

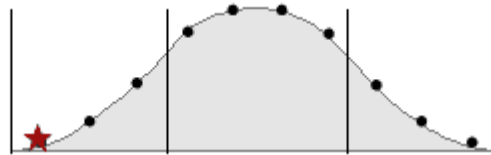
Date: Jun 29, 2006

Name: Jay Demo
ID: 137911

Supervisor Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



Faster Processing
Needs Intellectual Challenge

- Jay typically requires more time to learn new information
- Better suited for supervisory or management roles where the problems they encounter every day 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 will be difficult
- Jay 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 cause Jay to overlook important details
 - May be better suited to supervisory or management positions where Jay is expected to be more reactive to issues that come up during the day rather than be expected to proactively keep track of details or plans
- 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

- Jay is usually comfortable directing the work of others
- At times, Jay 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 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)

Open to New Experience
Flexible



Consistent
Structured



- Jay 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
 - Difficulty working in an environment where they are expected to think outside of the box versus being able to rely on predictable solutions

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

Extroversion

Reserved
Listener



Outgoing
Talker

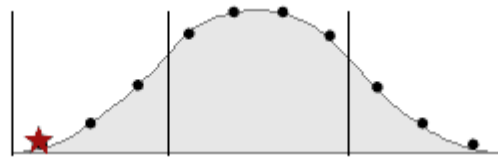


- Tends to be reserved and quiet and prefer minimal interaction with people
- Employees may find Jay to be withdrawn and seemingly unavailable or uninterested in them
- It is critical that Jay recognize that part of management typically includes being expressive and enthusiastic with employees to keep them motivated

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

Sensitive
Anxious



Calm
Stress Resistant



- Jay may have an exaggerated sense of urgency causing them to feel stress more quickly than others
- Will typically be more sensitive to customer and employee needs

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

Individualistic
Competitive



Collaborative
Win-Win

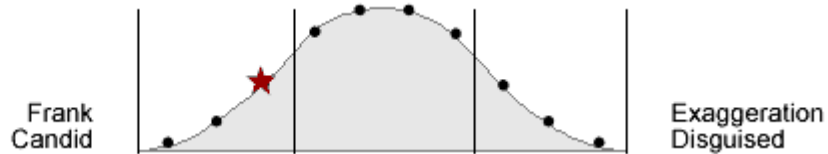


- Jay is typically self-motivated and very competitive
- May have difficulty working within a team environment

- May be too quick to actually compete with their employees for recognition rather than managing them to do their best and giving them the recognition they need to feel acknowledged
- At times, Jay may not be collaborative with internal team or co-workers

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)



- Jay'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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Name: Jay Demo
ID: 137911

Supervisor 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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