CluesAssessments
provided by
Success Performance Solutions

Name: Julie Testing
ID: 137903

Good
Ok
Poor

IT Summary

General Reasoning
(Cognitive)

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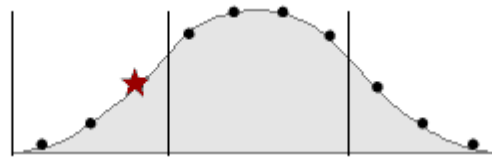
Faster Processing
Needs Intellectual Challenge

- Julie's more methodical nature tends to require more time to learn and implement IT concepts
- Better suited for IT roles where once trained, Julie is expected to deal with very similar issues every day versus being in a situation where the problems are complex and require rapid responses
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?

Conscientious
(Organization)

Carefree
Impulsive
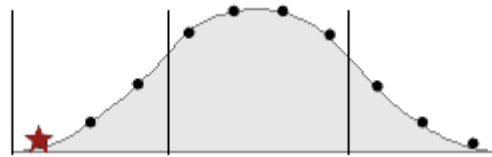
Detail Oriented
Dependable

- Julie may have difficulty handling details and planning ahead which can be a large part of many IT positions
- Typically enjoys learning new things and new technologies
- Better suited for reactive beta-testing types of roles where the ability to handle interruptions is valued and the task is to discover obvious errors rather than planning for them
Question: Describe the most successful and personally effective position you have been in? What types of projects did you work on, and what was your specific role in those projects?

Tough Minded

Cooperative
Agreeable
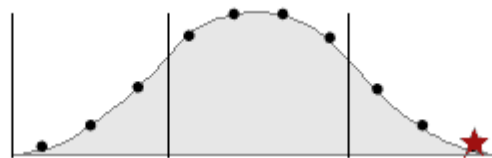
Direct
Determined

- Julie tends to be more comfortable when in control rather than when required to take direction on a regular basis
- Can be very tough minded, uncompromising and able to handle confrontation
- Usually straight forward and opinionated with others
- May become argumentative when others do not agree with their views
Question: Describe a time when you disagreed with the way a process was being implemented. How did you express your opinion and how did it turn out?

Conventional
(Rules)

Open to New Experience
Flexible

Consistent
Structured

- Usually very consistent and focused on project follow through
- Prefers to follow established procedures rather than create new ways of doing things
- Better suited for situations where a structured nature is valued versus situations where things are open-ended and continually changing

Question: Describe a situation where you had to implement a project very quickly, and neither you or the company had ever done anything like it in the past. How did things turn out?

## Extroversion

Reserved
Listener
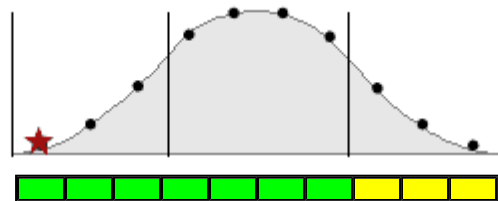
Outgoing
Talker

- Tends to be quiet and reserved
- Others may view Julie's quiet nature as a lack of interest or enthusiasm for projects or ideas
- Usually very comfortable working alone for long periods of time which can be very helpful in many IT positions

Question: Tell me about a period of time when you had to interact with others frequently during the day. How did this affect your productivity?

Stable

Sensitive
Anxious
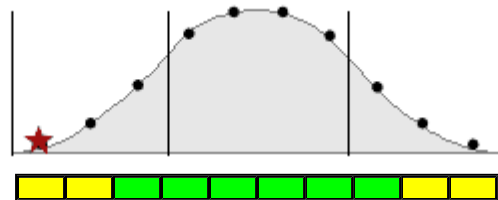
Calm
Stress Resistant

- Julie tends to feel stress faster than others
- Will generally be sensitive to customer and co-worker needs
- Better suited for calm environments which also allow Julie to take breaks rather than having to sit for long periods at a time

Question: Describe a time when you felt that your company was unnecessarily pushing its IT staff too hard. How did you handle the stress?

Team

Individualistic
Competitive
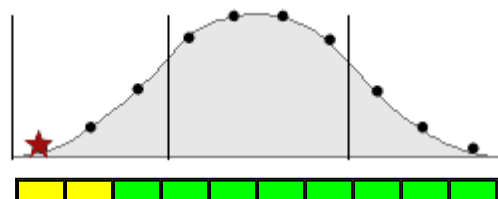
Collaborative
Win-Win

- Julie tends to be highly competitive and self-motivated
- May not work well on a team particularly if collaboration is critical to the success of the project
- Usually motivated by individual recognition and rewards rather than team rewards
Question: Tell me about a time when you felt very productive and effective in your work. What sort of environment were you working in and what types of projects did you work on?

Good Impression
(Social Desirability)

Frank
Candid

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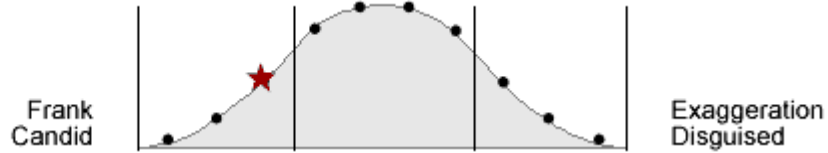
- Julie's responses have been frank and open

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

Overall
71% *

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.

© 2006 Psichometrics International

Date: Jun 29, 2006

Name: Julie Testing
ID: 137903

IT Interview Questions

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: When its time for you to learn new technology concepts, what is the best way you have found that you learn?

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?

Conscientious (Organization)

Question: Tell me about a time when you forgot a very important detail on a project 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 projects did you work on, and what was your specific role in those projects?

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 when you disagreed with the way a process was being implemented. How did you express your opinion and how did it turn out?

Conventional (Rules)

Question: Tell me about a time when you walked into a situation where there were no previous policies or procedures in place but you had to get up to speed quickly. How did you do it?

Question: Give me an example of how your dedication to proven methods has paid off. What was the situation?

Question: Describe a situation where you had to implement a project very quickly, and neither you or the company had ever done anything like it in the past. How did things turn out?

Extroversion
Question: Describe a time when you had to sell your colleagues or boss on a project. How did you do it?

Question: Give me an example of a time when you had to deal directly with a customer and you were asked to be very enthusiastic in your approach. How did you get yourself prepared for this?

Question: Tell me about a period of time when you had to interact with others frequently during the day. How did this affect your productivity?

Stable
Question: Tell me about a time when you had to deal with an unreasonable project deadline. What did you do?

Question: Give me an example of a time when you became angry with a co-worker or boss and had to cool off before you dealt with them again. What was the situation?

Question: Describe a time when you felt that your company was unnecessarily pushing its IT staff too hard. How did you handle the stress?

Team
Question: Give me an example of a time when you did something spectacular in your work, 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 felt very productive and effective in your work. What sort of environment were you working in and what types of projects did you work on?