



Introduction to the Drake P3 Personality Profiling Tool





What is Drake P3?



- ◆ Drake P3 (also known as SelecSys) is a personality profiling tool that Charles Aris uses to help confirm a candidate's cultural fit with a client's unique environment

- ◆ It works by measuring candidates on five primary personality traits:
 - Dominance
 - Extroversion
 - Patience
 - Conformity
 - Conscientiousness

The Drake P3 personality profiling tool...

- ◆ ...compares each candidate to a pre-defined job "Expert Profile"
- ◆ ...provides a graphical representation of each candidate's profile compared to that of the Expert
- ◆ ...provides a list of challenges the candidate may face while performing in the job



Sample Drake P3 Output



1

In this example, Nicole Wind is the Candidate, and Financial Advisor is the position she's applying for

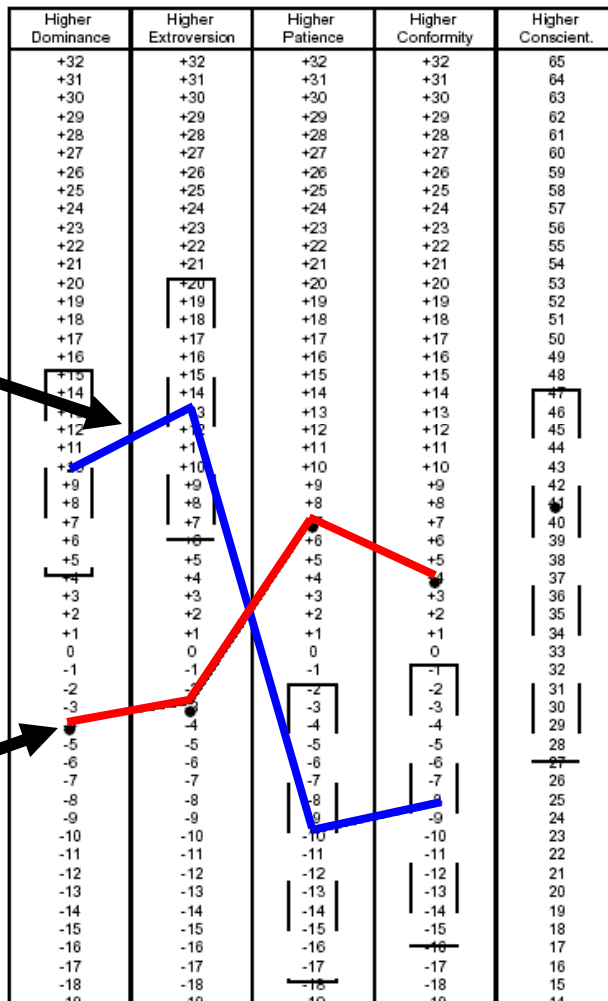
Candidate-to-Job Matching Report Nicole Wind and Financial Advisor

2

The blue line represents the "ideal profile" for the Financial Advisor position, as defined by the client's top performers

3

The red line represents the profile of this candidate, Nicole Wind, which in her case conflicts significantly with that of the ideal profile



Candidate-to-Job Trait Chart		
Behavioral Trait	Benchmark Job Profile	Nicole Wind
Dominance	+4 to +15	-4
Extroversion	+6 to +20	-3
Patience	-18 to -2	+7
Conformity	-16 to -1	+4
Conscientiousness	27 to 47	41

Candidate-to-Job Matching Chart		
High Trait	Extroversion +	Patience
Low Trait	Patience	Dominance
Energy Level	High	Very High
Extra Energy to Match Job (100.0 of 100)	0	30
	Low	Moderate
		High

Response Distortion Graphs			
Favorable Self-Presentation (5 of 15)	< 2	7	12 >
	Low	Avg	High
Noncommittal Level (4 of 30)	< 1	7.5	14 >
	Low	Avg	High

Consistent Response Index						
1	2	3	4	5	RO	RF
38	50	46	59	48	0	0

The respondent appears to have completed the survey in a consistent manner. Interpretation of survey responses may proceed.

4

This bar indicates the amount of "Extra Energy" Nicole would have to expend in order to successfully do the job of Financial Advisor. **Less is better.** Nicole would require 100% "Extra Energy", meaning that in order to be successful as a Financial Advisor she would completely exhaust herself. Hiring Nicole for this position would be a serious mistake.



For Further Information



To learn more about how you can leverage the Drake P3 personality profiling tool to assist with your hiring needs contact Eduarda York at Charles Aris, Inc.

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