

Career Profile Recruiting Report

For Liao Jeissica (Sample1)

Test Company
Manager: Chia David (M123)

Test Number: 43899
Test Date: 2008/01/05

Career Profile Rating: 7

Across all Career Profile users in Taiwan, approximately 24 out of 100 candidates who rate 7 are expected to be successful.

A high-producing agent is defined as one who produces in the top 20 percent of all first-year agents in the company.

Attitudes Toward Financial Services Industry

The chart below shows how the candidate responded to questions regarding the financial services industry and your company. Later in the selection process, you may want to follow up with the candidate on any negative attitudes or misunderstandings captured here.

| | Strongly Disagree | Disagree | Agree | Strongly Agree | Don't Know or No Response |
|--|-------------------|----------|-------|----------------|---------------------------|
| The financial services industry provides a valuable service to people | | | | | |
| The financial services industry often preys on people's fears | | | | | |
| The financial services industry helps people who may not know a lot about financial issues make informed decisions | | | | | |
| This company has a good reputation as a financial services company | | | | | |
| This company treats its agents well | | | | | |
| This company's agents are honest and ethical | | | | | |

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Job Characteristics

The candidate rated the following job characteristics as "Important" or "Very Important".

Important

- Prestige
- Self-esteem
- Achievement
- Friendly colleagues
- Public interaction
- Doing good for others

Very Important

- High income
- Income based on personal effort
- Recognition
- Professional growth
- Enjoyable job activities
- Confidence of success
- Known activities for success

The candidate used these same characteristics to describe the agent's job, his or her current or most recent job (if applicable), and an alternative job he or she is considering (if applicable). Please refer to the Perceived Job Outcomes chart beginning on the next page.




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






























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Perceived Job Outcomes

For each job characteristic the candidate rated as "Important" or "Very Important", this chart summarizes which position(s) is(are) more likely to offer that benefit. Use this information to evaluate how the candidate perceives the advisor's job compared with the alternatives -- what are the positive and negative perceptions of the sales agent's job that you can address with the candidate throughout the rest of the selection process?

Key:

-  Represents the candidate's perception of the agent's job
-  Represents the candidate's perception of his or her current job
-  Represents the candidate's perception of an alternative job
- *** = Very Important to candidate

| Positive Aspects of Job | How descriptive of this job? | | | |
|------------------------------------|---|--|---|---|
| | Not At All | Slightly | Somewhat | Very |
| High income*** |   | |  | |
| Income based on personal effort*** |  | | |   |
| Recognition*** |  |  | |  |
| Professional growth*** |  | |  |  |
| Enjoyable job activities*** | |  |  |  |
| Confidence of success*** |  | | |   |
| Known activities for success*** | |  |  |  |
| Prestige |   | |  | |
| Self-esteem | |   | |  |
| Achievement |  | |   | |
| Friendly colleagues |  | |  |  |
| Public interaction |  | | |   |

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| Positive Aspects of Job | How descriptive of this job? | | | |
|-------------------------|------------------------------|----------|----------|------|
| | Not At All | Slightly | Somewhat | Very |
| Doing good for others | | ▲ | | ● ■ |