



Successful Accounting

Sample

Graduate applicants to a large firm of Chartered Accountants were given Facet5 during the selection stages as part of the selection process. It was incorporated into a one-day assessment centre but, although the data was collected it was not used during the decision-making.

Criterion

Successful exam passes.

Descriptive Statistics

Overall

N = 76	Minimum	Maximum	Mean	Standard Error	Standard Deviation
Will	1.00	10.00	5.14	.23	2.0
Energy	1.00	9.93	5.34	.22	1.8
Affection	1.00	10.00	5.64	.23	2.0
Control	1.00	9.09	6.04	.20	1.7
Emotionality	2.06	10.00	5.99	.22	1.9

These results are very close to the standard distribution for Sten scores of Mean = 5.5, STD = 2. Overall the distributions are not skewed in any obvious way.

By Gender

There were almost an equal number of males and females. Not all cases could be classified by gender but for those who could be the results were as follows:

N Male = 42 N Female = 23	Gender	Mean	Standard Deviation	Standard Error Mean
Will	m	5.17	1.76	.27
	f	5.03	2.51	.52
Energy	m	5.20	1.82	.28
	f	5.40	2.02	.42
Affection	m	5.37	1.94	.30
	f	6.05	2.34	.49
Control	m	6.09	1.69	.26
	f	5.75	1.69	.35
Emotionality	m	6.10	1.87	.29
	f	5.71	1.87	.39

None of these differences are significant.

Results

The mean scores on Will and Energy were significantly higher for the successful group.

Mean Differences

N Pass = 51 N Fail = 25	RESULT	Mean	Standard Deviation	Standard Error Mean
Will	PASS	5.33	2.07	.29
	FAIL	4.65	1.75	.35
Energy	PASS	5.63	1.79	.25
	FAIL	4.76	1.73	.35
Affection	PASS	5.81	1.90	.27
	FAIL	5.29	2.24	.45
Control	PASS	6.08	1.69	.24
	FAIL	5.96	1.84	.37
Emotionality	PASS	5.79	1.93	.27
	FAIL	6.42	1.76	.35

Of these differences, with all variances assumed equal, Energy was significant at the 0.05 level (t=1.996, df=74, sig = 0.05). Will and Emotionality were also close to significance.

A metric was constructed indicating those candidates who had both Will and Energy above the mean. Their exam results were compared with candidates whose Facet5 profiles did not include above average scores on Will and Energy. A cross tabulation produced the following table:

		Exam Result		
		Fail	Pass	Total
Facet5 Scores	Other	20	29	49
	High Will & High Energy	5	22	27
Values are cell counts	Total	25	51	76
		Chi Sq = 3.92 df = 1 Prob. 0.05		

These results show that people with the predicted profile have an 82% chance of qualifying compared to 59% for the other group. This result is significant at the 0.05% level.

Application

Candidates whose profiles suggest they are less likely to succeed can be identified early in their career and given extra support, counselling and training as necessary.

Note

This study was completed before the Facet5 Families had been defined. This combination would appear to relate to 'Promoters', 'Entrepreneurs' and 'Advocates' being successful as opposed to 'Coaches', 'Traditionalists' and 'Developers'. This hypothesis has yet to be tested.