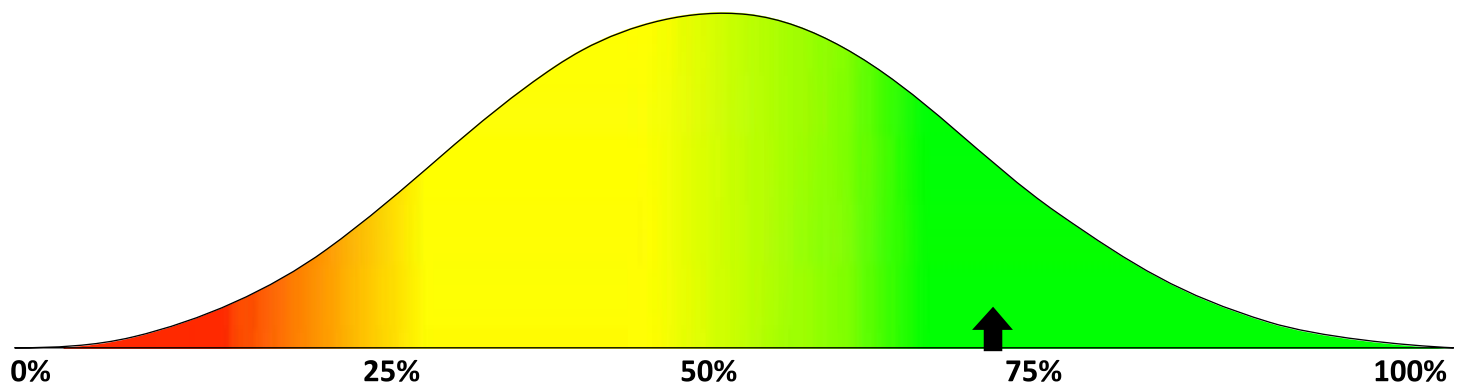


# Clear Thinking Profiler Report



# Veris Benchmarks™ Clear Thinking Profiler Report

Tested On: 11/13/2018



**Clear Thinking Profiler Score is: 73%**

**This Clear Thinking Profiler score ranks in the upper one third of a broad-based sample of business professionals.**

The Clear Thinking Profiler measures how applicants make use of their intelligence. Scores reflect how they think through and analyze situations, concentrate without distraction, plan ahead, use logic and data over gut feelings, make careful judgments, learn by studying and visualizing, and solve problems by using good sense.

**Active Learning: 85%**



## **Mentally Inactive**

- Feel overwhelmed when faced with extensive or detailed information
- Shy away from trying to learn time-consuming, difficult material
- Dislike dealing with things that are very confusing
- Avoid high-tech or scientific matters
- Lack confidence to solve math problems

## **Mentally Energetic**

- Continuously learn and grow by studying and researching
- Read difficult material quickly and understand it well
- Tackle tasks that require intense mental effort
- Enjoy learning how things work
- Easily solve advanced math problems

*continued on next page*

# Veris Benchmarks™ Clear Thinking Profiler Report

Tested On: 11/13/2018

## Thinking Under Stress: 95%



### Diminished by Stress

- Have a hard time thinking when flustered or rushed
- Fall behind or make mistakes when there is too much to do
- Become tense or uneasy when making tough decisions
- Feel overwhelmed or confused by complex information
- Automatically act without thinking

### Controlled & Quick Thinking

- Keep calm and think clearly under pressure
- Think fast when time is short
- Make good decisions even without much information
- Finish everything intended during the week
- Know what to do when surprised or stressed

## Planfulness: 42%



### Impulsive & Shallow Thinking

- Get a fast start on something before having it all planned
- Figure things out by trial and error
- Improvise more than plan ahead
- Not notice or learn how things work
- Like to be more casual than precise

### Planful & Foresightful

- Think ahead to be prepared
- Think deeply and analyze carefully before acting
- Delay making a decision until there is enough information
- Work smart by handling tasks carefully and systematically
- Pay attention to all the fine details

## Reasoned Judgment: 98%



### Feelings Based

- Base decisions on intuition and gut feel, rather than logic and data
- Form opinions from first impressions
- Accept fallacies or faulty reasoning
- Jump to wrong conclusions
- Use simplistic, biased, or closed-minded thinking

### Fact Based

- Make decisions based on facts rather than hunches and feelings
- Think logically and rationally
- Solve problems with sound analysis and reasoning
- Look beyond initial ideas to less obvious solutions
- Consider issues from multiple perspectives

continued on next page

# Veris Benchmarks™ Clear Thinking Profiler Report

Tested On: 11/13/2018

**Concentration: 70%**



## **Distracted & Low Capacity**

- Think of unimportant things when trying to concentrate
- Focus on surface issues without considering underlying causes
- Need breaks from information overload
- Lose focus or get bogged down after a short time
- Overlook small and specific details

## **Focused & Attentive**

- Focus attention on the same thing for a long time
- Handle doing a lot of things at the same time
- Pay attention and concentrate on assignments
- Dig deeply into solving hard problems
- Ignore distractions from a main objective

# Veris Benchmarks™

## **Score Interpretation Guidelines**

Veris Benchmarks™ is a combination of selection tools that identifies job candidates who become productive, ethical employees in professional jobs. The components: The Veris Trust Profiler and the Clear Thinking Profiler, measure the two most important traits for success: thinking ability and moral fiber.

## **Clear Thinking Profiler**

The Clear Thinking Profiler provides information where applicants report their internal thinking behaviors that show how they use their mental abilities. The scores on the five internal Clear Thinking Profiler scales do not measure intelligence, but rather how people leverage the intelligence they do have. High scorers think critically rather than accept fallacies or faulty reasoning. They also concentrate without distraction; use logic, facts, and data over intuition; analyze and make careful judgments; learn by visualizing; and solve problems by using good common sense. The disposition to perform these mental activities leads to being well-organized, foresightful, systematic, open to learning, unbiased, reflective, reasoned, competent, and appreciative of truth, all contributing to more effective job performance.

## **Veris Benchmarks™ Use**

Use Veris Benchmarks™ to gain information about candidates who need to do a proficient, conscientious professional job (Bookkeeper, Employees in positions of responsibility, Financial Advisor, Analyst, Broker, Banker, Accountant, Real Estate Agent, Sales etc.). We recommend that Veris selection tools be used early in the selection process, before or with the first interview. A recommended hiring strategy is to use the most standardized and valid tools first, such as Veris Benchmarks™, to promote the most highly-qualified candidates to the more time-consuming and perhaps less objective steps of the selection process. For legal reasons, it is important to have a hiring system that can be executed consistently.

# Veris Benchmarks

## **George Paajanen, Ph.D.**

Dr. Paajanen is Veris Benchmarks™ psychometric scientist. Paajanen received his PhD from the University of Minnesota in 1988 and is also a Minnesota licensed Consulting Psychologist. He joined Personnel Decisions, International (PDI) in 1979 and created the PDI Employment Inventory (EI), which established the company as a nationally recognized leader in personality testing. He pioneered the new direction for integrity testing, which is based on the psychological and multi-dimensional nature of job performance and counter productivity (including theft).

Employment tests that he has developed range from short instruments for hourly selection to two-day assessment centers for executives. However, his strongest expertise is in creating valid assessments for hiring hourly employees who work harder, accomplish more, and have more productive work habits. Paajanen consulted with over 100 private and public organizations, from small, family-owned businesses to federal agencies; conducted over 1,000 supervisory, managerial, and executive assessments for selection, placement, and development; and has validated tests with real job performance in over 300 companies, including more than 150 retailers. As a representative of psychological testing, Paajanen presented expert testimony to a United States Congress investigation of employment testing.

He has contributed to employment research conducted by the US Department of Defense and US Department of Labor. Paajanen joined Unicru in 1999 and has authored a series of Unicru personality and skill assessments. Tests developed by Dr. Paajanen have been used by over 140 million applicants, for 20 years, without legal challenge.

## **J. Tom Janz, Ph.D.**

Dr. Janz is Behavioral Scientist for Veris Benchmarks™. He received his B.A. (hons) in psychology from the University of Winnipeg in 1972 and his Ph.D. in Industrial Psychology from the University of Minnesota in 1977, studying under Dr. Marvin Dunnette. Dr. Janz began his career with academic positions at the University of Waterloo, in the Faculty of Engineering, Simon Fraser University in the Faculty of Business Administration, and The University of Calgary in the Faculty of Management.

During this time, he published several articles and book chapters on topics ranging from expectancy theory to motivational culture to selection utility. In 1986 he co-authored a book on the selection interview titled "Behavior description Interviewing: New, Accurate, Cost Effective." In 1992 Dr. Janz left academia and took a position as Director of Behavior Description Systems with Personnel Decisions International, in Dallas, Texas. When PDI sold its selection business to ePredix in 2000, he accepted a position as Director of Assessment for Guru Worldwide Inc. of San Francisco. When Guru was being considered for sale to Unicru in 2001, he briefly joined Unicru as a Chief Scientist. As Unicru completed the purchase of Guru, he ultimately took on the role of Chief Scientist for Behavior Description Technologies to pursue a long held belief in the value of online interview decision support technology.

Since then, he has taken roles as Chief Scientist for Batrus Hollweg International of Dallas, and Senior Product Manager for Lominger International of Minneapolis. He has returned to full time pursuit of his dream of offering valid, affordable online tests and interviews—now implemented via PeopleAssessments.com. Dr. Janz is a member of the Society for Industrial and Organizational Psychology, the American Psychological Association, and the Canadian Psychological Association.

He has designed the measurement processes underlying several software programs to widen the application of his research and techniques. Recently, Dr. Janz was asked to head up a Work Group of 50 professionals from the SHRM/ANSI task force tasked with developing the standards for Job Descriptions.

# Veris Benchmarks

## Veris Benchmarks™ Professional Use Cases

- Use Veris Benchmarks™ for pre-employment and pre-screening purposes to “screen out” and to confirm the Veris Trust Profiler score and Clear Thinking Profiler score for service professionals that you don't know but with whom you will place your trust (Lawyer, Financial Advisor, Accountant, Real-Estate Agent, Architect, Home Health, salespeople, anyone that is handling life assets).
- If you advise or make hiring decisions at work, use Veris Benchmarks™ to confirm the overall trustworthiness and thinking ability of all candidates placed on the short list so you can confidently avoid the failures of trust that plague other companies.
- If you lead or advise business leaders keen to know where pockets of employee risk may be found within their organizations broken down by function, level, or region, Veris Benchmarks™ can provide a heat-map of risk areas within the organization.
- Self-Assessment - If you are being considered for a professional position, use Veris Benchmarks™ for yourself as a means of documenting on your resume by “self-assessing” your level of trustworthiness and thinking ability.

## Confidentiality and Rights

This report is confidential and intended to be used only for personnel decisions, such as for hiring, assigning to positions, and training. The application of this product is limited to Veris Benchmarks, LLC (Veris) employees, agents, and authorized clients.

This report has been produced by Veris Benchmarks, LLC for the benefit of its clients and contains Veris intellectual property. As such, Veris permits its clients

to reproduce, distribute, amend and store this report for their internal and noncommercial use only.

The report herein is generated from the results of a questionnaire answered by the respondent and substantially reflects the answers made by them. Veris Benchmarks, LLC accepts no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents.

**The world needs a faster, more accurate, and more objective way to KNOW whom to trust.**

**Veris Benchmarks™ has the answer.**

**For inquiries and more information,  
please call: 1-800-811-6074 or contact us at  
[info@verisbenchmarks.com](mailto:info@verisbenchmarks.com)**



#### DISCLAIMER

Combined Candidate Information: Veris Benchmarks Trust Index is a good predictor of future job behavior, but it doesn't predict with 100% accuracy. When hiring, use the Index score along with all other available applicant information. The information provided in this report is based solely on data developed by Veris Benchmarks Benchmarks, LLC. It should be interpreted in light of other information which is available about the individual and should never be used as a sole basis for making a hiring, developmental or promotional decision. Decisions to terminate employment should be based primarily on documentable job performance; an employees test score should not be the sole determinate.

The report herein is generated from the results of a questionnaire answered by the respondent(s) and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data. Veris Benchmarks Benchmarks, LLC accepts no liability for the consequences of the use of this report and this includes liability of every kind(including negligence) for its contents.

Margin of error: The margin of error of Veris Benchmarks scores is about four percentage points. With everything else being equal, applicants who score within four points of each other would show similar job behaviors.

Confidentiality and Rights: This report is confidential and intended to be used only for personnel decisions, such as for hiring, assigning to positions and training. The application of this product is limited to Veris Benchmarks employees, agents, and authorized clients. Veris Benchmarks accepts no liability for the consequences of the use of this report, including negligence.

This report has been produced by Veris Benchmarks Benchmarks, LLC for the benefit of its client and contains Veris Benchmarks Benchmarks, LLC intellectual property. As such, Veris Benchmarks Benchmarks, LLC permits its client to reproduce, distribute, amend and store this report for its internal and non-commercial use only. All other rights of Veris Benchmarks Benchmarks, LLC are reserved.