



JobFit™ screen

# Quick Reference

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## Can Do

The **Can Do** score has three levels of measurement; Low, Moderate, and High. A **Can Do** Matrix is shown in the report to help the Hiring Manager gauge whether the candidate has the ability to be successful in the job for which they are applying.

Definitions	
A measure of a person's verbal & numerical reasoning ability.	
<b>Low</b>	<b>High</b>
Hands-on and Repetition learning	Quick to learn, capacity to adapt

## Will Do

The Will Do score is the sum of three individual personality scores. It's defined as the tendency to foster a "will do" approach to the job. Its main purpose is to provide a quick total score for screening applicants. It's recommended that users determine the required Will Do score each position.

The personality scales that comprise the Will Do score are listed below. The maximum score for each scale is 18.

### Positive Outlook

Definition	
Measure of one's optimism toward people and outcomes.	
<b>Low</b>	<b>High</b>
Skeptical or critical of others	Trusting and optimistic

### People Relations

Definition	
Measure of one's preference in working and socialising with people.	
<b>Low</b>	<b>High</b>
Avoids small-talk, reserved	Outgoing, people oriented

## Productivity

Definition	
Measure of one's stamina, endurance, and a capacity for a fast pace.	
<b>Low</b>	<b>High</b>
Patient, single task focus	Self-starter and multitasker

## Conscientiousness

Conscientiousness measures an individual's tendency to work and treat others with honesty and integrity, and to adhere to the rules and policies of the workplace. Scores of Moderate and High are recommended as honesty and integrity are extremely important while on the job, however, the ultimate decision regarding which scores are acceptable is the responsibility of the user.

## Exaggeration

Exaggeration primarily shows how candid the candidate was while taking the assessment. A score of High raises the concern that the results may have been distorted and may not be truly representative of the candidate.