

Date: Mar 22, 2006

Name: Julie Testing
ID: 137903

Executive Management Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



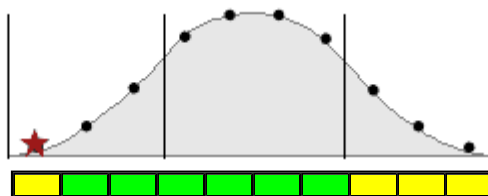
Faster Processing
Needs Intellectual Challenge

- Julie typically requires more time to learn new information
- Better suited for supervisory or management roles where the problems encountered daily are typical in nature and ones that they have seen before
- Management roles that require strategic thinking, thinking outside the box, and complex problem solving may be difficult
- Julie should be allowed additional time to learn the job and should be allowed hands-on training

Question: Describe a time when you made a decision without having all the facts and you had to go back and correct it. What was the situation?

Conscientious (Organization)

Carefree
Impulsive



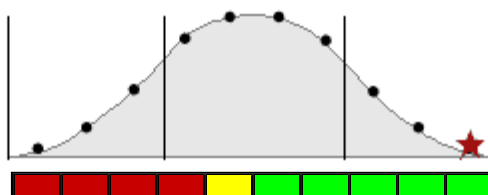
Detail Oriented
Dependable

- Easy going nature may make it a little more difficult to develop detailed long term strategic plans
- Julie is generally comfortable with interruptions in plans but will need additional time to adjust to new factors affecting the strategy

Question: Describe a time when you failed to meet a deadline because of a lack of planning. What did you do?

Tough Minded

Cooperative
Agreeable

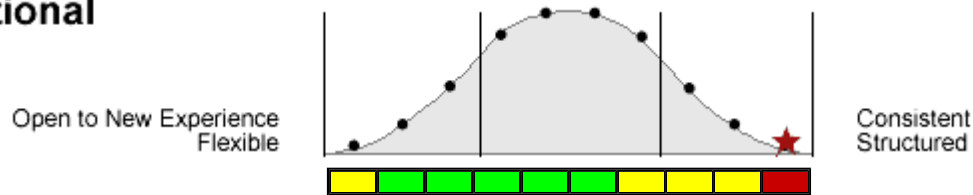


Direct
Determined

- Tends to be tough minded and capable of dealing with difficult situations
- Can be arrogant and unwilling to solicit ideas from subordinates

Question: In managing, it's frequently important to have trust in your employees. Can you think about an instance when you were able to trust an employee and it paid off?

Conventional (Rules)

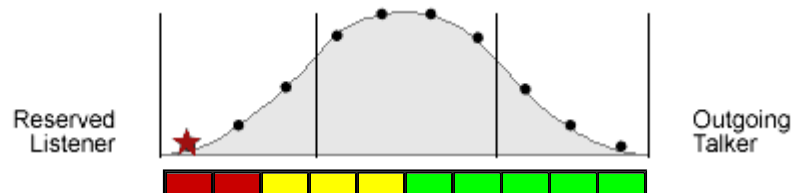


Julie prefers a structured working environment and will typically use tried and true problem solving techniques

- Tends to be consistent and follow a process closely
- Can have difficulty working in an environment where thinking outside of the box is necessary

Question: Describe a time when you had to implement several major changes quickly within your team. How did you do it?

Extroversion



- Julie tends to be reserved and quiet
- Managers may find Julie to be withdrawn and seemingly unavailable or uninterested in them
- It is critical that Julie recognize that one of the skills often found in executive managers is the ability to be expressive and enthusiastic with managers to keep them motivated

Question: Describe a time when your listening ability really paid off with a manager. What was the situation?

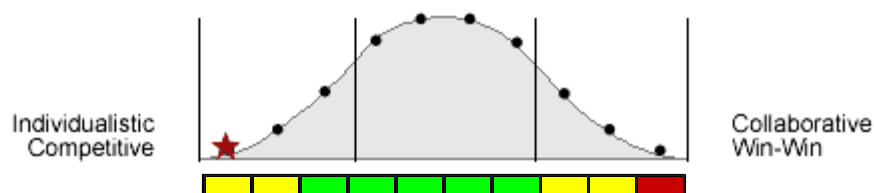
Stable



- Julie may have an exaggerated sense of urgency leading to feelings of stress more quickly than others
- Will typically be more sensitive to the needs of customers and managers
- May become defensive when under extreme pressure

Question: Describe a time when you had to deal with a difficult but important strategic customer. What was it like?

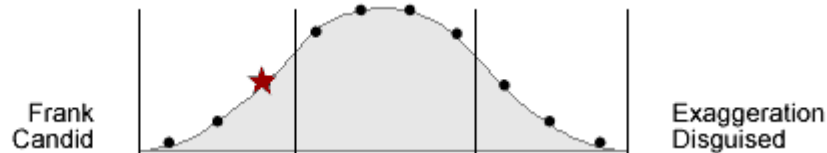
Team



- Julie is typically self-motivated and very competitive
- May be too quick to actually compete with managers for recognition or fail to give the recognition to others for their accomplishments
- At times, Julie may not be collaborative with the internal team

Question: Tell me about a time when one of your employees was doing an incredible job. What did you do to reward them and what would you do differently in the future?

Good Impression (Social Desirability)



- Julie's responses have been frank and open

*The participant has scored
in the "red zone" in 3 areas.

Overall
50% *

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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Executive Management Interview Questions

General Reasoning (Cognitive)

Question: Give me an example of a training program you were involved in that you thought was particularly effective for you.

Question: Tell me about a time when you called on your boss or colleagues to help you solve a problem. What was the situation?

Question: Describe a time when you made a decision without having all the facts and you had to go back and correct it. What was the situation?

Conscientious (Organization)

Question: Tell me about a time when you became impatient with a situation and made a decision before you had all the facts. What happened?

Question: Give me an example of how your carefree nature helped you in a stressful situation.

Question: Describe a time when you failed to meet a deadline because of a lack of planning. What did you do?

Tough Minded

Question: Describe a time when you got into an argument with an employee. What was the situation?

Question: Tell me about a situation when you had to be patient with someone in order to get them to do things the way you wanted them. How did you do it?

Question: In managing, it's frequently important to have trust in your employees. Can you think about an instance when you were able to trust an employee and it paid off?

Conventional (Rules)

Question: Tell me about a time when you created a process or structure that helped your department become more efficient. What was the situation?

Question: Give me an example of a time when you had to deal with an employee who was inconsistent and did not follow policies. What did you do?

Question: Describe a time when you had to implement several major changes quickly within

your team. How did you do it?

Extroversion

Question: Give me an example of a time when you were not able to effectively motivate your team to do something. What could you have done differently?

Question: Tell me about a time when you had to present something to your team and you knew that it was critical to get their buy in. How did it turn out?

Question: Describe a time when your listening ability really paid off with an employee. What was the situation?

Stable

Question: Tell me about a time when you worked in a very stressful environment with lots of deadlines. How did you deal with the stress?

Question: Give me an example of a time when you became angry with an employee and had to go away and regain your cool before approaching them. What was the situation?

Question: Dealing with others as a manager can make a person impatient or irritable. When this happens to you, how do you deal with situations like that?

Team

Question: Give me an example of a time when you became frustrated because you were not being given credit for your accomplishments. What did you do?

Question: Tell me about a time when one of your employees was doing an incredible job. What did you do to reward them and what would you do differently in the future?

Question: Sometimes when you're working in a team, one or more of the team members are not pulling their weight. How did you deal with that situation?

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