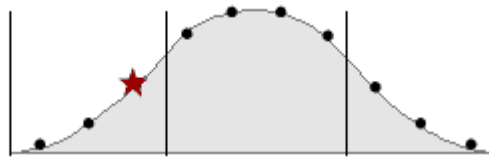




## Light Industrial Summary

### General Reasoning (Cognitive)

Slower Processing  
Accepts Simple & Repetitive Work



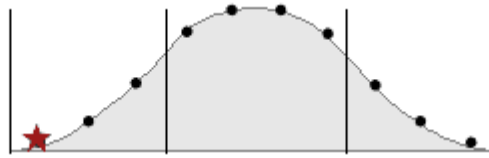
Faster Processing  
Needs Intellectual Challenge

- Julie tends to learn more slowly and should be allowed more time to learn new procedures and job requirements
- Typically capable of dealing with routine issues without becoming bored which can be very beneficial in many light industrial positions where it is necessary to stay focused on immediate tasks

**Question:** Tell me about a time when you felt that you did not receive enough training for your job. What was the situation and what happened?

### Conscientious (Organization)

Carefree  
Impulsive



Detail Oriented  
Dependable

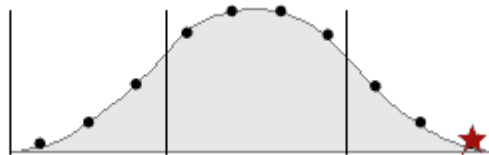


- Julie may miss important details which can be particularly challenging when dealing with inventory
- Will generally handle interruptions better than others
- May be better suited for situations when there are minimal details and where spontaneity is valued

**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



- Julie tends to be tough-minded and out-spoken particularly when they feel the need to point out problems or issues within the light industrial environment
- This directness can be helpful when they voice positive feedback and offer opinions
- Can become argumentative with others particularly when they are not in control or in charge

- Julie may have difficulty taking direction from others which can create issues within some light industrial 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?

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## Conventional (Rules)

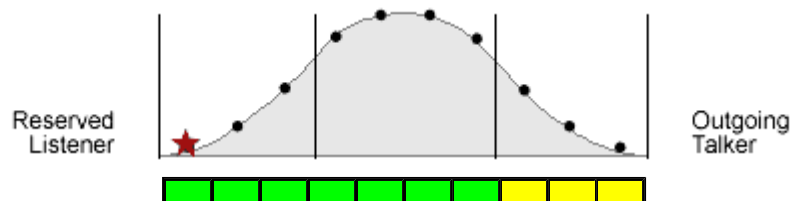


- Tends to be very consistent in following policies and safety procedures
- Julie may find it difficult to deal with change and will need extra time to adapt changes made in light industrial and inventory procedures

**Question:** Tell me about a time when there were a lot of changes in your job and it became frustrating. What was the situation and how did you deal with all the changes?

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## Extroversion

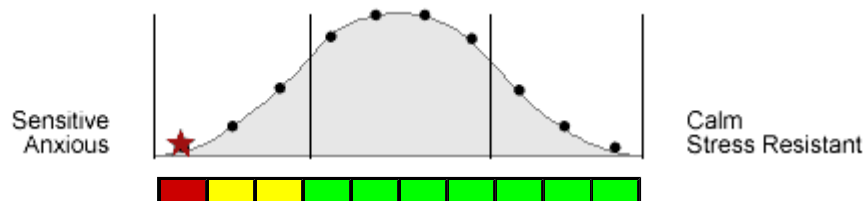


- Julie tends to be quiet and shy which can work well for many light industrial environments where employees must work for long periods of time on their own
- Others may view Julie as unfriendly or aloof
- Tends to have good listening skills

**Question:** Describe a time when you had to work and interact with people a lot during the day. How did this affect your productivity?

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## Stable

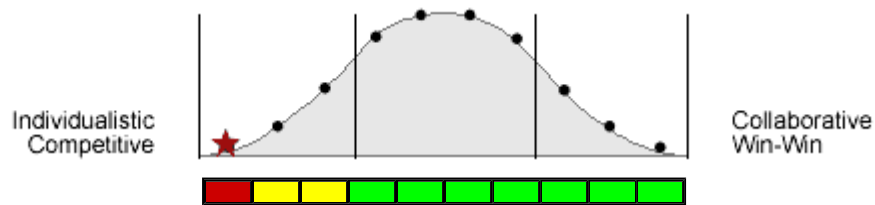


- Julie may have difficulty dealing with highly stressful and demanding situations
- Tends to be sensitive to customer or co-worker needs
- May be better suited for situations where there is less stress and where high energy and sensitivity is valued

**Question:** Many jobs are really stressful and demanding. Tell me about a time when your job was very demanding and because you had to work so fast, you forgot to follow a policy or safety procedure. What was the situation?

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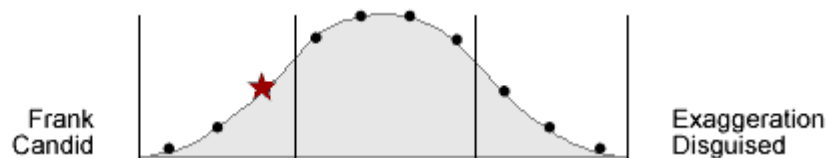
## Team



- Julie is generally competitive and self-confident
- May have difficulty working on a team and being collaborative
- May see co-workers as competitors
- Generally prefers to receive individual rewards and recognition for their efforts

**Question:** Many jobs require people to work on teams. Tell me about a time when you felt that you did not get the rewards and recognition that you deserved for your hard work. What was the situation?

## Good Impression (Social Desirability)



- Julie's responses have been frank and open

\*The participant has scored  
in the "red zone" in 4 areas.

Overall  
**43% \***

**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.

Date: May 18, 2006



Name: Julie Testing  
ID: 137903

## Light Industrial Interview Questions

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### General Reasoning (Cognitive)

**Question:** How do you keep track of all the jobs you need to perform every day?

**Question:** Tell me how you stay focused during the day performing routine tasks.

**Question:** Tell me how you try to keep motivated to do the same tasks on a regular basis?

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### Conscientious (Organization)

**Question:** Tell me about a time when you did not follow a procedure and it created a problem. What happened and how did you deal with it?

**Question:** Give me an example of when you felt like your supervisor or manager overreacted to something. How did you handle it?

**Question:** Tell me about a time when you were very busy and forgot a safety procedure. What happened?

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### Tough Minded

**Question:** Tell me about a time when your manager asked you to complete a project that was not your responsibility. What happened?

**Question:** Tell me about a time when you notified management of a problem at your job. How did you go about it?

**Question:** Give me an example of how you would let a coworker know that they are not following procedures. How do you think they would handle it?

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### Conventional (Rules)

**Question:** Tell me about a time when you had to complete a project that a co-worker had started. How did that work out?

**Question:** Give me an example of a time you were creative in solving a problem. How did you do it?

**Question:** How do you respond to coworkers who ignore safety regulations?

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### Extroversion

**Question:** Describe a time where you had to work alone most of the day. How did you deal with it?

**Question:** Tell me how you keep focused on your job when coworkers distract you. How does this affect your productivity?

**Question:** Tell me about a time when you asked a coworker to stop interrupting you. How did they react to this?

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### **Stable**

**Question:** Give me an example of how you keep calm when you have a great deal of work to complete.

**Question:** Tell me how you would handle a friend who asks you to share confidential information.

**Question:** Describe a time when you needed to complete a project but it was quitting time. How did you handle that?

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### **Team**

**Question:** Tell me how you have handled projects that are assigned to the team and not you directly.

**Question:** Give me an example of a time when your group was asked to work together to complete a project. How did you feel about it?

**Question:** Tell me about a situation where your coworker received all the praise for a project you had completed. What did you do about it?

**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.