

Date: Jun 28, 2006

Name: Julie Testing  
ID: 137903

## Entrepreneur Summary

### General Reasoning (Cognitive)

Slower Processing  
Accepts Simple & Repetitive Work



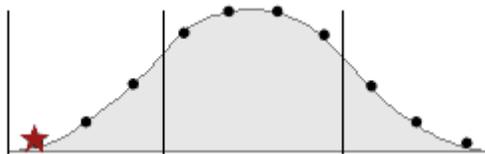
Faster Processing  
Needs Intellectual Challenge

- Julie typically requires more time to learn new information
- Better suited for entrepreneurial situations where Julie is very familiar with the industry, product or service
- Entrepreneurial situations that require strategic thinking, thinking outside the box and complex problem solving can be more difficult

**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 cause Julie to overlook important details
- Julie will not mind the interruptions which are typical of entrepreneurial environments
- Julie could benefit from the ongoing assistance from individuals to develop the longer term strategic plans for the business as well as take care of the day to day details of running the business

**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



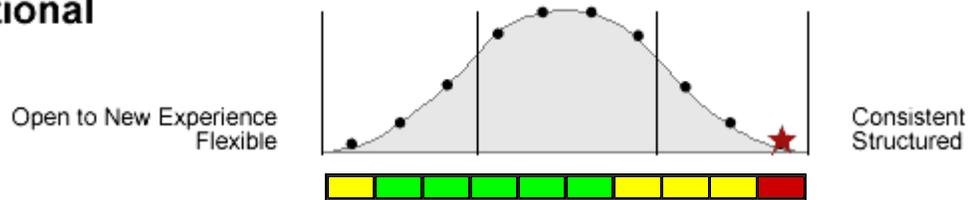
Direct  
Determined



- Julie is usually comfortable directing the work of others which can be critical in many entrepreneurial situations
- At times, Julie may be viewed as pushy and confrontational
- Tends to be tough minded and capable of dealing with difficult situations
- Can be autocratic at times rather than soliciting ideas from others

**Question:** In business, it's frequently important to have trust in the people you work with. Can you think about an instance when you were able to trust someone at work and it paid off?

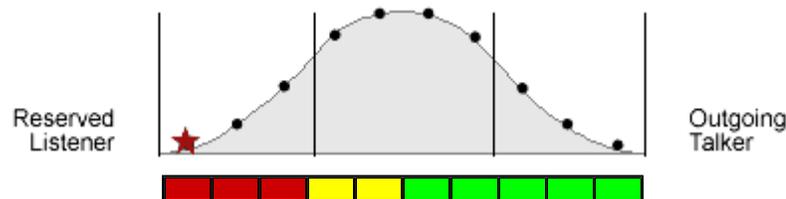
## Conventional (Rules)



- Julie prefers a working environment that allows for structure and the use of tried and true problem solving
- Tends to be consistent and follow a process closely
- Julie may have more difficulty working in an environment where it is necessary to regularly think outside of the box versus being able to rely on predictable solutions
- May be better suited for franchise type operations where there is an entrepreneurial component but there are also policies and procedures that can be relied on that have worked in other franchise operations

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

## Extroversion



- Tends to be reserved and quiet
- Julie may be a good listener
- Others may find Julie to be withdrawn and seemingly unavailable or uninterested in them
- It is critical that Julie recognize that part of being an entrepreneur typically includes being expressive and enthusiastic with others to keep them motivated
- Julie may be better suited for products or services that are not as highly complex to present and where a more technical approach is expected

**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?

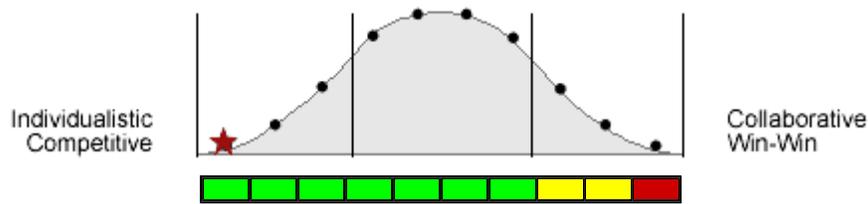
## Stable



- Julie typically has a fast sense of urgency to get things handled
- Julie will typically feel stress quicker than others
- Will typically be more sensitive to customer and employee needs
- It can be helpful for Julie to take the time to think through situations before responding

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

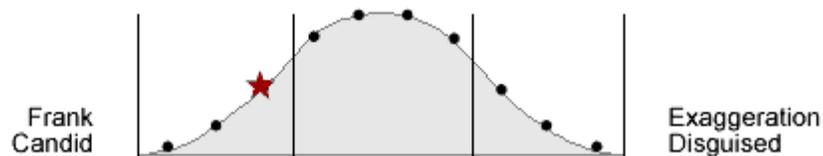
**Team**



- Julie is typically self-motivated and very competitive which can be an advantage in many entrepreneurial situations
- May expect or assume that others will also be individually competitive and motivated by individual rewards
- Important for Julie to know when to compete versus when to motivate the internal team and manage them to do their best, giving them the recognition they need to feel acknowledged

**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?

**Good Impression (Social Desirability)**



- Julie's responses have been frank and open

\*The participant has scored in the "red zone" in 2 areas.

Overall  
**64% \***

**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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## Entrepreneur Interview Questions

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### 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?

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### 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?

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### Tough Minded

**Question:** Describe a time when you got into an argument with someone at work. 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?

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### Conventional (Rules)

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

**Question:** Give me an example of a time when you had to deal with someone else 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?

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### **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. What was the situation?

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### **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 someone you worked with 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?

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### **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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