

CANDIDATE CQ REPORT: JAIME SMITH

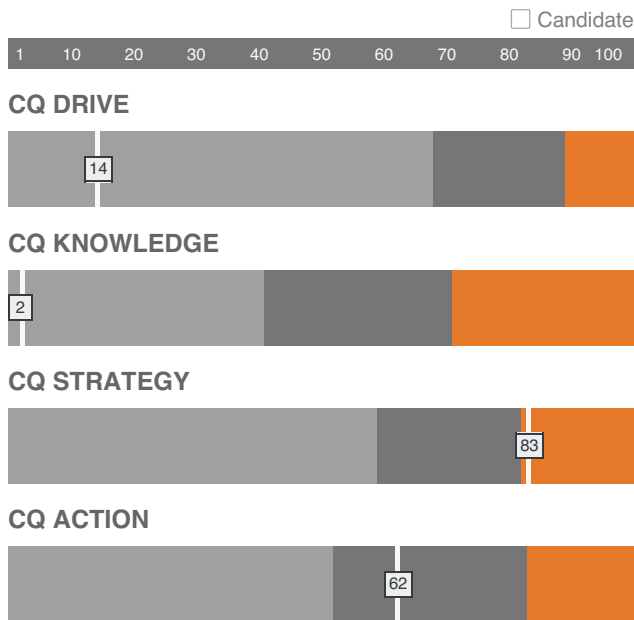
Job Title: **Detective**

You rated the CQ importance for this job as: **Moderate**

Hiring Supervisor: **Nancy Drew**

Talent Acquisition Representative: **Veronica Mars**

Candidate CQ Profile



Validity Summary

Positive Self-Presentation: **Very Low**

Work Values: **Very High**

Attitude Toward Diversity: **Very High**

Psychological Ownership of Work: **Moderate**

Attention To Detail: **Moderate**

Notes

CQ scores ranked: **CQ Action, CQ Drive, CQ Knowledge, CQ Strategy**

The similarity between the candidate's CULTURAL VALUES and those of the Supervising managers is **High**. This suggests the need for careful attention to AFFINITY BIAS with this candidate

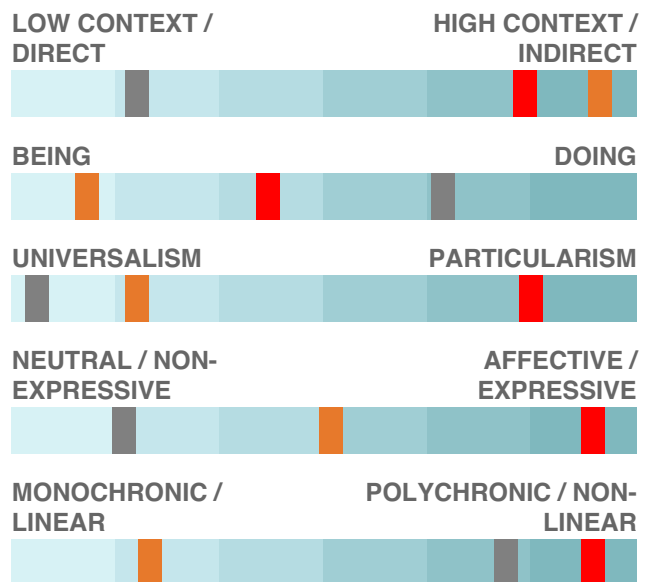
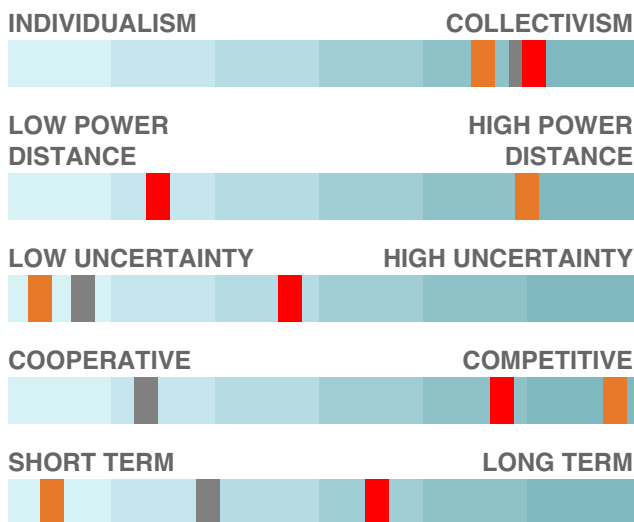
The similarity between the candidate's CULTURAL VALUES and those of the Talent Acquisition managers is **Low**. This suggests a low potential for AFFINITY BIAS with this candidate.

You rated CQ importance for this job as **Moderate**.

This candidate's Attitude Toward Diversity is **Low**. You should consider having this person complete the online learning course "Managing Bias" if hired.

Candidate CV Profile

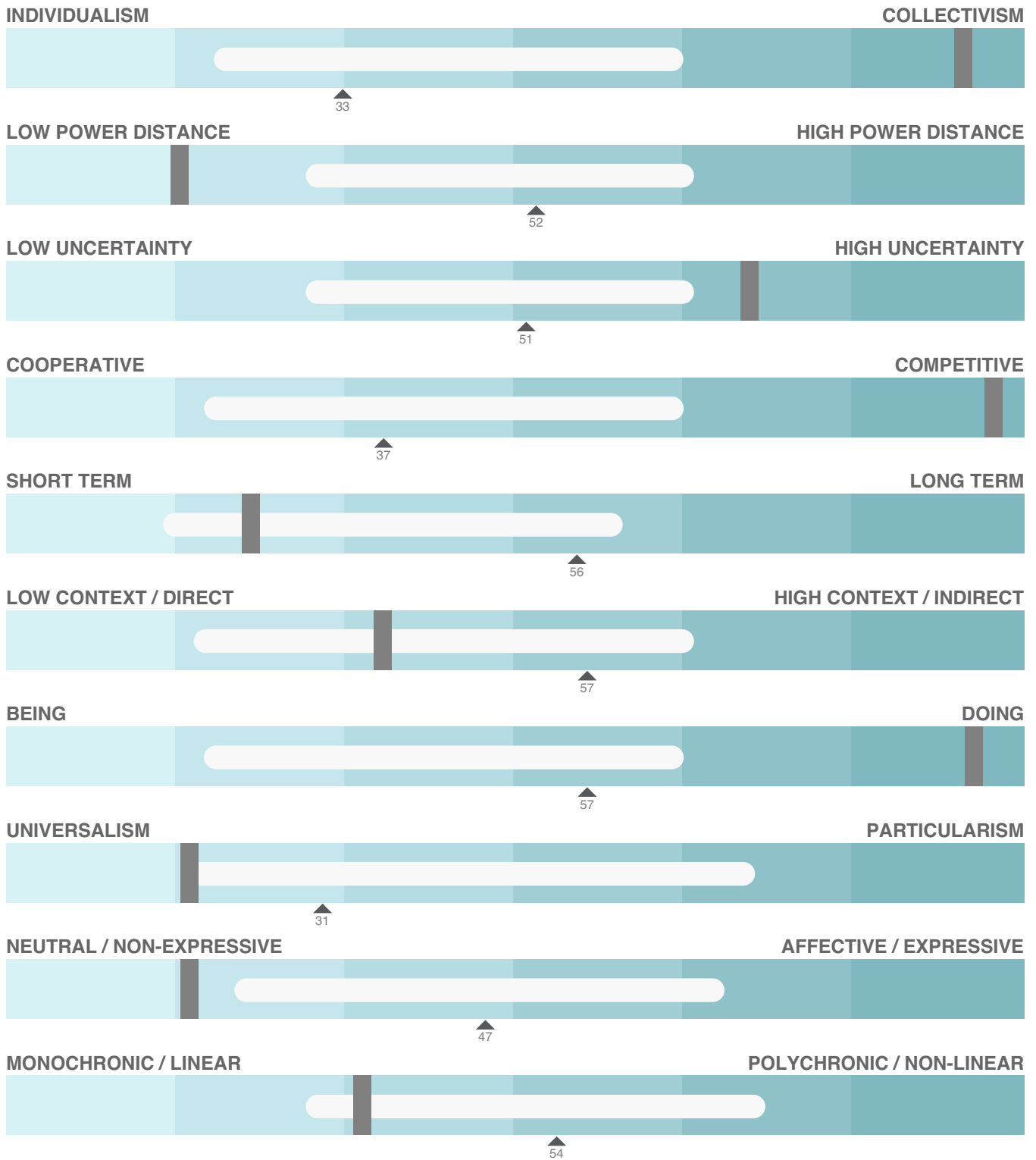
Legend: ■ Candidate ■ Hiring Supervisor ■ Talent Acquisition



CANDIDATE CQ REPORT: JAIME SMITH

Candidate CV Compared to the Team

▲ Average self-rated preferences in this group
 ○ Range of cultural values in this group
 ■ Candidate



Validity Commentary

Positive Self-Presentation: Very High

This suggests more positive responses than most and other people may describe this person as having an overly positive sense of self.

Work Values: High

This suggests a high awareness of their personal values, holds themselves to high ethical standards, and does not share information inappropriately.

Attitude Toward Diversity: Moderate

This suggests the candidate places a very high value on diversity, truly enjoys interacting with people from other cultures, places a very high value on interacting with people who have different cultural backgrounds, and thinks organizations should place a lot of emphasis on the value of diversity.

Psychological Ownership for Work: Very High

This suggests a low level of psychological ownership for their work. This means their work tends not to be a central part of their identity, they tend not to view their work as their own, and they have low psychological involvement with their work.

Attention to Detail: Low

The candidate answered three-quarters of the attention to detail questions correctly and shows a careful approach to the survey.

CQ Commentary

Overall CQ Drive: **High**

This means that Jaime Smith describes themselves as having a high level of interest, confidence, and energy for adapting to multicultural situations. This person has the confidence and energy to embrace the challenges and conflicts that accompany multicultural work. This candidate engages and perseveres through multicultural challenges by tapping into their curiosity and getting engaged in cultural opportunities. This person demonstrates a high level of motivation for proactively interacting in multicultural situations.

Overall CQ Knowledge: **Low**

This means that Jaime Smith describes themselves as having limited understanding about culture and how culture shapes interactions. This person may lack an understanding of how cultures vary both generally and in specific contexts. This candidate may struggle to understand colleagues with different cultural backgrounds and most likely may not understand how culture influences their own preferences, styles, and behavior.

Overall CQ Strategy: **High**

This means that Jaime Smith describes themselves as highly proactive in trying to make sense of culturally diverse experiences and taking steps to plan and strategize before, during, and after interactions. This person plans and strategizes before, during, and after multicultural experiences. This candidate pays careful attention to culture and what is going on inside their own mind and in the minds of others. This person has high quality insights about how culture influences interactions.

Overall CQ Action: **Low**

This means that Jaime Smith describes themselves as rarely applying their CQ Drive, CQ Knowledge, and CQ Strategy capabilities to facilitate behavioral adaptation to fit different cultural situations. This person has a limited repertoire of verbal behaviors, nonverbal behaviors, and speech acts. They may rely on their habits and personal preferences regardless of the cultural context. This candidate may struggle to conform to local cultural norms and behaviors and does not differentiate when it is important to adapt and when adaptation is inappropriate in multicultural groups or international positions.