

# Engagement Report for Neville Newton

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## Overview

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"Neville's responses to the assessment questions indicate that engagement on the previous job with the work itself and with the prior employer were average. This pattern of responses suggests a fair job fit between Neville and the work involved as well as with the prior employer. Given Neville's attitudes to both the job and the prior employer, it is quite possible that Neville was an adequate resource in the prior job. Neville can become an equally adequate employee on a new job if there is a similar good job fit and a fit between what Neville expects from an employer and what your organization can provide.

## Job Engagement ( **Average** )

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### Summary:

"Neville's responses to the assessment questions indicate an AVERAGE level of engagement with the work involved in doing the previous job. Neville reports average level of job satisfaction, some pride in doing the previous job, and occasionally was able to maximize efforts in doing the job. Neville's average level of job engagement indicates a reasonable fit with that previous job and a average degree of commitment to working. To determine how well Neville would fit with the present job opening, the following questions should be asked:

### Question 1:

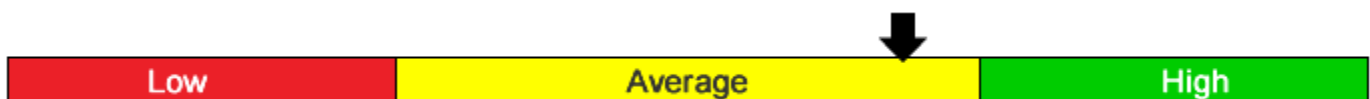
Neville, tell me about your last job. What did you like about doing this job? Were there elements that you sometimes found frustrating? And how did you handle such frustrations?

### Question 2:

Neville, 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** )

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### Summary:

Neville's responses to the assessment questions indicate a AVERAGE level of engagement with the prior employer. Neville 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 Neville 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 Neville's negative attitudes toward the former employer is crucial. To investigate this matter, the following questions should be asked:

**Question 1:**

Neville, 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:**

Neville, 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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