

Oxford Learning Aptitude Survey™ (Ver. C)

Name: **Joan Sample**
 Date: **8/7/2009 11:15:25 AM**
 Total Possible: **35**
 Number of Questions Answered Correctly: **21**
 Overall Score Percentile: **70th**
 Joan Sample scored higher than approximately **69%** of the Oxford's normative population.

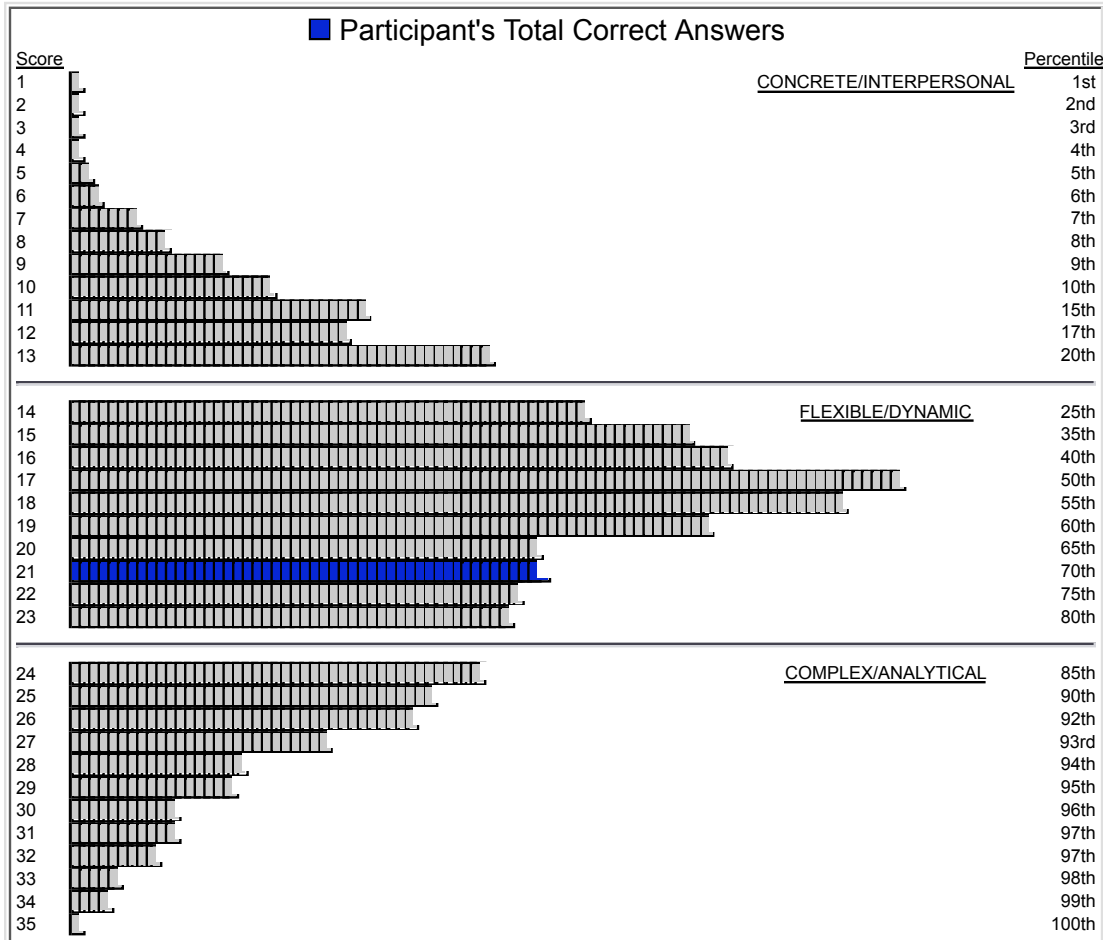
Participant's Preferred Learning Style: **FLEXIBLE/DYNAMIC**

<p>COMPLEX/ ANALYTICAL</p>	<p>Employees scoring in the Complex/Analytical range will likely thrive in fast-paced environments or in positions where opportunities for mental stimulation are present. They will benefit from working in teams but will also excel in areas where ingenuity and deep analysis of complex material are encouraged. Once on the job, these employees will likely expect to move into higher positions that meet their skill level and need for change.</p> <p><i>Important Note:</i> There is evidence that indicates that employees who have this learning style can become easily bored with job duties that are not mentally stimulating and challenging. In order to minimize the chances of turnover, it is important to also assess their previous experience, personality, and work ethic by using CraftSystems' 3-D Selection System. If these other selection tools show compatibility with your job duties, turnover should not be a problem.</p>
<p>FLEXIBLE/ DYNAMIC</p>	<p>* Employees scoring in the Flexible/Dynamic range have the ability to handle both complex and concrete job duties, but without the extremes of either. In other words, job duties that consistently require very little thought will eventually become boring while duties that require constant analysis will become frustrating over time. Employees who score in this range will most likely thrive in environments where routines are varied and opportunities for multi-tasking are present. While they may also thrive in team environments, they will possess the analytical skills necessary to work through problems independently. Once on the job, these employees will likely require a dynamic position where challenges are available to sharpen skills and promote additional learning.</p>
<p>CONCRETE/ INTERPERSONAL</p>	<p>Employees scoring in the Concrete/Interpersonal range will likely thrive in environments where learning takes place without intense time pressure or deep analysis of complex material. They will typically benefit from working in teams with high amounts of interpersonal contact throughout the learning curve. Once on the job, these employees will most likely prefer routine job duties that depend upon systems and step-by-step processes that lead them to complete an assignment. They may require additional time for training in rapidly changing environments.</p> <p><i>Important Note:</i> Individuals who have this Concrete/Interpersonal learning style can master more complex job duties that are found in the Flexible/Dynamic learning style range if they have 1) previous experience, 2) high drive and motivation, and 3) a strong work ethic. These factors produce greater confidence, creativity, and persistence that result in an ability to take "an unnatural stretch" to perform job duties that are normally outside their range of ability. CraftSystems' 3-D Selection System measures each of these three dimensions of success. As a result of the impact of these other factors upon the Oxford scores, managers should never hire or terminate an employee based solely upon the Oxford results or the results of any single test or interview.</p>

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Normative Score Distribution

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Important Information For Financial Services Positions:

Series 6 Examination

Research has shown that approximately:

- 53% of participants scoring in the Flexible/Dynamic Range pass the Series 6 Examination on their first attempt.
- 69% of participants scoring in the Flexible/Dynamic Range pass the Series 6 Examination, regardless of the number of attempts.

Series 63 Examination

Research has shown that approximately:

- 56% of participants scoring in the Flexible/Dynamic Range pass the Series 63 Examination on their first attempt.
- 73% of participants scoring in the Flexible/Dynamic Range pass the Series 63 Examination, regardless of the number of attempts.

Average Pass Rate

