



# General Employability

The essential question in hiring is *will this person contribute positively to the organization?* This pre-hire tool provides you the information needed to select the highest performer for any entry-level role.

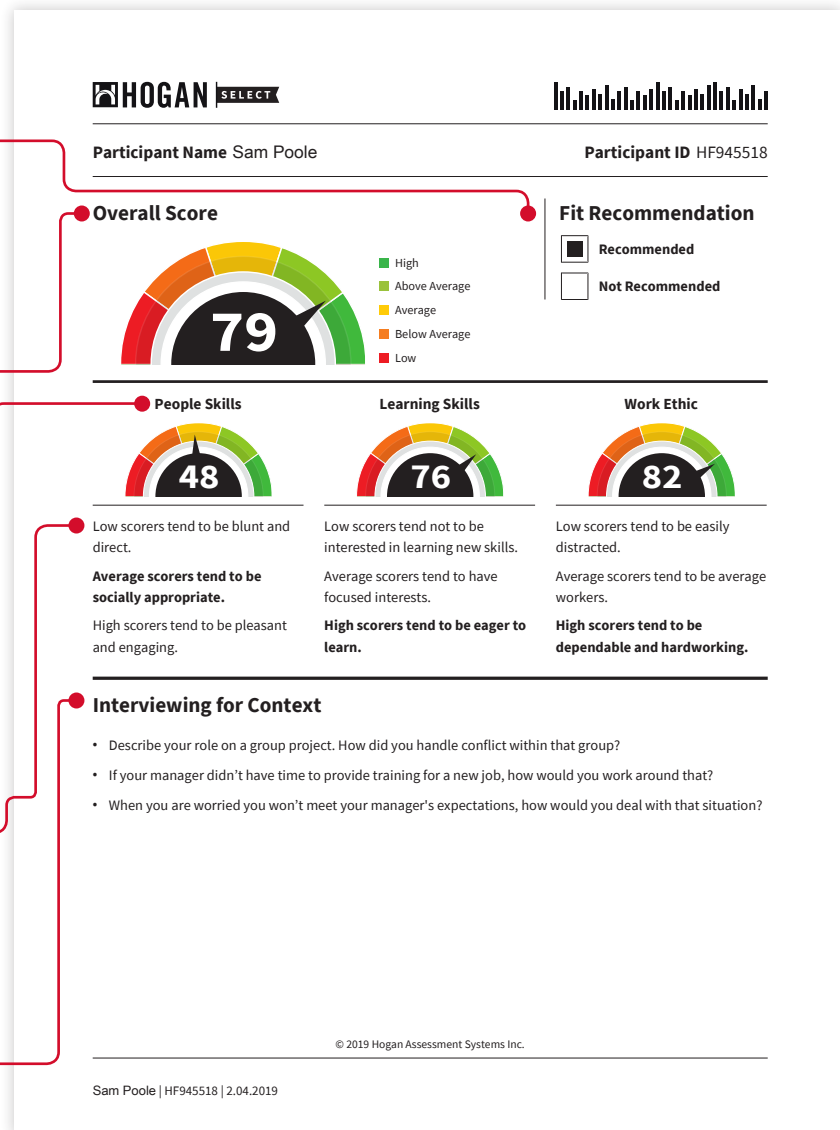
**1**  
Start with the **Fit Recommendation**. This is Hogan's view on whether you should move forward with this candidate.

**2**  
Use the **Overall Score** to rank candidates based on the overall score and fit range.

**3**  
The **Competency Scores** help you understand the applicant's strengths and challenges.

**4**  
The **Descriptive Text** helps you understand the implications of the applicant's scores.

**5**  
Review the **Interview Questions** to guide an interview with the candidate based on their competency specific scores.



## Competency Definitions:

- **People skills** - the ability to get along with others
- **Learning Skills** - the ability to learn the essential functions of the job and to learn new skills as the job changes over time
- **Work Ethic** - the ability to take instruction, work hard, and produce high-quality results in a timely fashion