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# Maintenance Employee Manufacturing Industry

**Name** John Sample

**Date of Testing** 09/14/2007

**Organization** Pearson Sample Corporation

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## Introduction

This report provides information about a candidate's potential fit for the position of maintenance employee within the manufacturing industry. Maintenance employees who work in the manufacturing industry typically perform the following activities:

- Conduct preventive maintenance inspections on equipment
- Inspect or test damaged equipment parts
- Monitor and repair equipment
- Maintain accurate records of maintenance and repair
- Ensure that maintenance schedules are consistently followed

This report includes information on the candidate's potential to perform these types of activities, based on an assessment of the candidate in two key areas:

- Mechanical Aptitude – the ability to understand and apply mechanical principles
- Work Style Compatibility – the match between work behaviors and job requirements

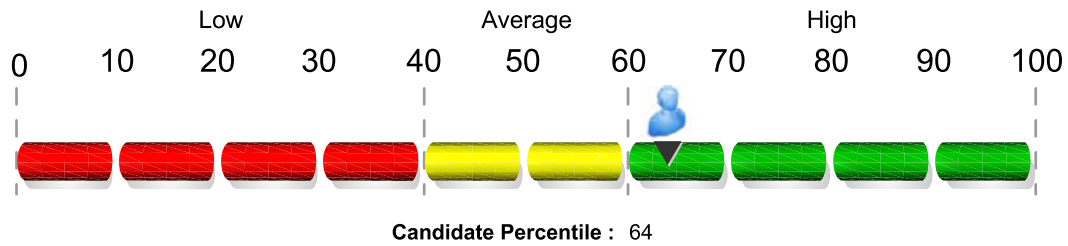
Research by the Department of Labor has found that mechanical aptitude and the work styles measured in this assessment are important for successful performance as a maintenance employee. Maintenance employees with a high level of mechanical aptitude are able to quickly learn and effectively apply mechanical principles on the job, resulting in higher productivity. Similarly, maintenance employees with certain work styles (e.g., dependability, attention to detail, self-control) are able to meet the demands and expectations of the role.

For more information on use of this report for employee selection, please consult the [User's Guide for TalentLens: Maintenance Employee](#).



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## Overall Fit



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## Score Interpretation

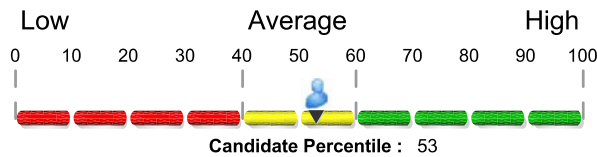
The overall fit score is based on a combination of mechanical aptitude and work styles that are critical for a maintenance employee within the manufacturing industry.

This candidate's overall fit score is in the high (green) range. Based on this score, it is likely that the candidate is a good fit for a maintenance employee position within the manufacturing industry.

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## Mechanical Aptitude

Is likely to struggle with tasks that require mechanical aptitude



Is likely to excel in tasks that require mechanical aptitude

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### Score Interpretation

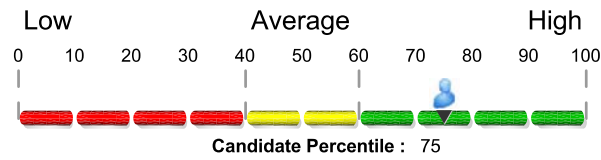
This candidate's score was higher than or equal to 53% of the scores in a sample of maintenance employees. This individual is likely to adequately perform tasks that require an understanding of the principles of physical forces and mechanical elements in practical situations. Specifically, this individual is likely to:

- Possess at least a basic understanding of physical principles and laws and their application
- Possess a level of mechanical aptitude that will allow for proficiency in relatively simple or basic mechanical roles or functions
- Have a need to be supervised on projects involving relatively complex machinery or equipment
- Learn new or unfamiliar mechanical concepts in a generally reasonable amount of time

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## Work Style Compatibility

Low compatibility with the work styles required for success as a maintenance employee within the manufacturing industry



High compatibility with the work styles required for success as a maintenance employee within the manufacturing industry

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## Score Interpretation

This candidate obtained a Work Style Compatibility percentile score of 75. This score indicates that the candidate is a good fit based on the work styles required for successful performance as a maintenance employee within the manufacturing industry.

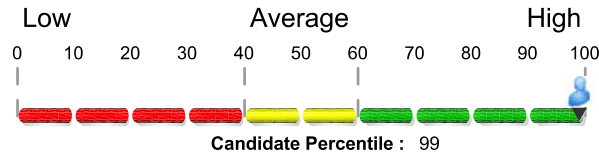
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# Work Styles

## Achievement Orientation

### Initiative

Is likely to have little interest in volunteering for or taking on new work responsibilities or challenges



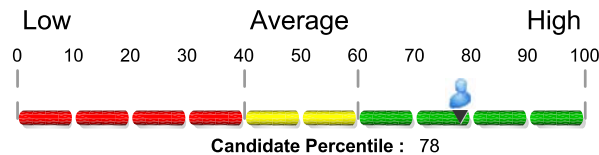
Enjoys taking on new or additional work responsibilities and challenges

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## Adjustment

### Self-Control

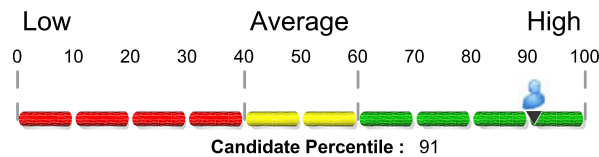
May not maintain composure as consistently as peers; may be prone toward open displays of emotion



Is likely to maintain composure and control anger, even in very difficult situations

### Stress Tolerance

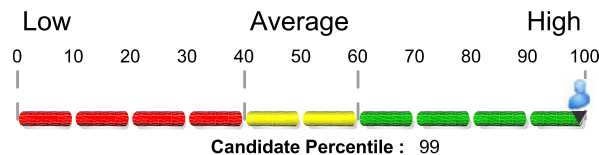
May have little tolerance for criticism, or for stress imposed by other people or circumstances



Is likely to accept criticism well and remain calm even when facing high pressure or stress imposed by other people or circumstances

### Adaptability/Flexibility

Is unlikely to enjoy or look forward to change or variety in the workplace



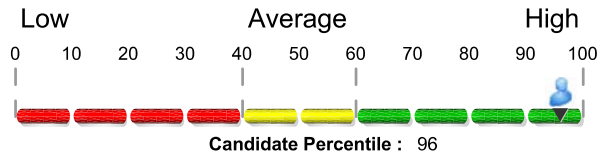
Enjoys and looks forward to change and variety in the workplace

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## Conscientiousness

### Dependability

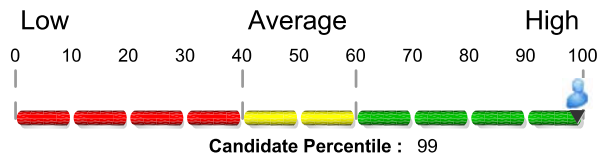
May be casual about or inconsistent in fulfilling job and work obligations



Is likely to consistently fulfill job and work obligations

### Attention to Detail

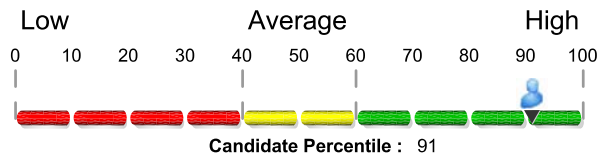
Is likely to prefer tasks and issues requiring a more global focus to those requiring high attention to detail



Enjoys and is likely to excel at tasks requiring a strong focus on detail and a need for thoroughness

### Integrity/Dutifulness

Is unlikely to demonstrate strict adherence to rules and regulations across situations



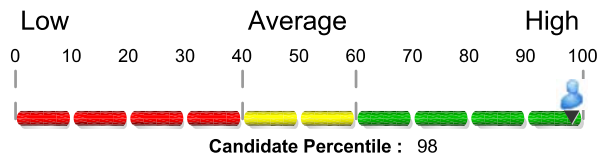
Is likely to demonstrate strict adherence to rules and regulations and to do things "by the book"

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## Practical Intelligence

### Analytical Thinking

May not enjoy analyzing complex issues in depth and may miss opportunities to use logic to resolve work-related issues or problems



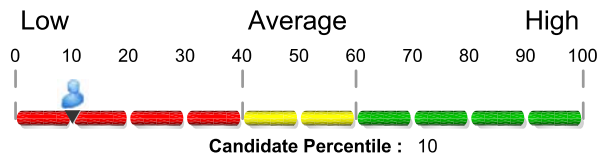
Enjoys analyzing complex issues in depth and using logic to resolve work-related issues and problems

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## Interpersonal Orientation

### Cooperation

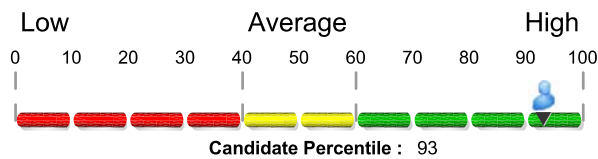
May not be consistently pleasant, good-natured, or cooperative



Is likely to consistently demonstrate a pleasant, good-natured, and cooperative attitude with others on the job

### Concern for Others

May miss opportunities to demonstrate sensitivity, caring, and support for others on the job



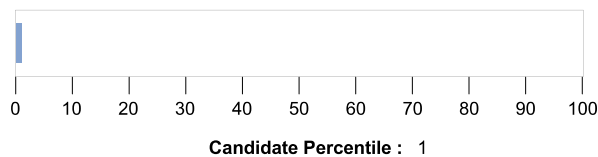
Is highly sensitive to the needs and feelings of others and highly supportive; very high scores may hesitate to deliver tough messages

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## Unlikely Virtues

### Unlikely Virtues

Acknowledged self-limitations in responses to questions; not concerned about making a positive impression



Minimized self-limitations in responses to questions; appears concerned about making a positive impression

**Note.** The Work Style scores should be interpreted with caution if the Unlikely Virtues percentile score is higher than or equal to 95.