

Individual Report

Predictive Behavioral Assessment report for Acme Corp., providing feedback to candidates and employees.

Participant

Name	Job	Assessment taken
David Miles	Sales	February 17, 2025

Overview of your assessment report

Part 1: Motivational Analysis Profile (MAP)

Motivations

The Motivational Analysis Profile assesses 10 motivations, across three categories, that are most likely to influence an individual's behavior. Together, they represent the range of conditions necessary for someone to feel satisfied. There is no right or wrong score: the further a score deviates from the center of the scale, the more likely an individual is to demonstrate the indicated behavior.

Task Motivations	How you are motivated to approach or accomplish everyday tasks.
Relationship Motivations	How you typically prefer to interact with others.
Influence Motivations	How you most often prefer to motivate others to approach tasks that you cannot or prefer not to accomplish by yourself.

How to interpret these results

Left

Neutral

Right



Suppressed motives

Motives you tend to control or repress. Scores on the left represent needs that you have learned to avoid and might sometimes be difficult to recognize.

Neutral

Scores closest to the center are most "average" in our society.

Conscious motives

Motives of which you are aware. Scores on the right represent conscious needs.

Habits

The Self Descriptive Index assesses 12 personal habits that are common in a work setting. The scores represent the frequency or degree with which a person practices each habit. There is no right or wrong score, but a person will likely be most comfortable and productive in situations that support or require their preferred approach. If an individual is asked to work in a manner that is at the opposite end from their score, they may feel uncomfortable as they will need to stifle their natural tendencies.

How to interpret these results

Left

Situational

Right



Avoid habit or practice the opposite

Your preferred approach is to avoid that habit or practice the opposite type of behavior.

Situational

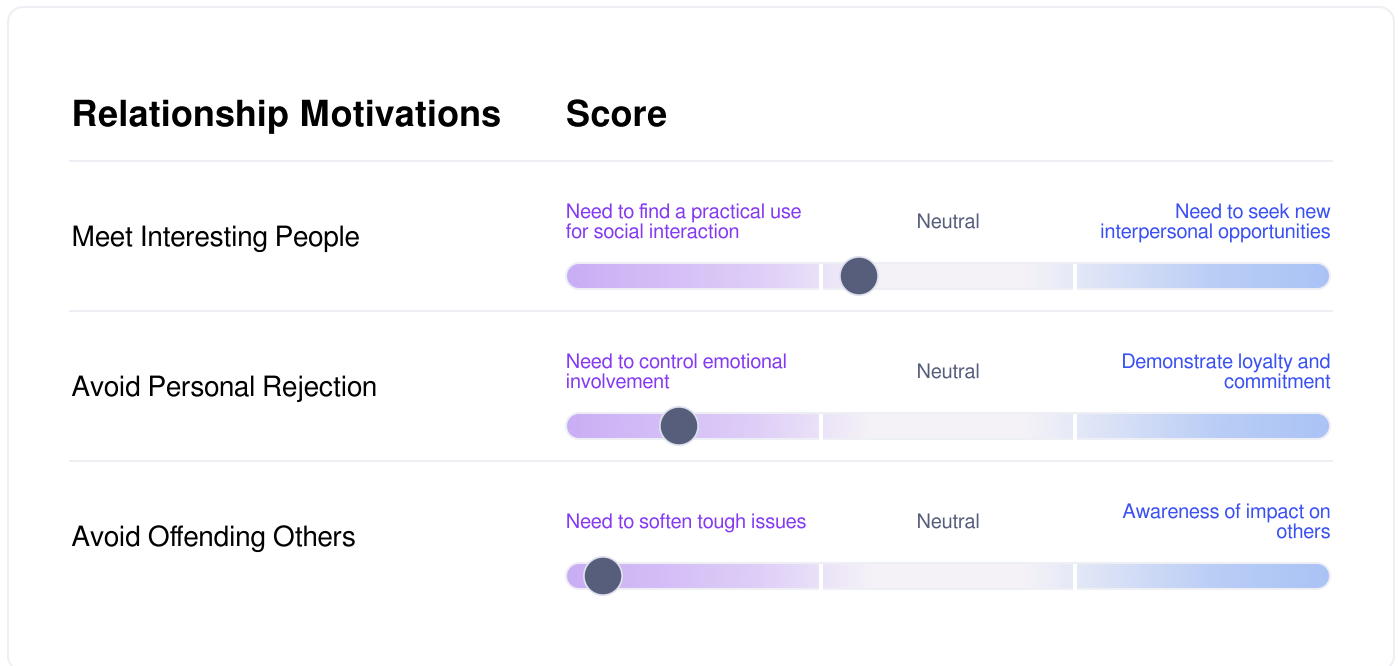
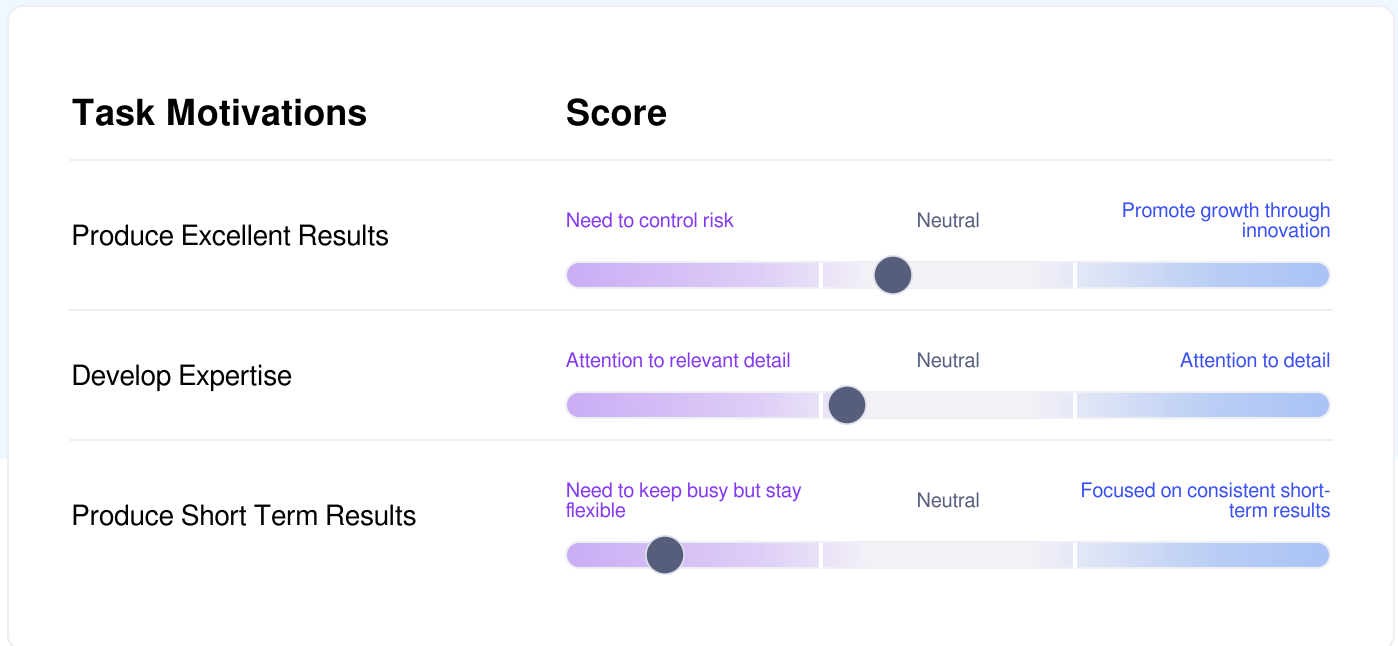
You are likely to adjust how much you practice the behavior based on the situation.

Practice the habit often

Your preferred approach can be to practice the habit often.

Motivations

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Influence Motivations

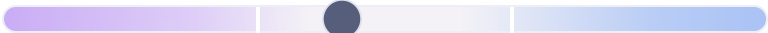
Score

Influence Others

Need to assert own decisions

Neutral

Consensus building approach to influencing others



Advise Others

Selectively advise others

Neutral

Provide proactive assistance/support

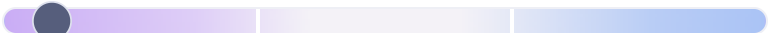


Get Recognition

Need to avoid self-promotion

Neutral

Seek recognition as a professional

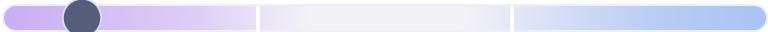


Be Visible

Need to minimize confrontation

Neutral

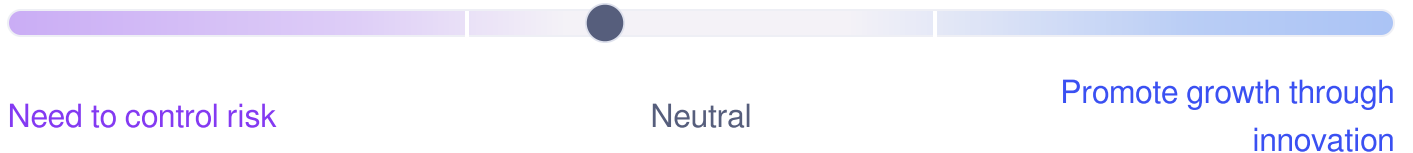
Need to maintain a high profile



Task Motivations (1/3)

Produce Excellent Results

The drive to reach new levels of achievement in building systems that produce tangible outputs; thrive on challenge to improve results.



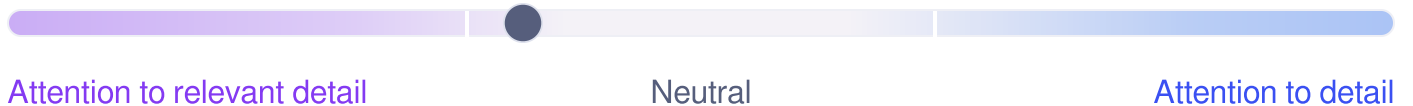
- Focus on incremental improvements to output or profitability
- Prefer to anticipate and remove obstacles before starting
- Resourceful within the confines of existing methods or procedures
- Uncomfortable risking what is 'good enough' to pursue a new idea that could fail
- Minimize and control risk in order to optimize efficiency
- Refine and maintain established systems at an effective level
- Strive for stability and focused on results

- Like unique, new and different solutions, especially if seen as a breakthrough
- Justify a growth-oriented approach in terms of future potential
- Embrace innovation and creativity in exploring new business functions or capacities
- Adopt the role of visionary and see the opportunities to be gained rather than the potential for loss
- Welcome the challenge of trying or creating a new or different approach to your objectives
- Eager to field-test a new solution or method by trial and error, making adjustments as necessary, and getting momentum started while the idea technology is still fresh and exciting

Task Motivations (2/3)

Develop Expertise

The drive to develop personal competence and effectiveness and increase personal skill levels; committed to producing quality results



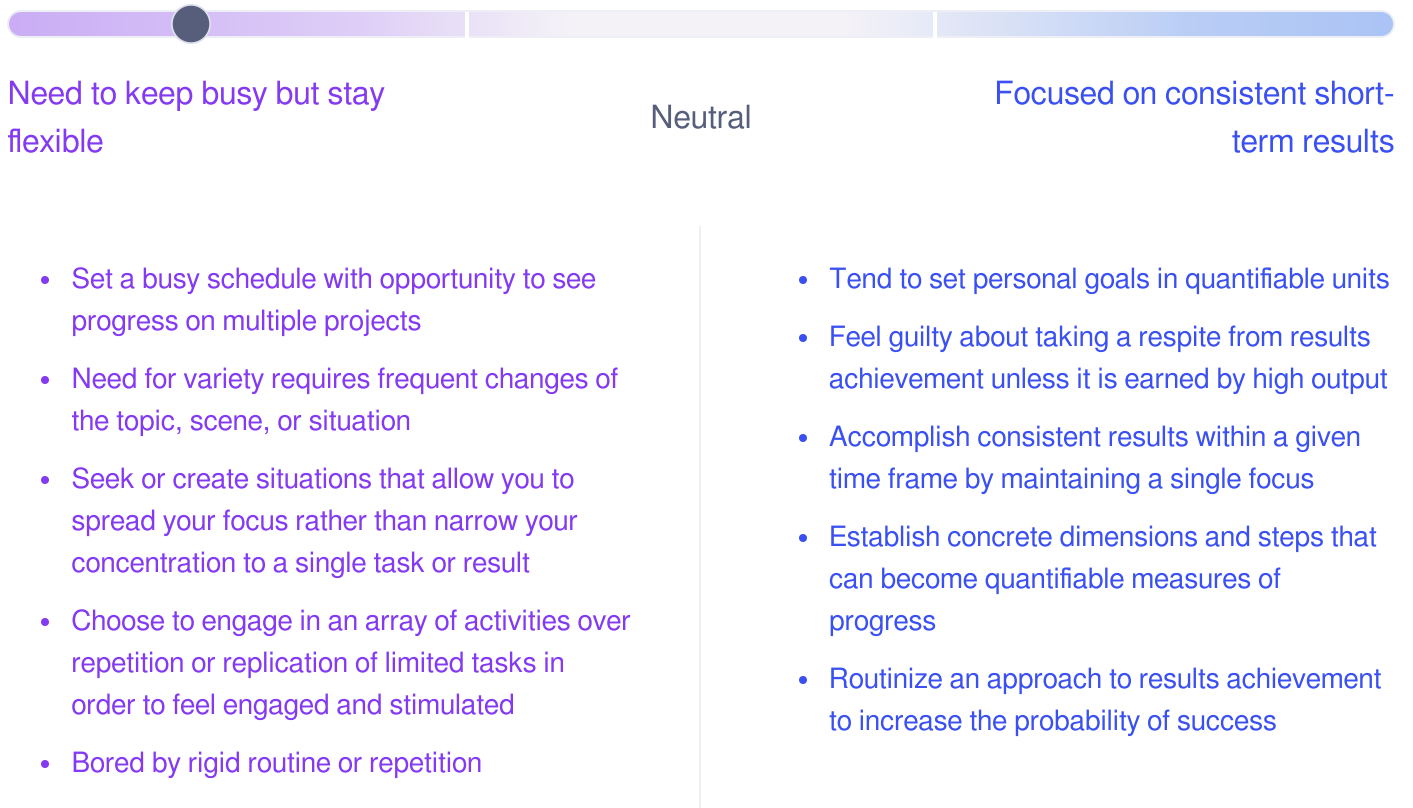
- Delegate but retain control and check outputs
- More likely to develop yourself as a generalist than a specialist and adopt a broadbrush approach to tasks in terms of qualitative standards
- Prefer to develop breadth rather than depth of expertise
- Reliable and accurate in task completion when directed to do so
- Keep organized so details fall into place
- Tend to focus on what is critical and ignore irrelevant details
- Monitor and correct those details judged key to the success of the project or task at hand

- Concentrate on making details accurate and complete
- Focus on quality and precision in your work because it is important to be accurate for its own sake
- Take pride in the depth of expertise acquired for your job
- Consistent in your detail orientation and will not permit sloppy or careless effort regardless of how a task is ranked in importance
- Unwilling to sacrifice quality for efficiency, productivity, or creativity

Task Motivations (3/3)

Produce Short Term Results

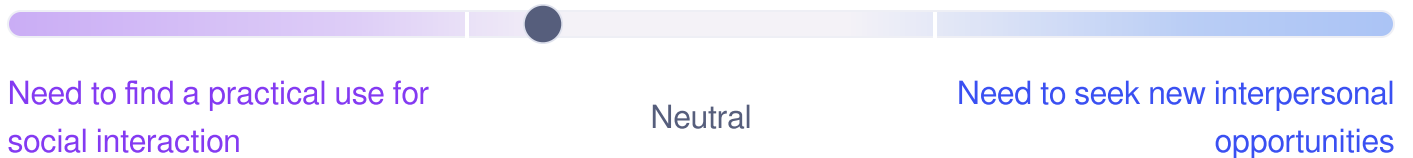
The drive to accomplish an increased volume of useful outputs; strive for quantifiable results.



Relationship Motivations (1/3)

Meet Interesting People

The drive to meet, interact with, and understand successful, unique, or accomplished people



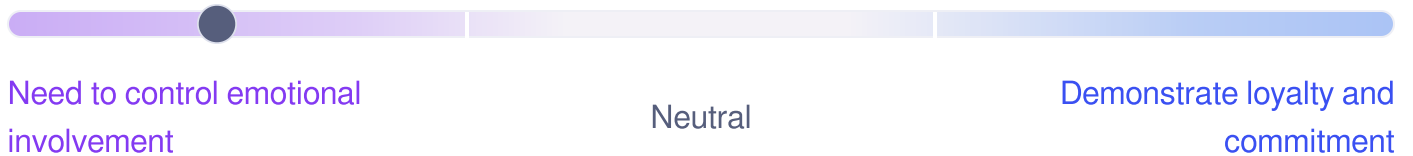
- Restrict casual socialization to those with common interests
- Prioritize social contact selectively to fulfill commitments to those individuals important to you
- Broad socialization is engaged in primarily to further a goal or obligation, e.g., skill building or business contacts
- Consciously weigh the effort invested in social contact against the benefits
- Unwilling to sacrifice time or resources on casual conversations or interactions that will not provide any value or gain

- Enjoy meeting accomplished or interesting people
- Genuinely find accomplished people interesting regardless of shared experiences or backgrounds
- Continually seek to broaden your circle of acquaintances
- Typically skilled at conversation and social skills
- Find opportunities to learn from people who have different opinions or perspectives to share

Relationship Motivations (2/3)

Avoid Personal Rejection

The drive to acquire long-term, fully trustworthy, 'loyal' relationships



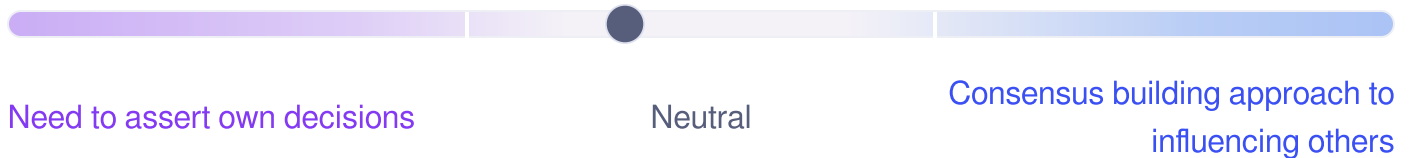
- Committed to being fair and objective when dealing with others
- Seek acceptance by the work group but may show restraint in your participation in informal activities with them at the onset
- Prefer more formal or reserved working relationships
- Favor a reactive approach to relationship building and want to ensure your commitment will be reciprocated before it is offered to others

- Admire and reward loyalty, tending to favor allegiance when it conflicts with competence
- Seek to foster loyalty and mutual support among the group and minimize internal politics
- Gain significant satisfaction from the opportunity to work with a congenial and cooperative group
- Willing to take the first step to establish trust and build strong working relationship

Influence Motivations (1/4)

Influence Others

The drive for influence and the power to accomplish greater outcomes than one could do personally



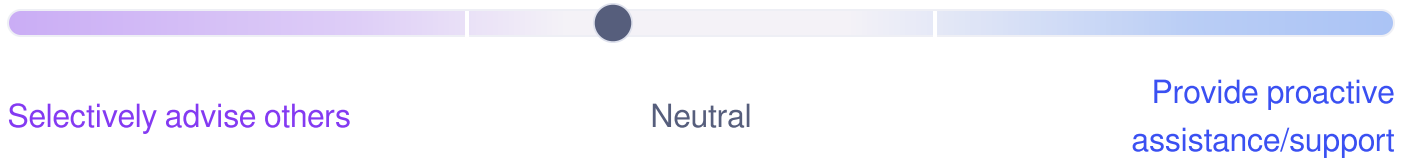
- Have a directive style when influencing a group, which works best when others are less experienced or expert
- Prefer to control decisions and will not compromise authority just to support what is most popular or comfortable
- Stand by your decision or solution rather than give in for the sake of group consensus
- Willing to work around dissenters
- Usually seen as pragmatic and practical and will exercise authority to achieve an efficient or effective outcome

- Believe you can have the greatest impact on your surroundings by embracing a democratic approach that encourages cooperation and collaboration
- Draw ideas and suggestions from all sides to be sure of buy-in to the final approach
- Willing to concede your preferred method or solution, if needed, to arrive at a consensus that works best for the group
- Have a participative style when influencing a group, which works best when all are competent
- Work to maximize team effectiveness

Influence Motivations (2/4)

Advise Others

The drive to enhance one's profession, field of endeavor, or beliefs, including the development of others to sponsor them



- Believe in promoting your profession/technology and have strong values based on personal expertise
- Avoid appearing invasive by giving advice or assistance only upon request
- Minimize time and resources spent directing advice or assistance toward unwilling or disinterested recipients
- Willing to provide relevant information directed toward other's real needs
- Enjoy helping individuals who demonstrate a need and appreciation for the information or assistance

- Seek opportunities to volunteer information, knowledge, and expertise
- Find gratification in the success of those who benefit from your assistance
- Serve as a mentor and personal coach to those needing individual guidance
- Derive satisfaction from giving encouragement and support to others
- Adjust your coaching style to accommodate novices as well as more experienced individuals
- Take pride in being a role model

Influence Motivations (4/4)

Be Visible

The drive to be included and involved and not excluded from key activity, including the need to be close to the center of ultimate decision making



Need to minimize confrontation

Neutral

Need to maintain a high profile

- Make an effort to smooth over conflict situations rather than choose a side and risk alienation or dismissal from the group that holds the power
- Solidify your place in the information loop by keeping negative feedback or controversial opinions to a minimum
- Need to objectify the differences of opinion to permit yourself to look for mutually acceptable solutions
- Prefer to downplay the importance of your position and refrain from actively defending your views or providing input that could result in an escalation of negative situations

- Seek to be included in what is happening and do not want to be left out of crucial actions or decisions
- Want to be able to provide input and be seen as part of the advisory group supporting the decision makers
- Comfortable assuming a highly visible role in the power structure of a group or organization
- Constructively and proactively approach confrontation and negotiation to address obstacles when the desired outcome is threatened

Habits

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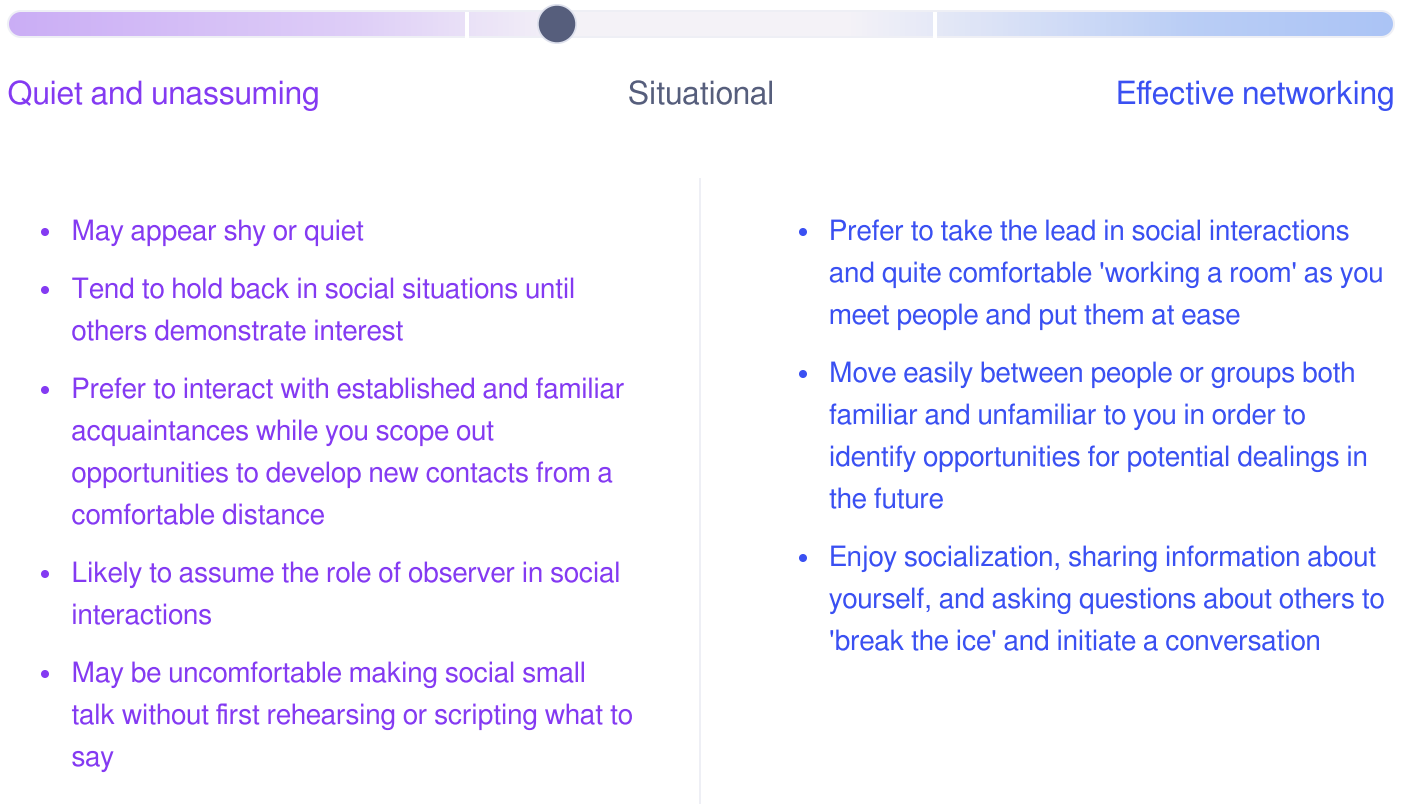
Behaviors / Characteristics Candidate Measure



Behaviors/Characteristics (1/12)

Extroversion

The habit of expressing oneself actively in an outgoing and enthusiastic manner.



Behaviors/Characteristics (2/12)

Assertiveness

The habit of actively promoting one's own point of view or direction.



Behaviors/Characteristics (3/12)

Acceptance

The habit of tolerating different and conflicting needs or habits of others



Behaviors/Characteristics (5/12)

Stress Tolerance

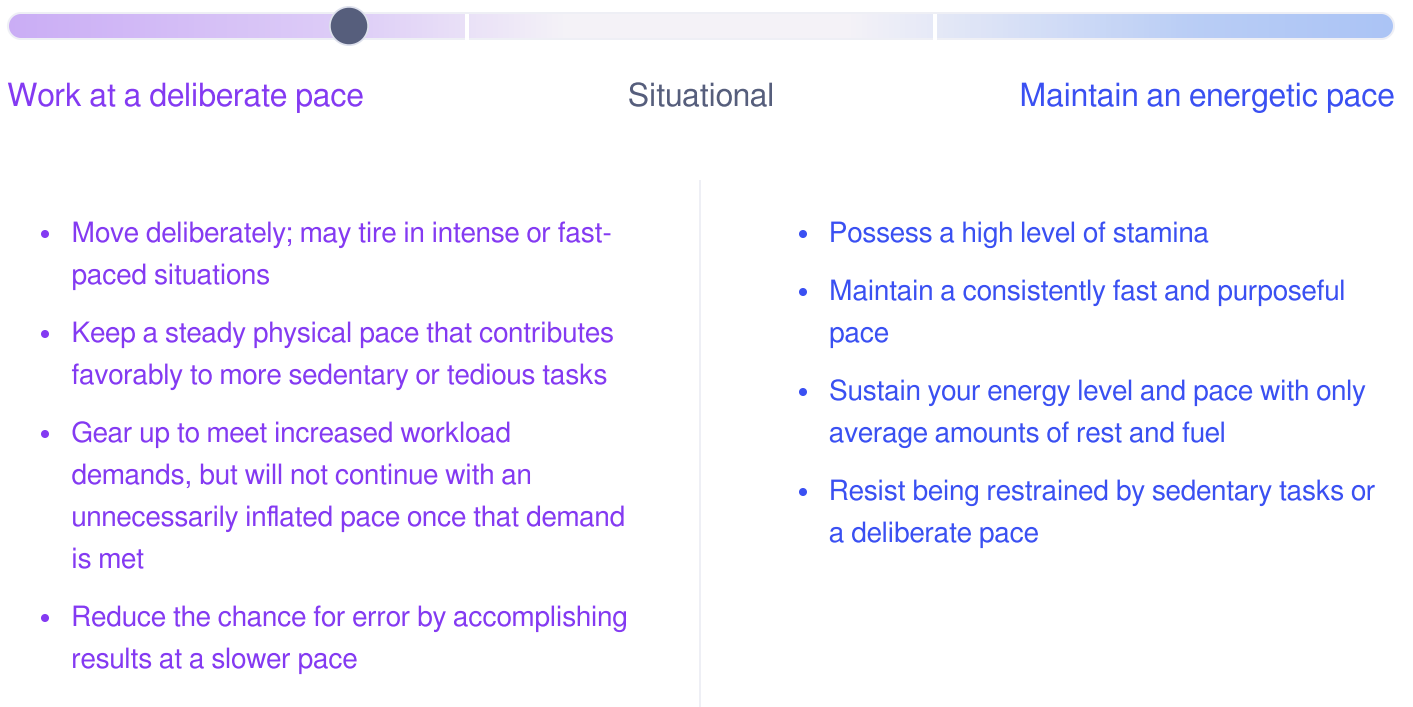
The habit of accommodating pressure or stress without excessive or visible impact on behavior or decisions



Behaviors/Characteristics (6/12)

Energy

The rate or pace of activity, both physical and mental.



Behaviors/Characteristics (7/12)

Positive Mental Attitude

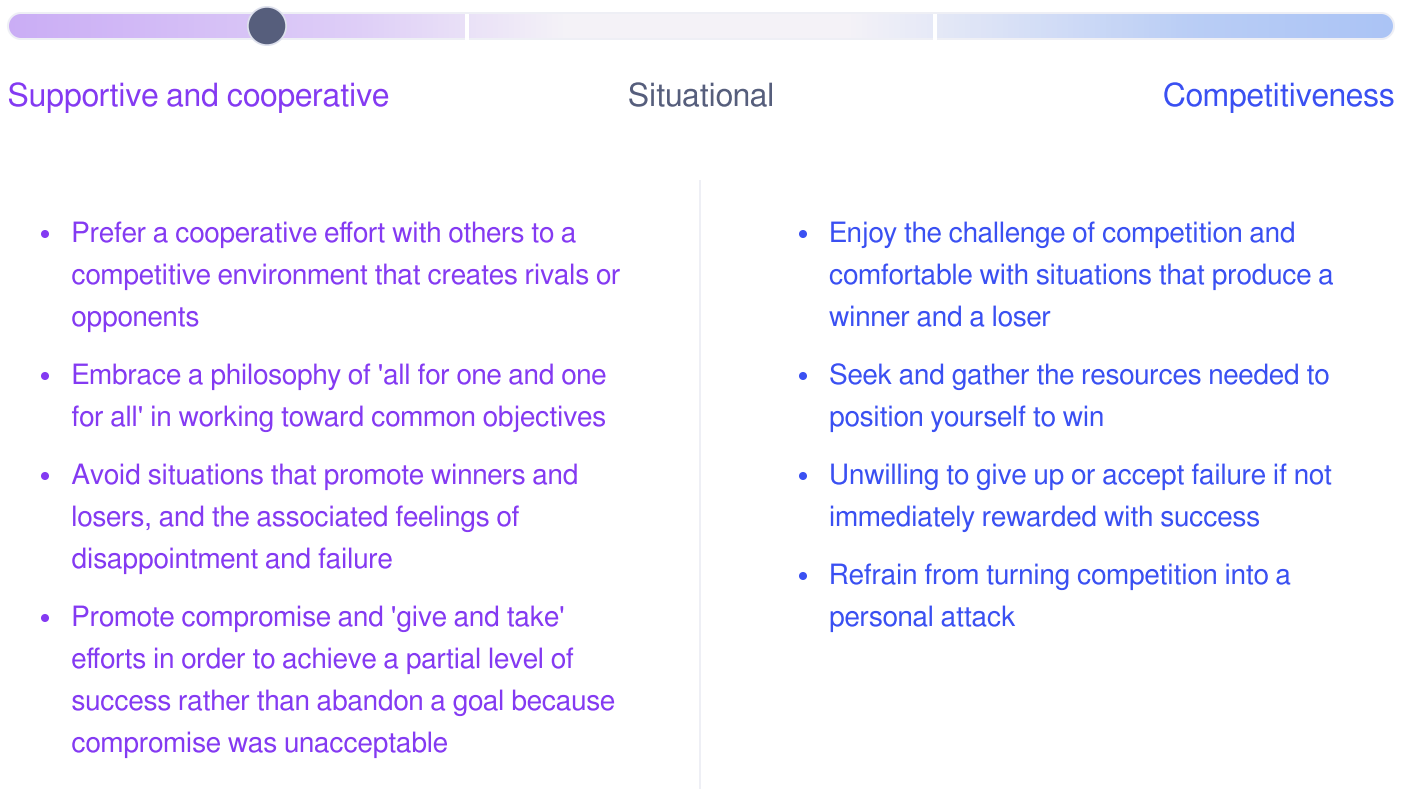
The habit of defining needs and problems as opportunities and challenges and freely expressing frustration as it is experienced



Behaviors/Characteristics (8/12)

Competitiveness

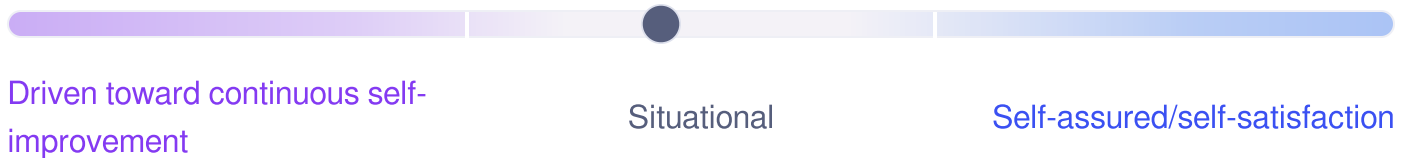
The habit of trying to win, specifically in competition against others



Behaviors/Characteristics (9/12)

Self-Satisfaction

The habit of being satisfied or content with one's current level of accomplishment



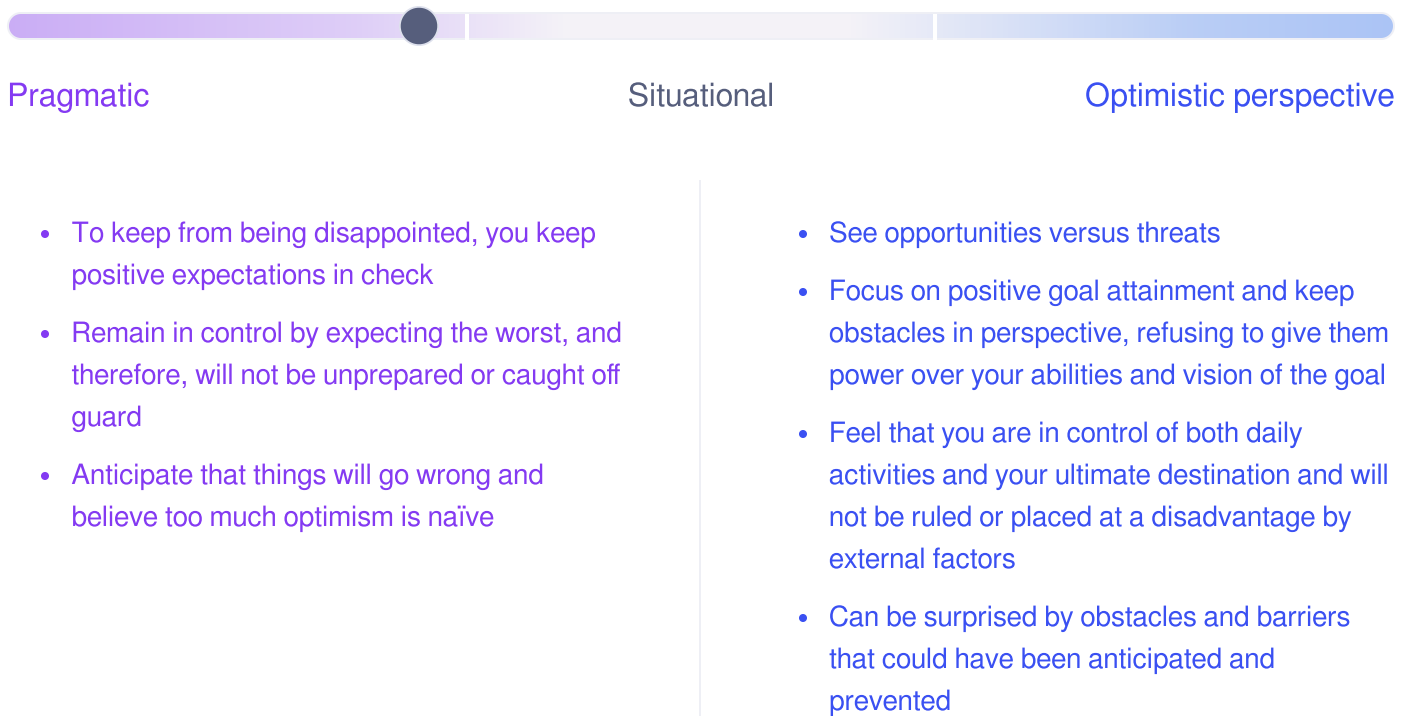
- Rarely content with own accomplishments and goals reached
- Can be sensitive to external criticism
- Concerned with how you are judged by others and by the standards they apply
- Tough in self-evaluation and continually work to improve upon past accomplishments

- Project sureness in yourself and your accomplishments
- Self-confident and comfortable with your ability to do the job
- Refuse to measure your own self-worth against others' standards
- Take on challenges and stay focused on the process without being self-conscious
- Unconcerned with how you are evaluated by others

Behaviors/Characteristics (10/12)

Optimistic Future Perspective

The habit of continually looking for opportunities for further gains and expecting the desired outcome to happen



Behaviors/Characteristics (11/12)

Validity

The habit of being willing to admit personal limitations



On guard

Situational

Forthright

- Package yourself to give the best impression
- Try to look 'right' for the job or situation
- Have difficulty asking for help or exposing possible flaws

- Try to be very scrupulous in exposing flaws
- May get distracted under pressure and focus on the problem rather than the desired results
- May tend to challenge your own worth or value



About the Predictive Behavioral Assessment

Spark Hire's Predictive Behavioral Assessment predicts a candidate's capacity to succeed in a specific role. Backed by more than 50 years of research and hundreds of validation studies, it provides insights into a candidate's strengths and areas of development.

About Spark Hire

Spark Hire's hiring software drives a collective, people-driven approach to hiring, helping overburdened teams drive the connections that lead to successful hires.

Evaluate potential candidates beyond their resumes, while workflows and task automation keeps hiring teams aligned and on track. Spark Hire empowers you to manage every aspect of hiring and leave a positive impact on both candidates and hiring managers.

Our solutions include Spark Hire Recruit (applicant tracking system) and Spark Hire Meet (Predictive Behavioral Assessment, reference checks, and video interviews.)

Tailor Spark Hire to your needs by using Spark Hire Meet on its own or choose Spark Hire Recruit for the ultimate hiring experience. All Recruit plans include our video interviewing and assessment solutions.