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# Accountant and Auditor

**Name** John Sample

**Date of Testing** 11/21/2007

**Organization** Pearson Sample Corporation

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## Introduction

This report provides information about a candidate's potential fit for the position of accountant or auditor. Accountants and auditors typically perform the following activities:

- Develop and implement recordkeeping and accounting systems that conform to laws, regulations, and industry standards
- Collect, analyze, and verify financial data
- Prepare financial reports (e.g., tax returns)
- Communicate with management about budget, regulatory, and other financial issues
- Provide financial expertise and advice to internal and/or external customers

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:

- Critical Thinking – decision making, sound reasoning, and logic
- Work Style Compatibility – the match between work behaviors and job requirements

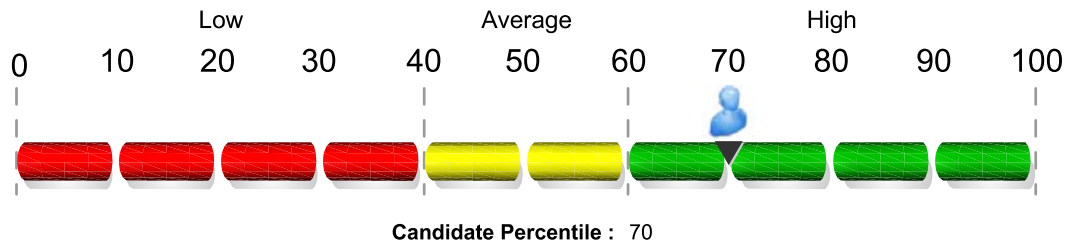
Research by the Department of Labor has found that critical thinking ability and the work styles measured in this assessment are important for successful performance as an accountant and auditor. Accountants and auditors with a high level of critical thinking ability are able to accurately evaluate situations and make logical decisions when faced with complex or ambiguous information. Similarly, accountants and auditors with certain work styles (e.g., analytical thinking, attention to detail, dependability) are better 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: Accountant and Auditor](#).



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## Overall Fit



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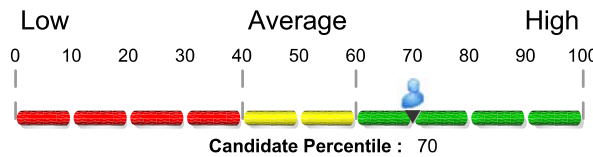
## Score Interpretation

The overall fit score is based on a combination of critical thinking ability and work styles that are critical for an accountant or auditor.

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 an accountant or auditor position.

# Critical Thinking

Is likely to struggle with tasks that require critical thinking skills



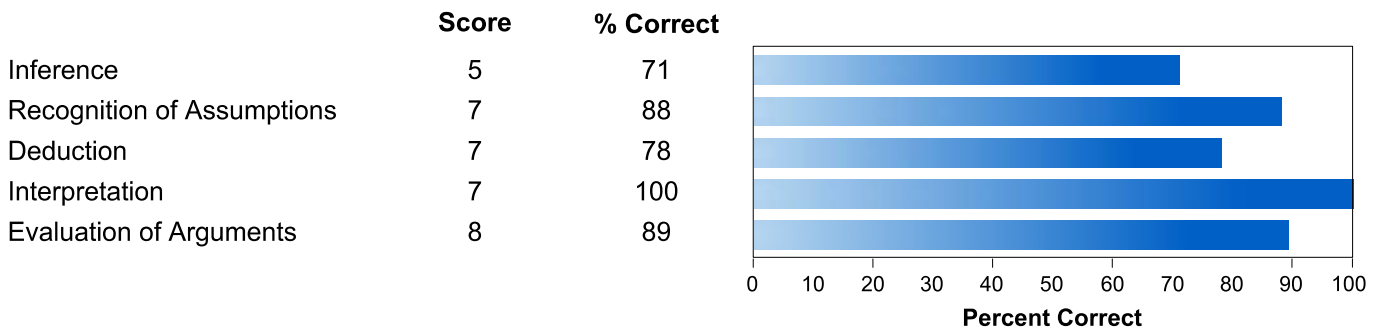
Is likely to excel in tasks that require critical thinking skills

## Score Interpretation

This candidate's score was higher than or equal to 70% of the scores in a sample group of accountants and auditors. This individual is likely to excel with the type of critical thinking involved in complex analysis and decision making. Specifically, relative to other accountants and auditors, this individual is likely to:

- Define complex problems and situations clearly and objectively
- Readily identify subtle and obvious information needed to enhance decision-making or problem-solving effectiveness
- Apply sound logic and reasoning when analyzing information
- Consistently draw accurate conclusions from information
- Develop strong arguments for the support of ideas

## Critical Thinking Subscales

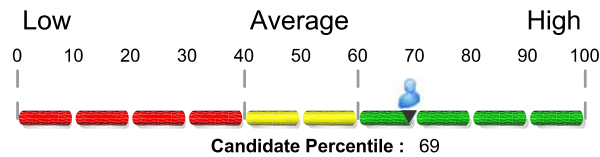


The graph above provides a profile of relative strengths and weaknesses on the subscales comprising the critical thinking score. However, because each subscale contains fewer items, the subscale scores tend to be less reliable than the overall score. It is the overall critical thinking score that yields a consistent or reliable measure of critical thinking ability.

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## Work Style Compatibility

Low compatibility with the work styles required for success as an accountant or auditor



High compatibility with the work styles required for success as an accountant or auditor

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## Score Interpretation

This candidate obtained a Work Style Compatibility percentile score of 69. This score indicates that the candidate is a good fit based on the work styles required for successful performance as an accountant or auditor.

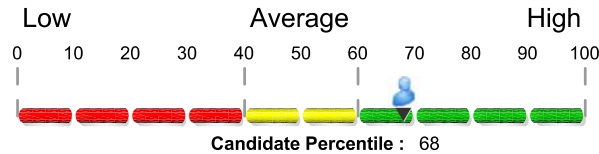
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# Work Styles

## Achievement Orientation

### Achievement/Effort

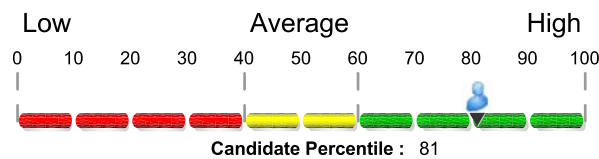
Is unlikely to set challenging work goals and may exert a low level of effort toward achievement of goals



Is likely to establish, maintain, and exert extensive effort toward achievement of challenging work goals

### Initiative

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



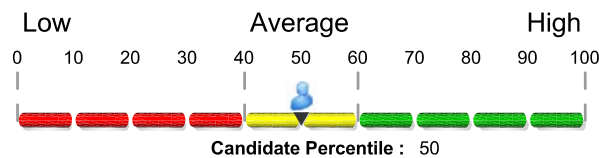
Enjoys taking on new or additional work responsibilities and challenges

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## Social Influence

### Leadership Orientation

Is likely to have little interest in taking charge or directing and leading others; may be hesitant to offer opinions



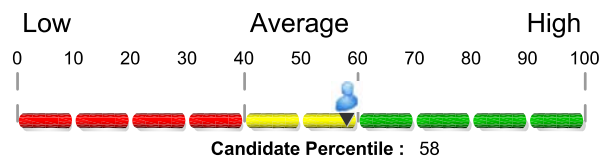
Is prone to taking charge, leading others, and offering opinions; very high scores may push others too firmly

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## Interpersonal Orientation

### Cooperation

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



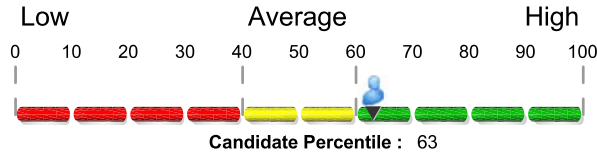
Is likely to consistently demonstrate a pleasant, good-natured, and cooperative attitude with others on the job

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## Independence

### Independence

Is likely to have to rely on others to define tasks and ways of doing things; may not deal effectively with ambiguity; may prefer working under close supervision



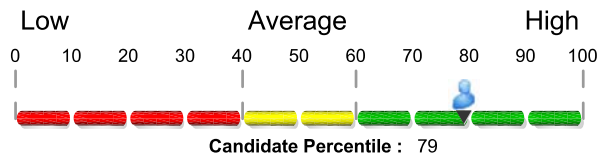
Prefers freedom to guide self with little or no supervision and develop own way of doing things; deals effectively with ambiguity; candidates with very high scores may be uncomfortable with supervision

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## Adjustment

### Self-Control

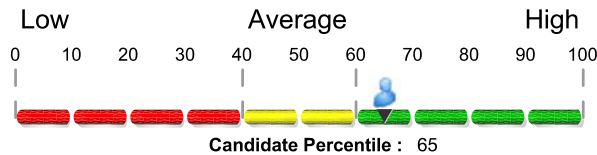
May not maintain composure as consistently as peers; may be prone toward open displays of emotion



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

### Stress Tolerance

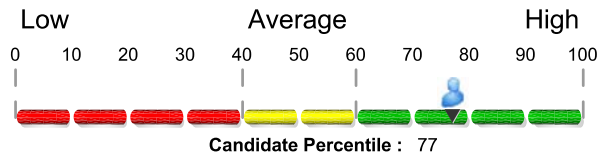
May have little tolerance for criticism or for stress imposed by other people or circumstances



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 not likely to enjoy or look forward to change or variety in the workplace



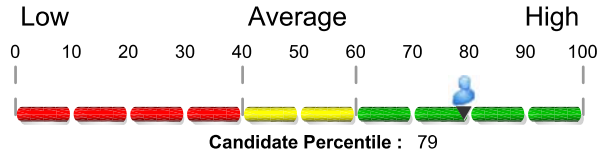
Enjoys and looks forward to change and variety in the workplace

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## Conscientiousness

### Dependability

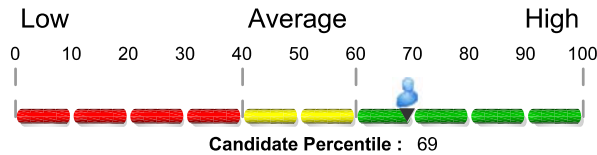
May be inconsistent or casual about fulfilling job and work obligations



Is likely to consistently fulfill job and work obligations

### Attention to Detail

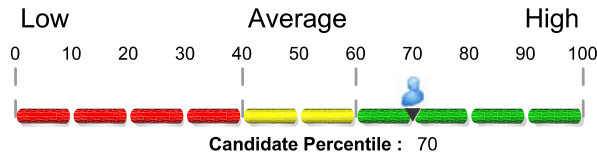
Is likely to prefer tasks and issues that require a more global focus to those that require high attention to detail



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

### Integrity/Rule-Following

Is not likely to demonstrate strict adherence to rules and regulations across situations



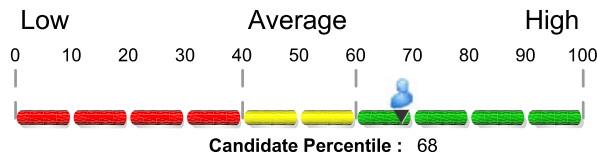
Is likely to demonstrate strict adherence to rules and regulations and to do things "by the book"

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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



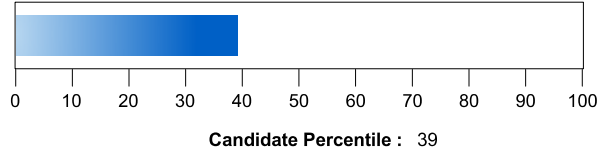
Enjoys analyzing complex issues in depth and using logic to resolve work-related issues and problems

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## Unlikely Virtues

### Unlikely Virtues

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



Minimized self-limitations in responses; 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.