**Date: Nov 22, 2005**                    **Clues**Assessments                    **Name: Mary Demo**
**ID: 137274**

Good
Ok
Poor

# Engineering Summary

## General Reasoning
(Cognitive)

Slower Processing
Accepts Simple & Repetitive Work
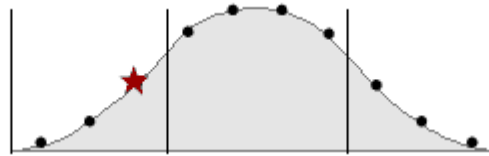
Faster Processing
Needs Intellectual Challen

- Mary tends to solve problems and learn new information more slowly than others
- Should be allowed more time for initial training and for learning new procedures and job requirements
- Typically capable of dealing with routine issues without becoming bored which can be very beneficial in many engineering positions where it is necessary to stay focused on immediate tasks such as common maintenance issues
**Question:** Tell me how you have learned a new job in the past. How were you trained?

## Conscientious
(Organization)

Carefree
Impulsive
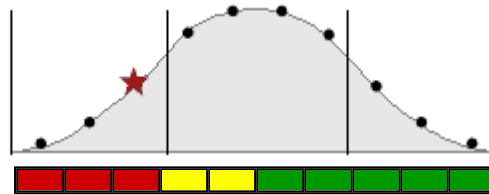
Detail Oriented
Dependable

**Note:** Mary's score is in an area that may pose a significant challenge in terms of job fit for some engineering positions. You may wish to spend extra time reviewing this area and refer to additional follow-up questions provided in the Interview Question Report.
- Mary may miss important details which can be particularly challenging when dealing with maintenance schedules and detailed paperwork
- May appear to be careless and unorganized which can prove to be problematic in many engineering environments
- May be better suited for situations when there are minimal details and where spontaneity is valued more than thoroughness
**Question:** Some jobs require that you deal with a lot of details during the day. Describe a time when you had to deal with a lot of details and you forgot something important. What happened?

## Tough Minded

Cooperative
Agreeable
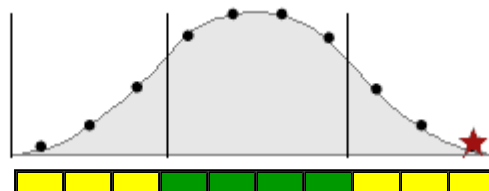
Direct
Determined

- Mary tends to be tough-minded and out-spoken
- This directness can be helpful when they voice feedback and offer opinions for solving engineering issues
- Can become argumentative with others particularly when they are not in control or in charge
- Mary may have difficulty taking direction from others which can create issues within some

engineering environments

**Question:** Describe a time in a job when you have gotten into an argument with someone over how a particular task should be handled. What happened?

## Conventional
(Rules)

Open to New Experience
Flexible

Consistent
Structured

- Tends to follow engineering policies and safety procedures in most cases
- Mary tends to be comfortable with change as long as it makes sense and they are allowed time to adapt to those changes

**Question:** Describe a time when you were able to do a variety of tasks during the day and t learn new things on the job. What was the situation and what did you like about it?

## Extroversion

Reserved
Listener
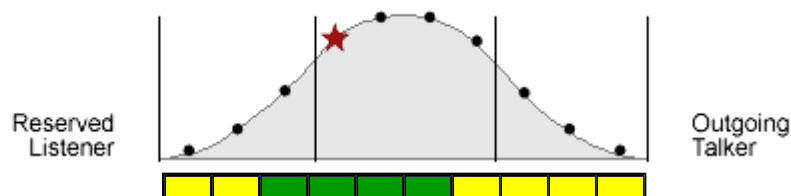
Outgoing
Talker

- Mary can be outgoing and talkative, but can also work alone when necessary which can be ideal for many engineering environments
- Extreme environments where Mary is required to work alone for long periods of time during the day can be difficult

**Question:** Tell me about a time when you really enjoyed the people you worked with during the day. How often were you able to interact with them on the job?

## Stable

Sensitive
Anxious

Calm
Stress Resistant

- Generally calm and poised unless the environment or situation is particularly stressful
- If the environment is unusually stressful, Mary may become anxious and hasty with their actions

**Question:** Tell me about a time when you worked in a highly stressful environment and you had an unexpected issue to resolve. How did you deal with the stress of the situation?

## Team

Individualistic
Competitive

Collaborative
Win-Win
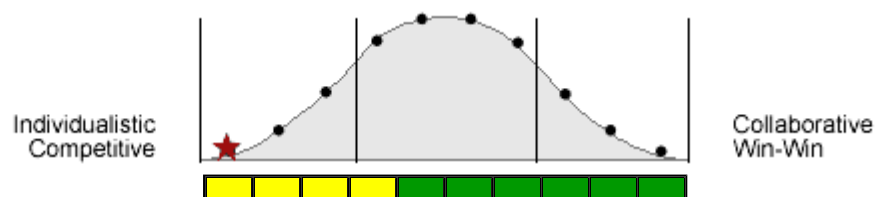
- Mary is generally competitive and self-confident
- May have difficulty working on a team and being collaborative
- May be better suited for an environment where they are allowed to work independently

rather than one where they are expected to be a part of a team effort

**Question:** Tell me about a time when you were particularly motivated to do your job every day. What was the situation and how were you rewarded for your efforts?

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**Good Impression**
(Social Desirability)

Frank
Candid

Exaggeration
Disguised
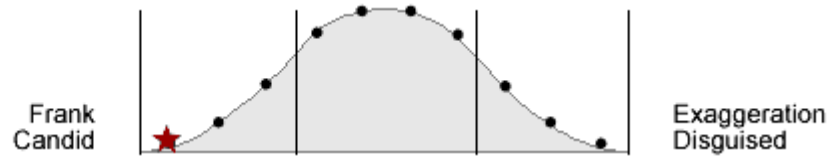
- Mary's responses have been frank and open

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*The participant has scored
in the "red zone" in 1 area.

**Overall**

# 57.%

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**Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.**

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## Engineering Interview Questions

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### General Reasoning (Cognitive)

**Question:** Tell me about a situation when you were not able to solve a problem and called in other team members to help out. What was the situation?

**Question:** Tell me how you have learned a new job in the past. How were you trained?

**Question:** Describe a time when you really enjoyed your job and the types of projects you worked on. What types of tasks did you handle during the day?

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### Conscientious (Organization)

**Question:** Tell me about a time when you forgot a very important detail and it caused a problem. What happened?

**Question:** Give an example of your ability to trouble shoot problems. How do you approach them?

**Question:** Describe the most successful and personally effective position you have been in? What types of tasks did you work on, and what was your specific role?

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### Tough Minded

**Question:** Tell me about a situation when your determination for making sure that a project was done right really paid off.

**Question:** Give me an example of a time when you found an error in someone else's work because you didn't trust that it had been done correctly. How did you handle the communication?

**Question:** Describe a time in a job when you have gotten into an argument with someone over how a particular task should be handled. What happened?

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### Conventional (Rules)

**Question:** Tell me about a time when you had to take care of a new type of problem and you didn't have very much time. How did you deal with it?

**Question:** Describe a time when you felt you were involved in projects that were very interesting and challenging for you. What were the projects, and what was your role?

**Question:** Give me an example of time when you had to deal with highly structured tasks all day and there was no room for creativity. What was it like?

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### Extroversion

**Question:** Tell me about a situation when you had to present an idea to your boss. How

did you do it?

**Question:** Tell me about a time when you really enjoyed the people you worked with during the day. How often were you able to interact with them on the job?

**Question:** Describe a time when you often were not able to interact with others during the day. How did this affect your productivity?

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### Stable
**Question:** Tell me about a time when you worked in a highly stressful environment and you had an unexpected issue to resolve. How did you deal with the stress of the situation?

**Question:** In your job, describe a time when you had to deal with someone who was very unhappy. What was the situation and how did you handle it?

**Question:** Tell me about a time when the level of stress you and your co-workers were dealing with on the job became extreme. How did you deal with it?

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### Team
**Question:** Give me an example of a time when you did something above and beyond what was expected, but you were not rewarded for it. How did you deal with it?

**Question:** Describe a time when you had to work with someone who didn't pull their weight. How did you deal with it?

**Question:** Tell me about a time when you were particularly motivated to do your job every day. What was the situation and how were you rewarded for your efforts?

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