



RIGHT *choice* SYSTEM

CollaboRate

How Scoring Works

CollaboRate Assessment and Report

The best use of this assessment is relatively late in the process when recruiters are gathering additional information on candidates who have already been screened.

It provides a self-assessment with respect to characteristics related to the preference to work alone versus collaboratively. This can help recruiters gauge fit to a particular organization.



Report Overview

The CollaboRate assessment provides a self-assessment with respect to characteristics related to the preference to work alone versus collaboratively. This can help recruiters gauge fit to a particular organization

Interpreting CollaboRate Results

Once an individual completes CollaboRate, a report is created with the following sections.

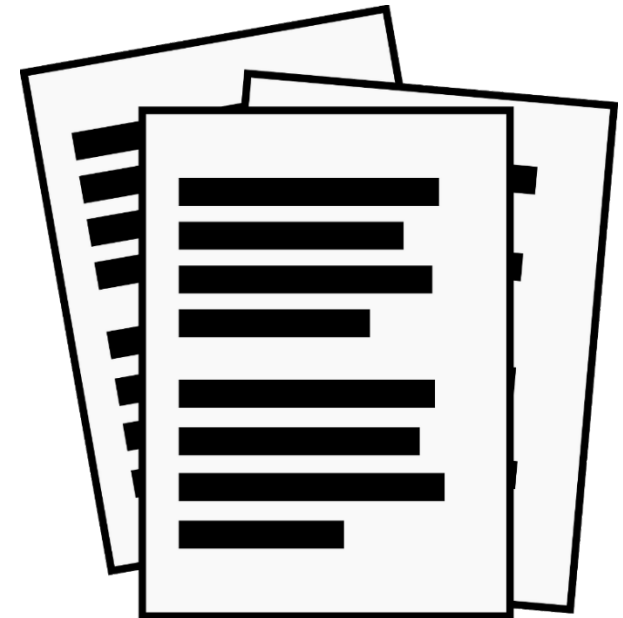
Overall Rating

1 (Solo Practice) to 5 (Collaborative Practice)

Personality Characteristics to Determine Overall Rating

There are seven components that make up the overall rating.

- Tolerance
- Team Orientation
- Cooperation
- Adaptability
- Interdependence
- Self-Disclosure
- Trust



How Scoring Works

The overall score on the feedback report is generated by averaging each individual's raw scores across the 7 personality characteristics and then converting that to a one to five scale.

Similarly, each of the personality ratings are simply the conversion of the individual's average response to a one to five scale.

Rating Components Detail

Tolerance

Considers and responds appropriately to different people's needs and abilities in different situations; is respectful, sensitive, and tactful; tolerates and even embraces others' approaches to accomplishing tasks.

Team Orientation

Enjoys working as part of a team; actively contributes to achieving group and organizational goals; works effectively with others; accepts shared responsibility and ownership of projects; maintains open communications among team members.

Cooperation

Proactively shares knowledge and information; seeks opportunities to assist co-workers; values the opinions of others; gets personal satisfaction from helping others.

Adaptability

Effectively adjusts behavior and modifies strategies when confronted with change; adapts to change without losing momentum; deals effectively with ambiguity; is less likely to feel stress than most people.

Interdependence

Believes that different perspectives and viewpoints are critical to effective problem solving; prefers shared responsibility and ownership of projects.

Self-Disclosure

Openly shares feelings and concerns; willingly talks about self; shares information with others they would not normally know or discover.

Trust

Trusts that others will follow through on commitments and are truthful.