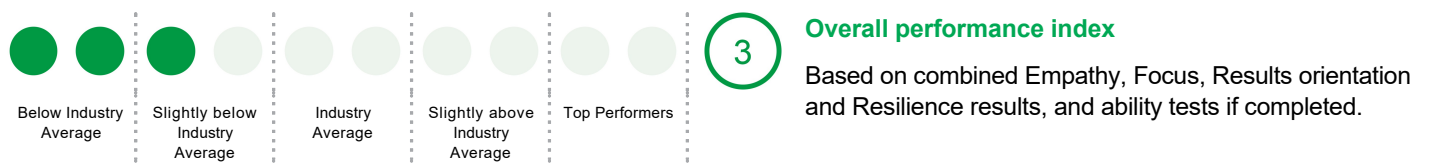# TOP PERFORMER REPORT

In order to find your top talent, you have to compare your candidates to the best in class. Results on our assessments are compared to a large norm group of recruitment industry professionals and hand-picked top performers.

The industry-specific assessment compares Mikel to how experienced industry professionals perform everyday tasks and challenges. It focuses on the core dimensions - empathy, focus, result orientation and resilience – and abilities that Criterion have found to be the most universally defining amongst the industry's top performers.
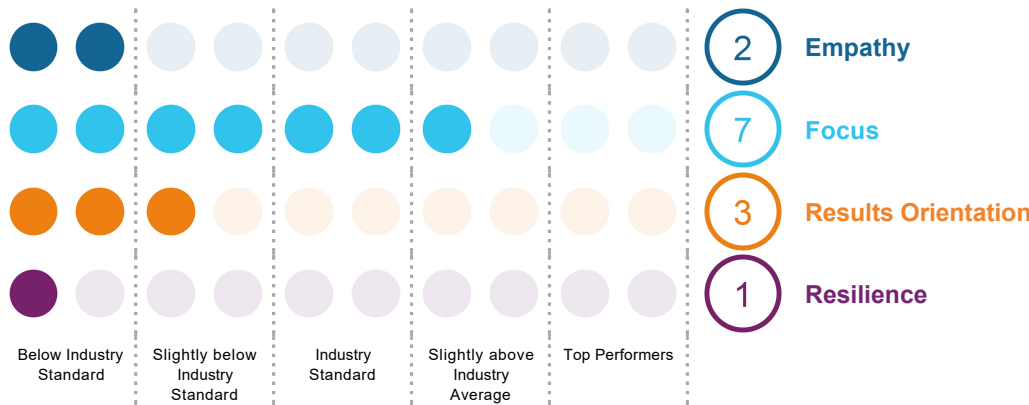
Top Performer Index for Mikel Moore

Below Industry Average	Slightly below Industry Average	Industry Average	Slightly above Industry Average	Top Performers

3 Overall performance index

Based on combined Empathy, Focus, Results orientation and Resilience results, and ability tests if completed.

Mikel's performance on these assessments is slightly below the industry average, scoring within the 20% of industry professionals just below the average range. This indicates that he may be slightly less likely than most to perform well in the role and may be slightly less effective at dealing with the tasks and challenges that come with it. Mikel's score indicates he might need slightly more management and guidance than most in order to become a top performer.

Detailed Results

This detailed breakdown of the four dimensions offers more insight into Mikel's style of working in the recruitment industry.

2 Empathy				
7 Focus				
3 Results Orientation				
1 Resilience				

Below Industry Standard	Slightly below Industry Standard	Industry Standard	Slightly above Industry Average	Top Performers

Please find instructions on how to use and interpret this report, and how the assessment works **here**. For more information about the report or other tools please contact us **here**.

ASSESSMENT RESULTS BREAKDOWN

Detailed assessment results

2 Recruitment Scenario Assessment: Recruiter

3 Recruitment Industry Numerical Assessment

3 Recruitment Industry Verbal Assessment
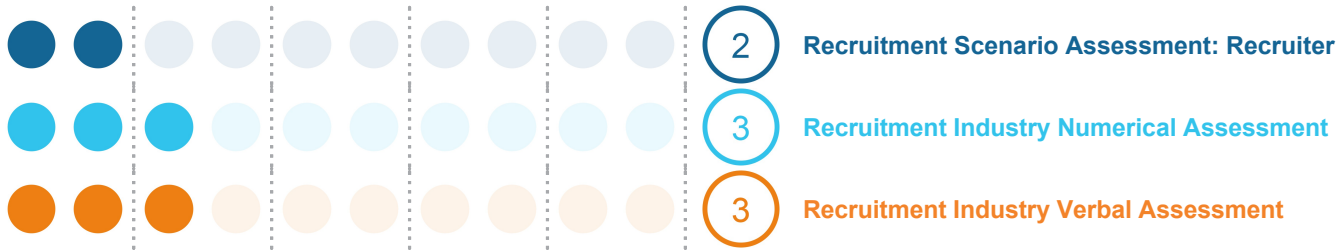
Recruitment Industry Scenario Assessment

Taken together, Mikel's responses to the scenarios presented in the Recruitment Scenario Assessment indicate that his performance was well below average, scoring in the bottom 10% of candidates in the comparison group. This suggests that his overall situational judgement ability and approach is poor in terms of how effectively he will respond to the range of the demands of the Recruiter role. He will be very unlikely to evaluate situations and perform problem-solving appropriately; his judgement style and ability are likely to be inappropriate responses to most situations in a recruitment context.

Recruitment Industry Numerical Assessment

Mikel's score on the Recruitment Industry Numerical Assessment was below average, scoring in the bottom 16% of the comparison group. This score suggests that Mikel would deal ineffectively with the demands of the role that require numerical reasoning; such as understanding and manipulating numerical information, working with financial data or performing cost calculations.

The time limit for this test is 10 minutes and Mikel took 0 minutes 11 seconds. The average completion time for this test is 10 minutes and 98% of candidates attempt all the questions within the time limit. Please note that this completion time is not an indication of ability.

Recruitment Industry Verbal Assessment

Mikel's score on the Recruitment Industry Verbal Assessment was below average, scoring in the bottom 16% of the comparison group. This score suggests that Mikel would deal ineffectively with the demands of the role that require verbal reasoning; for example analysing and making judgements about complex written material in documents such as reports, proposals, letters and emails.

The time limit for this test is 5 minutes and Mikel took 0 minutes 43 seconds. The average completion time for this test is 5 minutes and 98% of candidates attempt all the questions within the time limit. Please note that this completion time is not an indication of ability.