Introduction

This report provides information about a candidate’s potential fit for the position of financial analyst. Financial analysts typically perform the following activities:

- Obtain, analyze, interpret, and manage financial data
- Monitor market conditions
- Stay aware of new financial products, economic trends, tax laws and regulations
- Write financial reports
- Provide customer service and financial advice to clients
- Work cross-functionally across departments to provide financial expertise and insight
- Ensure that daily deadlines are met for all deliverables

This report includes information related to 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 a financial analyst. Financial analysts 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, financial analysts with certain work styles (e.g., attention to detail, adaptability/flexibility, dependability) are better able to meet the demands and expectations of the role.

Overall Fit

Score Interpretation

The overall fit score is based on a combination of critical thinking ability and work styles that are critical for a financial analyst.

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 financial analyst position.
Critical Thinking

Is likely to struggle with tasks that require critical thinking skills

Score Interpretation

This candidate’s score was higher than or equal to 68% of the scores in a sample group of financial analysts. This individual is likely to excel with the type of critical thinking involved in complex analysis and decision making. Specifically, relative to other financial analysts, 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

<table>
<thead>
<tr>
<th>Score</th>
<th>% Correct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inference</td>
<td>4</td>
</tr>
<tr>
<td>Recognition of Assumptions</td>
<td>7</td>
</tr>
<tr>
<td>Deduction</td>
<td>9</td>
</tr>
<tr>
<td>Interpretation</td>
<td>5</td>
</tr>
<tr>
<td>Evaluation of Arguments</td>
<td>9</td>
</tr>
</tbody>
</table>

*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.*
Work Style Compatibility

Score Interpretation

This candidate obtained a Work Style Compatibility percentile score of 88. This score indicates that the candidate is a good fit based on the work styles required for successful performance as a financial analyst.
Work Styles

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

Achievement Orientation
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

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

Social Influence

Interpersonal Orientation
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
**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*

**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*
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.

![Analytical Thinking Chart]

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.

![Unlikely Virtues Chart]

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