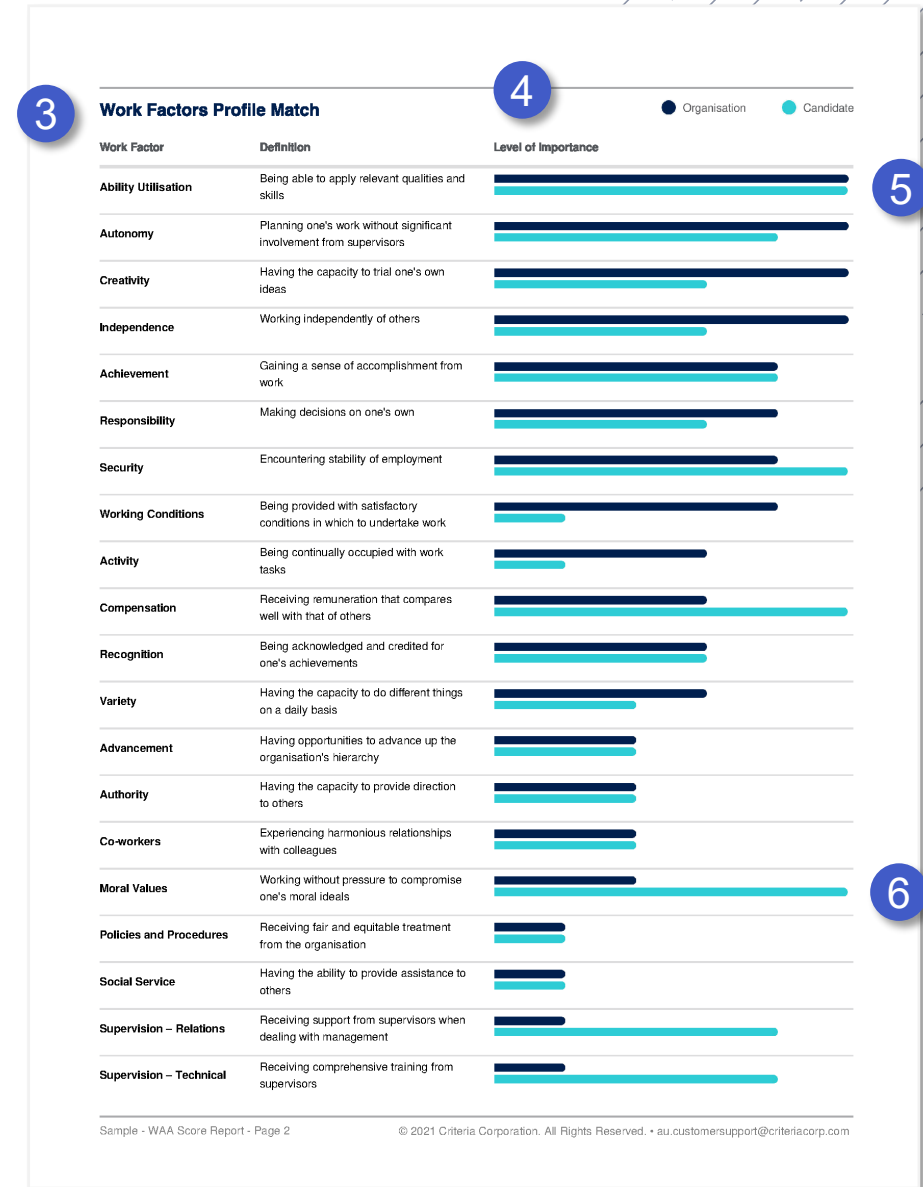
Of the 20 Work Factors Lisa was asked to rank, the top four were:

- Ability Utilization: Being able to apply relevant qualities and skills
- Moral Values: Working without pressure to compromise one's moral ideals
- Compensation: Receiving remuneration that compares well with that of others
- Security: Encountering stability of employment

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Results Explanation

3. The **Work Factors Profile Match** section includes a detailed breakdown of the degree of match or alignment across each of the 20 work factors measured in the WAA. The work factors are ranked in order of what is important in the organization.
4. The level of importance for each work factor is represented by the length of the bar, with the candidate's work preferences indicated in light blue and the organization's in dark blue.
5. If the bars are **similar in length**, this indicates a that there is a high match between the candidate's related preferences and the environment provided by the organization.
6. If the bars are **different in length**, this indicates a low match between the candidate's related preferences and the environment provided by the organization.



General Guide for Interpreting Percentile Match

The table below describes the meaning of the overall percentile match.

PEOPLE WHO SCORE IN THE BOTTOM RANGE:	PEOPLE WHO SCORE IN THE MIDDLE RANGE:	PEOPLE WHO SCORE IN THE TOP RANGE:
Feel there is misalignment between what's important to them in their ideal job and what's provided by the organization	Feel a sense of alignment between what's important to them in their ideal job and what's provided by the organization	Feel a strong sense of alignment between what's important to them in their ideal job and what's provided by the organization
Make few contributions to the organization over and above role requirements	Generally go above and beyond role requirements to benefit the organization	Frequently go above and beyond role requirements to benefit the organization
Feel less committed to the organization than most others	Experience a sense of commitment to the organization	Experience a strong sense of commitment to the organization
Feel less satisfied with the working environment than most others	Generally feel satisfied with the working environment	Feel satisfied with the working environment
BELOW AVERAGE (0-25%)	AVERAGE (26-74%)	ABOVE AVERAGE (75-100%)

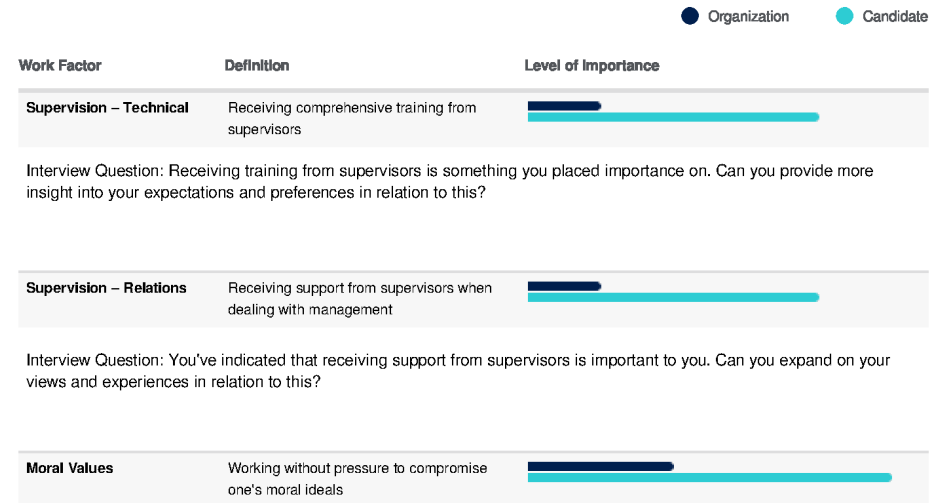
Interview Questions

- The last page of the **WAA** score report provides some suggested interview questions to help the hiring manager gain further insight into the candidate's match with the organization.
- These questions are based on the top three work factors that have the highest level of potential misalignment between the candidate's work preferences and the work factors emphasized by your organization.

Interview Questions

When comparing Lisa's work factors with the organization's work factors, the largest gap in the work factors is shown below. If there are significant gaps between the candidate's and organization's work factors profiles, then interview questions intended to help explore those gaps will be provided below.

If Lisa proceeds to the interview stage, you may choose to further investigate their response in these areas:



Interview Question: Receiving training from supervisors is something you placed importance on. Can you provide more insight into your expectations and preferences in relation to this?

Interview Question: You've indicated that receiving support from supervisors is important to you. Can you expand on your views and experiences in relation to this?

Interview Question: Maintaining your moral values at work is something you placed importance on. Can you provide more information on your views in relation to this?

For Further Information

If you have any questions or would like more detailed information regarding a particular score report, please contact your Customer Success Manager. Their contact information is available in the lower left corner of your account in Criteria's platform, but you can also reach out to the general support line at (877) 909-8378, or support@criteriacorp.com.

