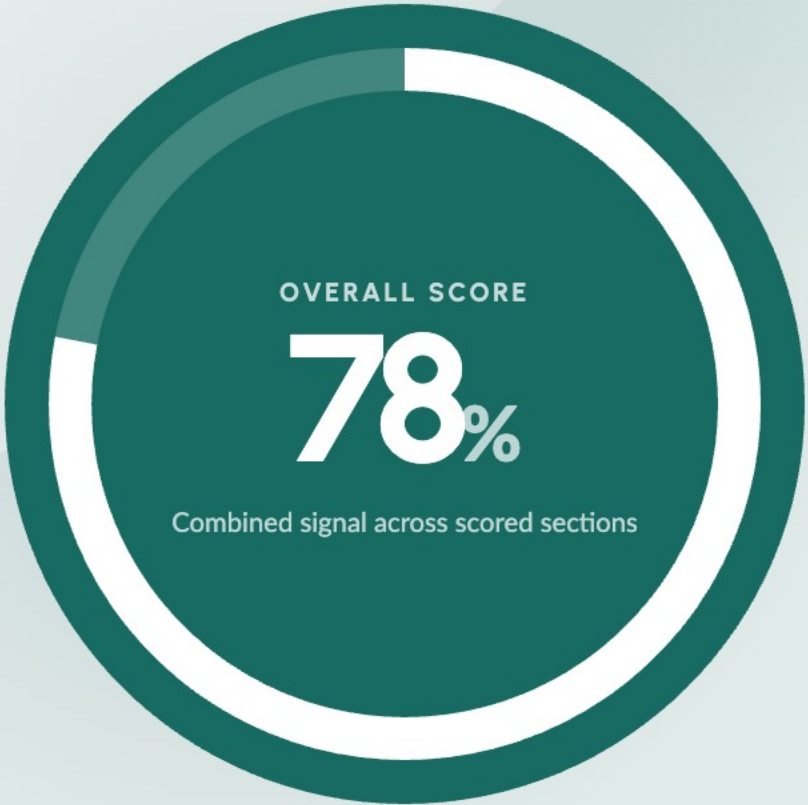


CANDIDATE REPORT

Maya Chen

Northstar Search • Head of Customer Success | Fictional sample • 10 September 2026

Strong alignment on ownership, customer focus, and dependable execution.



WHAT STANDS OUT

01 Culture alignment is close overall; collaboration style is the clearest difference.

02 Prioritization under pressure is the most useful topic to validate in interview.

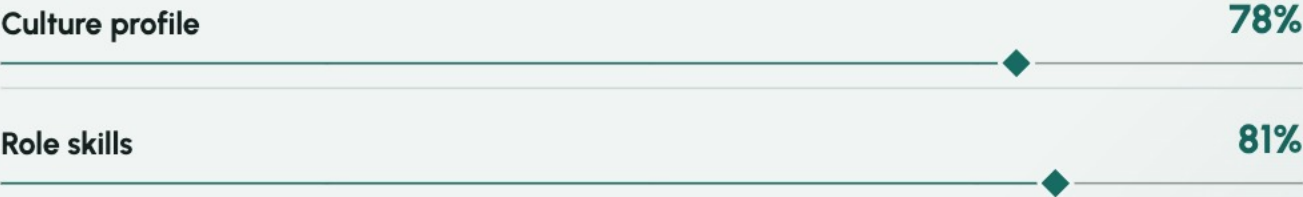
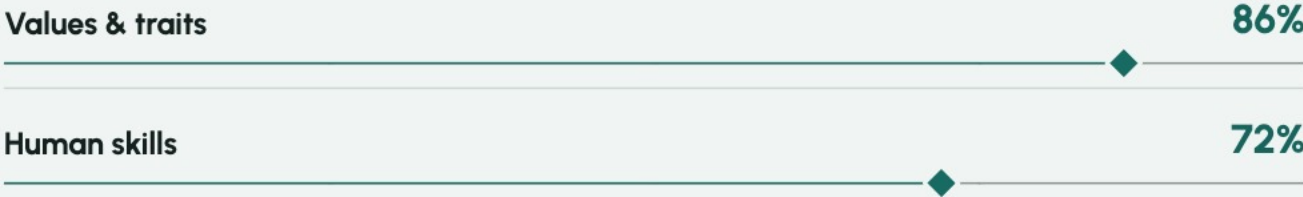
OVERVIEW

Assessment at a glance

A section-by-section map of the candidate's results. Open each chapter for the interpretation and supporting evidence.

SCORED MEASURES

Comparable within each assessment's stated scoring method



Directional: 3 of 5 skills probed

PROFILES AND QUALITATIVE EVIDENCE

Descriptive signals, not pass-or-fail scores

Work style

People • 45%

Dominant preference, not a pass-or-fail score

Work style is a preference profile rather than a pass-or-fail score.

CHAPTER 1 — VALUES & TRAITS

What this measures: whether Maya Chen would make the same everyday tradeoffs your team makes. It compares their chosen values against yours. There are no right or wrong answers.

Strong alignment on ownership and customer focus

86%
VALUE ALIGNMENT

VALUES COMPARED WITH COMPANY PRIORITIES
4 of 4 listed values align with company priorities

Scenario consistency 75%

2 Company-value matches

2 Compatible preferences

0 Gaps to explore

KEY VALUE SIGNALS

✓ Customer obsession

Strong match

✓ Ownership

Strong match

+2 additional values shown in the supporting detail

Maya's choices consistently favor customer impact, ownership, and learning. Direct feedback is the one value to validate through a concrete example.

EXPLORE IN THE INTERVIEW

1. Tell me about a time direct feedback created tension. What did you do next?

CHAPTER 2 — CULTURE PROFILE

Close overall fit, with the clearest difference in collaboration



What this measures: the kind of culture Maya Chen works best in, compared point by point with the culture your team described for itself.

78% culture alignment

Maya and the team share a practical preference for structure and high standards. Maya leans more strongly toward consensus and shared ownership.

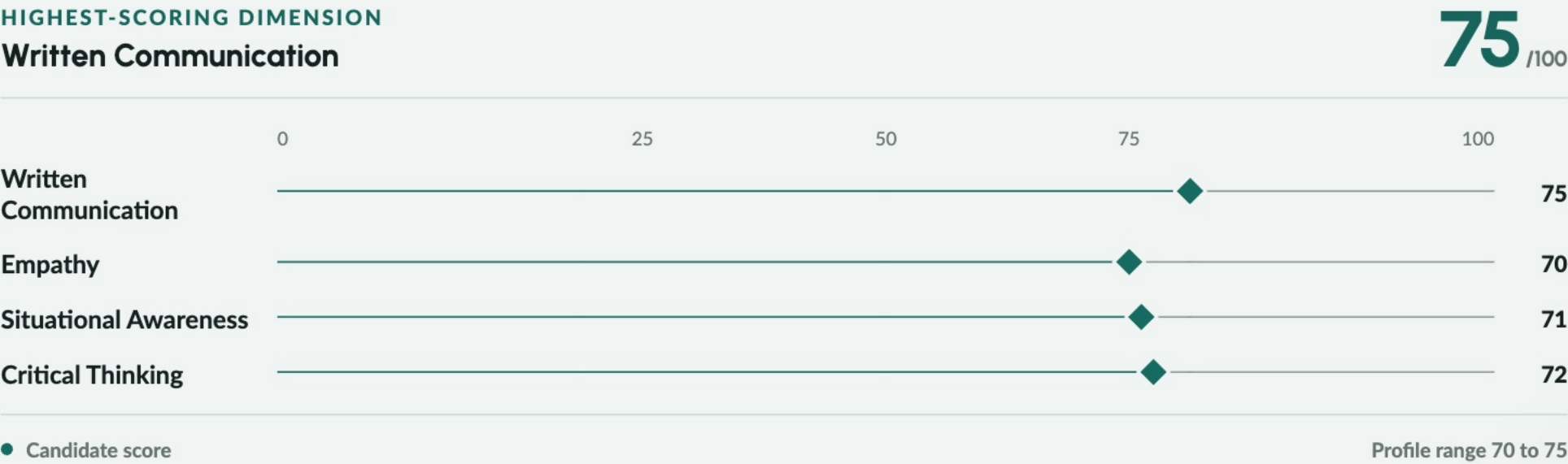
EXPLORE IN THE INTERVIEW

- 1. How does Maya create structure when consensus is not enough?

CHAPTER 3 — HUMAN SKILLS

What this measures: how Maya Chen communicates and reasons in their own written words, scored for communication, empathy, awareness, and critical thinking.

Clear, empathetic communication with room for deeper trade-off reasoning



Maya communicates with structure and acknowledges other perspectives. Her strongest answers would be improved by making the competing priorities more explicit.

EXPLORE IN THE INTERVIEW

1. Walk through a decision where two reasonable priorities were in conflict.

CHAPTER 4 — WORK STYLE IDENTIFIER

What this shows: the kind of work that energizes Maya Chen most, across people, process, and product. This is a style, not a score.

A people-first collaborator who still values dependable process

DOMINANT
People
45%

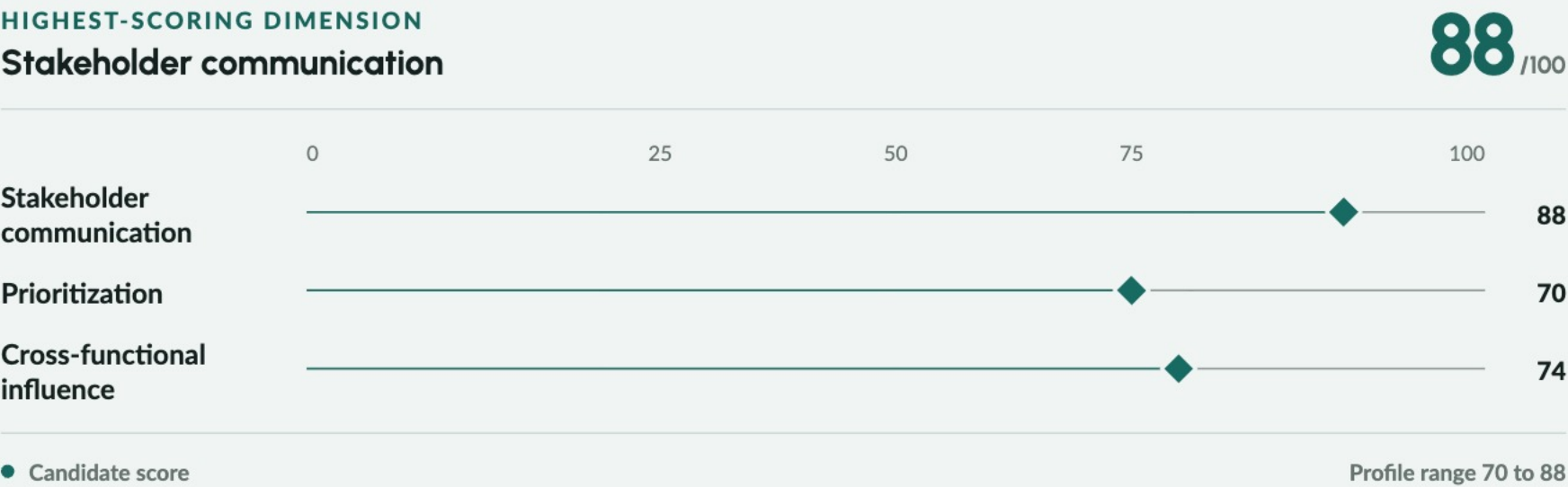


Maya is most energized by work involving people and shared outcomes, with process providing support rather than becoming the goal itself.

- EXPLORE IN THE INTERVIEW
1. How do you protect focus when collaborative work becomes meeting-heavy?

CHAPTER 5 — ROLE SKILLS ASSESSMENT

Strong stakeholder communication; prioritization is the clearest growth area



What this measures: Maya Chen's role-specific skills, probed in a live working conversation with cited evidence.

Maya frames decisions precisely and adapts well to stakeholder needs. Her evidence is less developed when hard trade-offs require saying no.

WORTH A CLOSER LOOK

⚠️ Test whether Maya can make a firm prioritization call with incomplete information.

EXPLORE IN THE INTERVIEW

1. Which of three urgent requests would you decline, and how would you communicate it?

CONCLUSION

Maya shows strong alignment across culture and capability measures. The interview should focus on how she makes firm prioritization calls when collaboration and speed pull in different directions.

WHAT TO EXPLORE NEXT

1. Ask for a specific example of making a decision before consensus was available.
2. Test prioritization with three urgent requests and limited capacity.
3. Explore how Maya gives direct feedback when the relationship is important.