

Engagement Report for Terry Harris

Overview

Terry's responses to the assessment questions indicate that engagement on the previous job with the work itself was quite high, but engagement with the prior employer was only average. This pattern of response suggests a very good job fit between Terry and the work involved, but a less positive one with the prior employer. Given Terry's attitudes about the previous job, it is quite likely that Terry could be a strong resource on a new job if the new employer can provide a better match with Terry's expectations of the employer. Thus it is critical to determine what these expectations are and if it is possible for them to be met on this job. It is quite possible that Terry could be a satisfactory employee on this job if there is a good job fit.

Job Engagement

(**high**)



Summary:

"Terry's responses to the assessment questions indicate a HIGH level of engagement with the work involved in doing the previous job. Terry reports high levels of job satisfaction, pride in doing the job, and found it easy to maximize efforts in doing the job. Terry's high level of job engagement indicates a very good fit with that previous job and a high degree of commitment to expending effort at work. To determine how well Terry would fit with the present job opening, the following questions should be asked:

Question 1:

Terry, tell me about your last job. What did you like about doing this job? Were there elements that you sometimes found frustrating? And how did you handle such frustrations?

Question 2:

Terry, tell me about the kinds of jobs that you have found less than satisfying. Did you ever hold such a job? What caused you to leave that job?

Employer Engagement

(**Average**)



Summary:

Terry's responses to the assessment questions indicate a AVERAGE level of engagement with the prior employer. Terry reports having some commitment to working for this prior company, demonstrating some concern about its future success, and having a degree of confidence in the company's management. If this average level of employer engagement persists on the next job, it is likely that Terry will become a satisfactory employee. This level of engagement with the prior employer may be a function of weak

management, lack of a clear organizational strategy, or a variety of other valid reasons. Thus, understanding the underlying reasons for Terry's negative attitudes toward the former employer is crucial. To investigate this matter, the following questions should be asked:

Question 1:

Terry, tell me about your previous boss and the company for which you worked. What you liked and disliked about how they went about doing business and how they treated their employees?

Question 2:

Terry, what specifically did they do that made you feel positive and other things that made you feel negative about this company? Were there also things that you liked about the way the company operated?

Note: *This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.*

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