



# CPQ Compatibility Chart

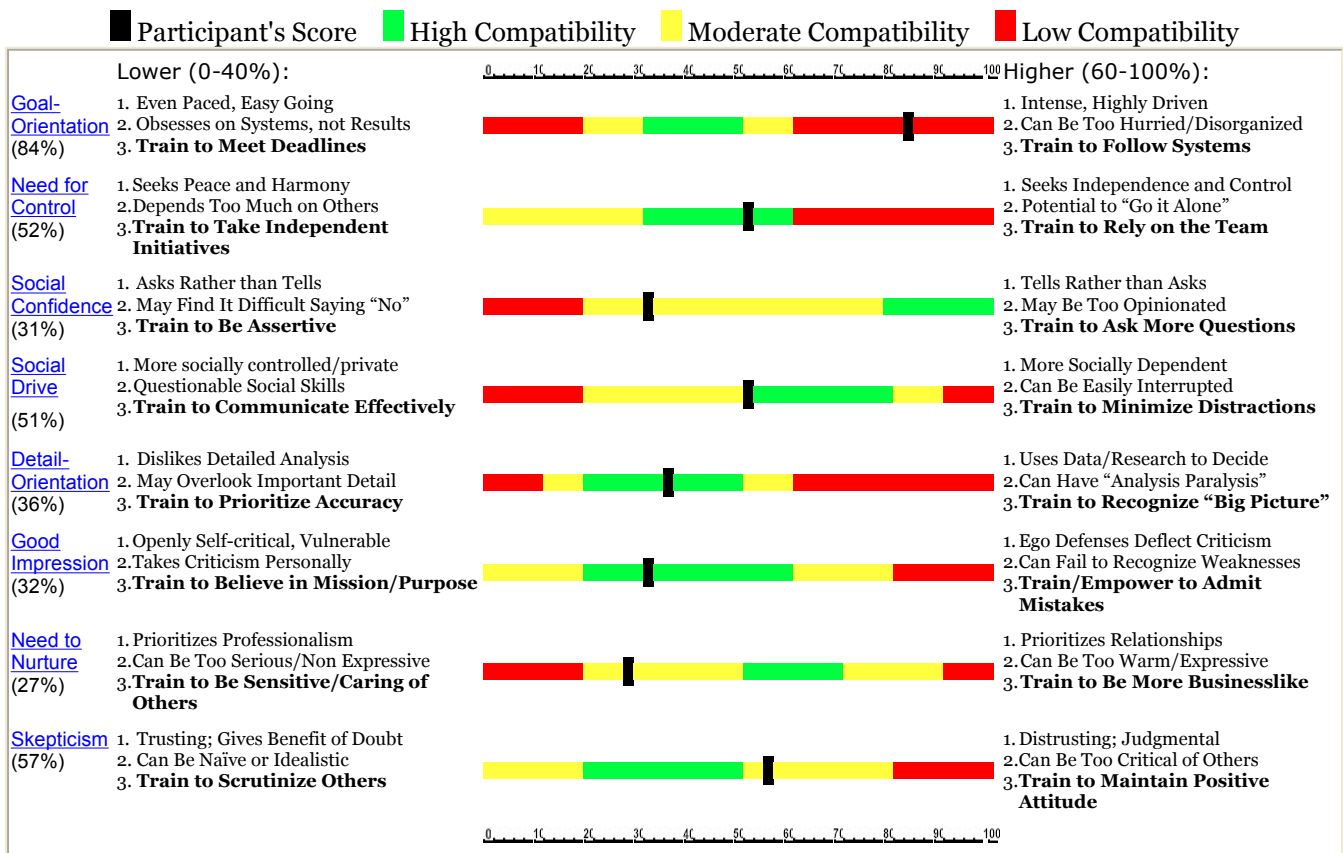
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<b>Participant's Name:</b>	John Sample	<b>Date:</b>	June 8, 2004
<b>Position:</b>	Customer Service Representative	<b>Compatibility Score:</b>	64%
<b>Compatibility Rating:</b>	Moderate	<b>Recommended Coaching Hours:</b>	9 (per month)

This participant's Recommended Coaching Hours (per month) refers to the total time that could be required by the manager to compensate for incompatibilities relating to this Personality/Motivation dimension of success. These incompatibilities are defined by the distance between his/her scores and the "Ideal Range." For specific Coaching Recommendations click on any of the "Basic Eight" CPQ trait names (see left side of this Chart).

**Important Note:** The CPQ should never be used as a stand alone assessment to hire, promote, or terminate employees. The CPQ only measures a single dimension, Personality/Motivation. Contact CraftSystems at (800) 228-5866 for information regarding the assessment of the other two dimensions, Skills/Knowledge/Experience and Work Ethic/Self-discipline.

## "Basic Eight" CPQ Traits



**Accuracy/Validity Index: High**

The Accuracy/Validity Index provides managers with an indication of how open, honest, and self-critical the candidate was in taking the CPQ. While some candidates intentionally attempt to fake employment tests, high accuracy results can be viewed with confidence and validity.