



# HOGANSELECT

## EXPRESS REPORT

### AN OFF-THE-SHELF SOLUTION FOR CANDIDATE JOB FIT

The Express Report provides an immediate recommendation based on the assessment results that will identify each candidate as high, moderate or low fit for the job opening. Additionally, the report identifies the candidate's strengths, areas of concern and interview style.

**The Express Report is based on a candidate's scores on seven dimensions that influence occupational success within seven job categories:**

#### MANAGERS & EXECUTIVES

This job family represents employees assigned to positions of administrative or managerial authority over the human, physical, or financial resources of the organization. Examples include supervisors, team leaders, managers, directors, and vice presidents.

#### PROFESSIONALS

This job family represents experts with a broad educational background who rely primarily on their knowledge and intellect to perform job duties. Examples include scientists, attorneys, accountants, teachers, and human resource professionals.

#### TECHNICIANS & SPECIALISTS

This job family represents occupations that require highly specialized knowledge and the skilled manipulation (e.g., operation, repair, cleaning, and/or preparation) of technology, tools, and machinery. Examples include computer technology specialists, industrial drafters, specialized equipment operators, and service technicians.

#### OPERATIONS & TRADES

This job family represents skilled, semi-skilled, and unskilled occupations whose job knowledge and skills are gained primarily through on-the-job training and experience. Examples include craft workers, heavy machine operators, landscapers, and factory workers.

#### SALES & CUSTOMER SUPPORT

This job family represents jobs that require the employee to build the credibility of the organization through social interaction and to establish long-lasting relationships with clients. Examples include sales executives, telemarketers, customer service representatives, and account managers.

#### ADMINISTRATIVE & CLERICAL

This job family represents jobs that require employees to plan, direct, or coordinate the supportive services of an organization. Examples include secretaries, professional assistants, receptionists, and mail clerks.

#### SERVICE & SUPPORT

This job family represents jobs that require employees to perform protective services, such as police officers, firefighters and guards, and services for others such as cashiers and jobs in food service, recreation and amusement.



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