



2.0
SCORE

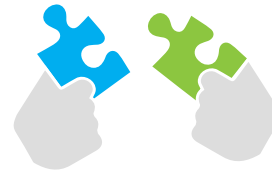
Poor Match

- The Overall Match Score highlights the fit between the individual and the job.
- On the left, view the components of the assessments and their specific scores.
- Scores can range from 0.5 (lowest score) to 5 (highest score).



Leading Strengths

These traits emerged as behavioral strengths for this individual. Review the "Key Insights" tab for more details on these.



Potential Weaknesses

These traits emerged as behavioral limitations for this individual. Review the "Key Insights" tab for more details on these.

Work Intensity: The extent to which individuals work hard to accomplish many things quickly as opposed to working methodically or at a less hurried pace.

Process-Focused: The extent to which individuals prefer to be organized and structured in the way they work, rather than taking a less methodical approach.

Social Restraint: The extent to which individuals are highly self-controlled when engaging with others as opposed to being less restrained and carefree.

Work Ethic: The extent to which individuals have a positive attitude towards work and organizations as opposed to a negative one.

Accommodation: The extent to which individuals place more emphasis on accommodating the needs of others as opposed to prioritizing their personal needs.

Frustration Tolerance: The extent to which individuals have a resilient and positive outlook under most work circumstances as opposed to being concerned about what could go wrong.



Key Insights

Job Match



1.7

POOR

Relevance 85.71 %

BEHAVIORAL MATCH

A measure of the critical behavioral traits that lead to success in this role



3.5

STRONG

Relevance 14.29 %

LOGICAL REASONING

A measure of an individual's ability to demonstrate logical reasoning skills

Match Area =

LOGICAL REASONING

Logical Reasoning Ability



BEHAVIORAL MATCH

Relating

Accommodation



Social Restraint

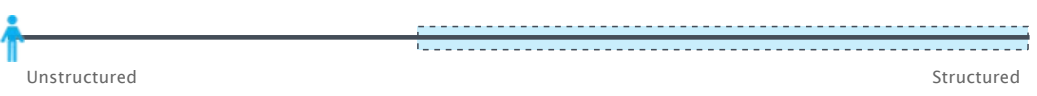


Working

Frustration Tolerance



Process-Focused



Work Ethic



Work Intensity





Interview Date: _____

OPENING QUESTIONS

1. Please tell me about your work history. How has your previous work experience prepared you to take on the challenges of this role?

2. Tell me about what attracted you most to this position. What prompted you to apply for this job?

3. Describe your ideal work environment. In what type of work culture do you feel you perform best?

4. We all have preferences when it comes to supervisory style and the type of manager with whom we work most effectively. What type of oversight and interaction do you prefer from a manager? Why do you feel this helps you work most effectively?

COMPETENCY QUESTIONS

MAKING SOUND DECISIONS

Describe a time when you had an important decision to make, but had several alternatives to choose from. What criteria went into your decision? What was the result?

ANSWER:

Tell me about a time when you implemented a solution to a problem and then discovered later that the problem was not fixed. What actions did you take? What was the result?

ANSWER:

COMMUNICATING EFFECTIVELY

Tell me about a time when you needed to adapt your communication style to meet the needs of a particular person or audience. What was your approach? What was the outcome?

ANSWER:

Tell me about a time when you had a miscommunication with someone. What happened? How did you become aware of the miscommunication? What was the final outcome?

ANSWER:

TEAMWORK AND COLLABORATION

Describe the last assignment in which you were part of a team. What was your role? What aspects of working as part of a team did you do well? Where could you have improved? Why?

ANSWER:

In what types of situations do you prefer to work independently and in what types of situations do you prefer to work as part of a team? Why?

ANSWER:

DRIVING RESULTS

Tell me about a time when you had to lead a group in accomplishing a specific goal. How did you ensure that the goal was met? Were there any barriers? What did you do? What was the result?

ANSWER:

Sometimes in spite of our best efforts, work projects don't go as smoothly as we would hope. Tell me about a time when you were leading a challenging project, and it was hindered by a barrier or setback. How did you handle the obstacle? What was the outcome?

ANSWER:

RESILIENCE

Describe a stressful situation at work that you experienced. What was the situation? How did you react to it? How did this impact your work performance?

ANSWER:

Tell me about the last significant setback you had at work. What was the situation? What happened? How did you react?

ANSWER:

LEADING OTHERS

Walk me through your most significant experiences in leading people. Tell me about the type of work your group or team did, how many people you managed, and how you assigned work and organized the group to get the job done.

ANSWER:

Eventually, every leader is faced with a crisis situation involving a significant business issue or interpersonal conflict that must be resolved. Tell me about two of your most significant leadership crises, and how you addressed them.

ANSWER:

PLANNING AND ORGANIZING

Tell me about a recent time when you had to plan a project or some work you had been assigned. What was the assignment or project? Describe your approach.

ANSWER:

Tell me about a project that you were responsible for planning that did not go as smoothly as you would have liked. What did you do? If you could redo the planning of the project, what would you do differently?

ANSWER:

For the following scale: **Accommodation**, the candidate scored **below** the match area.

Tell me about a time when you had to respond to a request that seemed unreasonable. What was the request? How did you respond?

(Listen for an attempt to meet the need to the best of their ability.)

For the following scale: **Frustration Tolerance**, the candidate scored **below** the match area.

Tell me about a time when you felt really frustrated or burned out at work. What was the situation? What led you to feel this way? What aspects of work tend to cause you frustration or stress?

(Listen for the effects of frustration on the individual and how it may impact the individual's work. Was the ability to manage frustration and work through the issue effectively demonstrated?)

For the following scale: **Process-Focused**, the candidate scored **below** the match area.

Describe a situation that illustrates the kind of techniques that you use to stay organized and focused in your own work.

(Listen for an ability to keep work organized.)

For the following scale: **Social Restraint**, the candidate scored **below** the match area.

In your past jobs, tell me about situations when you became angry or upset with another person. What upset you? How did you respond? What was the result?

(Listen for the self-discipline to handle the situation tactfully and appropriately.)

For the following scale: **Work Ethic**, the candidate scored **below** the match area.

Tell me about a time when you became dissatisfied in one of your past jobs or 'checked out'. What was the situation? How did this impact your work? What did you do?

(Listen for a tendency to disengage or not care about the work being done.)



ONBOARDING AND DEVELOPMENT

Getting Started

Understanding how your unique characteristics match the job is an important step in your development. Use this Development Guide to help leverage your strengths and close behavioral gaps.

Keep the following in mind as you review the guide:

- Don't worry, this isn't a general how-to guide for your life. The development feedback is specific to you in relation to the behaviors needed for job success.
- Strengths and gaps were uncovered by your assessment responses, and as such, may reflect your self-perceptions. Others may see you differently.
- Remember, everyone has strengths and gaps. Treat the suggestions below as a friend giving you tips for success.

Take notes as you read, to help create an action plan to accelerate your development.

Leveraging Strengths

Leveraging Your Work Intensity Skills

Your work intensity is ideal for this role. Leverage this strength by working smartly. Group together tasks that require a similar skill, mindset, or level of concentration. By streamlining your process, you can complete tasks with greater efficiency and ease.

Give yourself strategic breaks to recharge and reset. This will help you maintain a rigorous work pace without sacrificing quality.

Although you tend to complete work quickly, be sure to plan and organize your schedule to avoid rushing at the last minute.

Closing Gaps

Improving Your Accommodation Skills

Find ways to arrive at common ground when working with others. Your tendency may be to protect your own interests (which is valid), but look for opportunities to compromise or find a middle ground option with which everyone can live.

When something frustrates you about another person, look for ways to help them rather than complain. Turn the problem into a solution by offering your assistance.

Try to include new people and make an effort to build relationships with them. Be welcoming and offer your assistance and guidance.

Improving Your Frustration Tolerance Skills

You may find yourself so preoccupied with what could go wrong, that you become discouraged and give up. Make an effort to turn negative thinking into constructive problem solving. Break down large obstacles into manageable steps, and focus on one step at a time. As challenges arise, take time to explore solutions.

Being overly negative can impact your relationships with your coworkers. If you are feeling worried or pessimistic, consider whether you need to express your opinion and how it might impact others. It might be better to keep your emotions to yourself or to find a more positive way to phrase your concern.

Sometimes stress and pressure can make you feel overwhelmed or defeated. Try to find ways to manage those feelings when you are facing challenges at work. General exercise, a good friend to talk to, a vacation or similar things can help you to recharge or see things from a different perspective.

Improving Your Process-Focused Skills

Take ten minutes at the beginning of each workday to prioritize your tasks. Keep a short list of things that are necessary to accomplish and work through the list in order of priority. Check completed items off as you accomplish them.

Before you start a task, make sure you take the time to think through the important steps. Are there things you should do before you can proceed from one step to another? Are there tasks that can be worked on simultaneously? What should be done during each step?

Once every few weeks, clean your office area. File away unnecessary clutter or any finished projects. Keep in reach only the information or paperwork that you will need in the near future.

Improving Your Social Restraint Skills

Try to control your immediate reactions to situations, especially when it comes to important work relationships. Instead of responding with the first thing that comes to mind or acting reflexively, take a moment to think about how best to respond.

Take steps to increase your diplomacy and tact when communicating with others. Be aware of how you phrase or present ideas to others. Consider how others may interpret and react to what you're going to say before you speak. If necessary, seek guidance from a trusted mentor. It's better to adjust your phrasing beforehand than try to recover afterwards.

In situations of conflict, try to remain calm and controlled. If necessary, count to ten and walk away from the situation to avoid escalating the conflict. Exercise self-discipline and respond in a manner that is productive and that will lead to a resolution.

Improving Your Work Ethic Skills

Always be careful about what you commit to doing. If you cannot do something, say so.

People respond more favorably to coworkers who shoulder their share of the workload. Make a conscious decision to put forth effort throughout your workday. When things are slow, offer to help others or look for additional work to do.

Take personal responsibility for your actions. Don't point fingers when things go wrong or shift blame to others. Admit mistakes and resolve to do things differently the next time. Others will appreciate your honesty and sincerity.