



IKM Proficiency Profile™

A report that provides comprehensive assessment results for easy decision making

Using a unique assessment methodology, IKM is able to provide an incredible amount of insight into the knowledge status of an individual, group or department, in the shortest possible time. Automatically generated for the administrator following a completed assessment, the IKM Proficiency Profile™ offers assessment results in an organized, easy to read format. All information produced throughout the assessment process is stored in a secure IKM HID™ (Human Intelligence Database) for future use, whether for training, recruitment or other HR initiative.

What the IKM Proficiency Profile™ reveals

Covering 12 to 18 sub-skills within a discipline, the IKM Proficiency Profile™ highlights strengths, proficiencies and weaknesses and covers:

- **Overall score:** The complete score of the test-taker
- **Percentiles:** A metric that can be used for comparative purposes across the test-taking population
- **Subject Analysis:** The test-taker's level of knowledge displayed within specific areas of the test
- **Work Speed:** How fast the test-taker was able to complete the assessment compared to others
- **Application Ability:** How well the test-taker can APPLY their knowledge
- **Subject Coverage:** How broad the test-taker's knowledge is across all skill areas

The importance of assessment results

When you conduct employment or employee assessments, you want to ensure the assessment results provide adequate information to make the tough resourcing decisions. Will your candidate be able to perform once in a business environment? Does your employee have the necessary knowledge to perform the key tasks within their job description? What areas within a department would benefit most from training?

Without detailed assessment results, making decisions like these becomes more difficult.

Why you need Subject Analysis

Subject Analysis is critical for accurate decision-making. Let's say an individual completes a J2EE assessment and achieves an overall score of 76. You may consider this a satisfactory result. But what if the key responsibility of this individual involved J2EE Security Architecture? Wouldn't you want to know if this individual was strong, proficient or weak in this area? An overall score will NOT reveal how an individual performed in sub-skill areas such as Security Architecture, but Subject Analysis within the IKM Proficiency Profile™ will.

Assessments that produce an IKM Proficiency Profile™

Any new, existing or customized assessment using IKM's adaptive methodology will produce an IKM Proficiency Profile™. This includes assessments for:

- IT
- Sales
- Project Management
- ERP
- Computer Skills
- Computer Drivers License™

IKM Proficiency Profile™ – Reporting made easy

- Easy to read format
- Automatically generated for the administrator
- Allows further reporting and analysis
- Includes percentiles for global comparisons
- Provides sub-skill analysis for true knowledge assessment
- Available for all IKM's adaptive assessments, including custom assessments developed with IKM TestWrite™ and IKM TestBuild™



IKM Proficiency Profile™

Following an assessment, an IKM Proficiency Profile™ is automatically generated that provides in-depth details of the test-taker's abilities. This example is the result from a J2EE assessment. You may contact your IKM representative should you wish to have any assistance in evaluating assessment results.

PROFICIENCY PROFILE™

Assessment Result for: **Jessica Johnson** ID: 344556677
 Subject: **JAVA 2 ENTERPRISE EDITION (J2EE) DEVELOPMENT – Remote**

Date: **29/04/2007**
 Client: **Hyperdrive Consulting, Inc.**

Score: 76

Strong 80-100

Proficient 60-79

Weak 0-59

Jessica has achieved an overall score of 76 across all sub-skills in this subject.

Percentile: 80%

Top 25%

Above Average

Bottom Half

Jessica has scored higher than 80% of all test takers in this subject.

Subject Analysis:

Sub-Skills	Weak	Proficient	Strong
J2EE Application Architecture Design & Best Practices	█		
Connectors (JCA)/Enterprise Connectivity	██		
J2EE Security Architecture		███	
JavaMail		███	
Assembly/Packaging and Deployment		███	
Enterprise Java Bean Development (EJB)		███	
J2EE Transaction Management		███	
Naming and Directory Interface (JNDI)		███	
Integrating XML with J2EE		███	
Web Services		███	
Web Component Development Using Servlets		███	
Web Component Development Using Java Server Pages		███	█
JDBC		███	██
Java Message Service		███	███

Work Speed/Accuracy:

Very Slow

Below Average

Average

Above Average

Very Fast

Jessica has demonstrated below average speed in analyzing and answering the questions. Further review may be warranted before considering Jessica for a time critical project.

Subject Coverage: 86%

Strong 21%

Proficient 65%

Weak 14%

Jessica has demonstrated a proficient or strong level of knowledge in 86% of the subject matter.

Application Ability:

Negligible

Limited

Moderate

Significant

Extensive

Jessica has demonstrated significant ability to apply his/her knowledge to practical applications.

IKM assessments are designed to measure overall proficiency in a subject and depth of knowledge in specific sub-topics. This score report does not provide a criterion-referenced interpretation, pass/fail score or standard performance. Please note that test results, in isolation, are not pure predictors of success in employment or any given role. Other indicators, such as prior experience, references and interviews, should be considered prior to any employment or business decisions.

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An IKM Proficiency Profile™ of an assessment for J2EE.

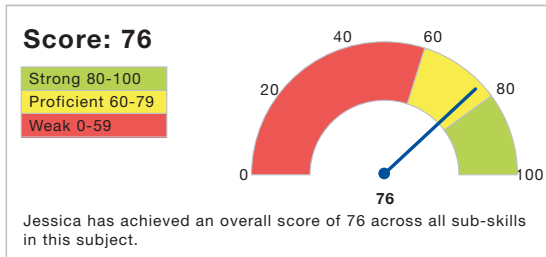


IKM Proficiency Profile™ Components

The reports are intuitive and easy to understand. IKM consultants are also available to assist you to interpret assessment results if required.

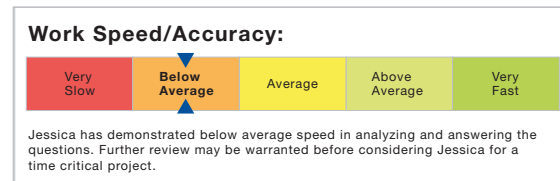
OVERALL SCORE

Shows the absolute level of knowledge displayed by the individual across all sub-skills within the discipline. It indicates within the score if the complete knowledge level of the assessment-taker falls within the weak, proficient or strong category.



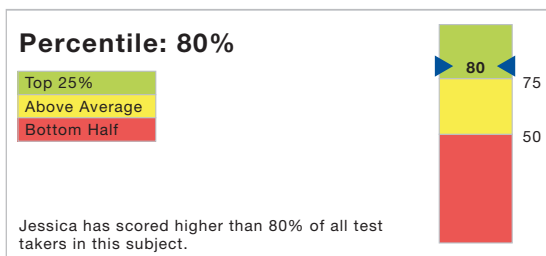
WORK SPEED/ACCURACY

Compares the time used by the test-taker to read, analyze and answer each question to the average time used by the rest of the test-taking population within the specific assessment. This provides a very valuable metric when looking for people to fill positions that have time critical requirements.



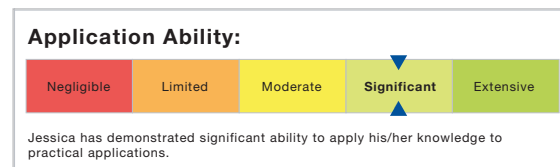
PERCENTILE

Compares the candidates absolute score to the absolute scores of the other test-taking population in order to consider a relative standing. Thus a percentile of 80 would mean the individual scored higher than 80 percent of the other test-taker's.



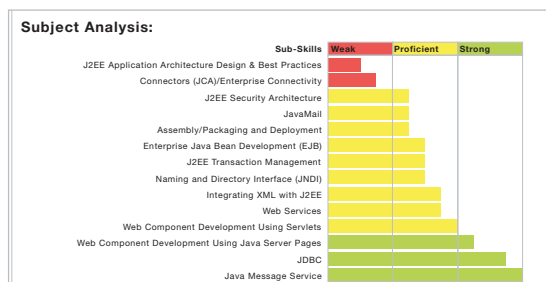
APPLICATION ABILITY

Measures the extent that the applicant can apply their knowledge to practical applications. Having knowledge is one thing, but having the ability to apply it in a business environment is another. This score identifies the extent that an individual can put their knowledge into practice. A low score indicates little ability to apply the knowledge.



SUBJECT ANALYSIS

Using IKM's unique adaptive methodology each sub-skill is assessed independently so that one sub-skill does not impact the results of another. Using powerful algorithms and multiple correct response methodology, 12 levels of knowledge can be assessed within each sub-skill with fewer questions than a one-dimensional assessment.



SUBJECT COVERAGE

Provides the overall number that indicates the extent to which the test-taker has the subject matter 'covered'. It is calculated by adding up the sub-skills that the candidate is Proficient or Strong as a percentage of the overall sub-skills. The higher the number the more well rounded the individual.

