

Date: Oct 3, 2006

Name: Julie Testing
ID: 137903

Property Maintenance Supervisor Summary



General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



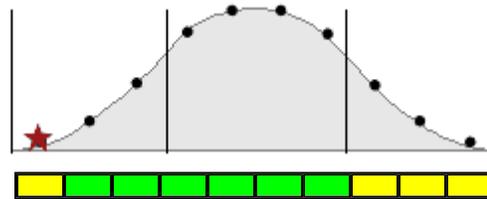
Faster Processing
Needs Intellectual Challenge

- Julie typically requires more time to learn new information
- Better suited for supervisory roles where daily problems are typical in nature and ones that have been seen before
- 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



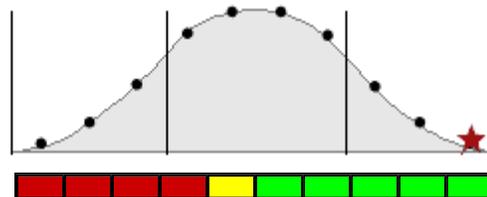
Detail Oriented
Dependable

- Easy going nature may cause Julie to overlook important details
- May be better suited to supervisory positions where Julie is expected to be more reactive to routine issues that come up during the day rather than proactively keeping 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



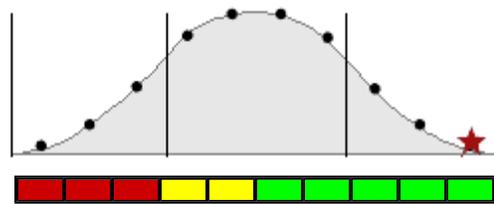
Direct
Determined

- Julie is usually comfortable directing the work of others
- At times, Julie may be viewed as pushy and confrontational
- Tends to be tough minded but capable of dealing with difficult situations
- At times can be autocratic and unlikely 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)

Open to New Experience
Flexible



Consistent
Structured

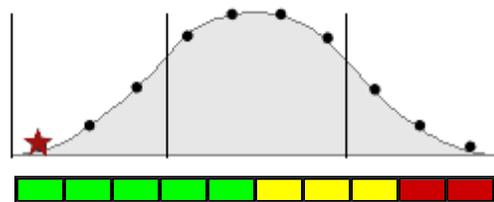
Once trained, Julie prefers a structured working environment

- Tends to be consistent and follow a process closely
- Likely to have difficulty working in an environment where thinking outside of the box is preferred versus reliance 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



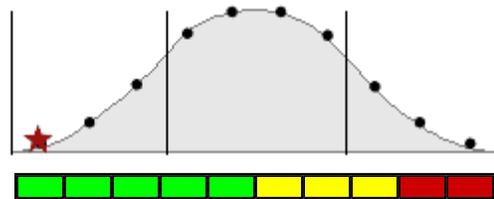
Outgoing
Talker

- Tends to be reserved and quiet and better suited for supervisory situations that don't require a high level of enthusiasm or expressiveness
- Julie quiet nature may have allowed for the development of good listening skills
- Employees may find Julie to be withdrawn and seemingly unavailable or uninterested in them
- It is critical that Julie recognize that often one of the skills of being a good supervisor can be the ability to be enthusiastic with employees to keep them motivated

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?

Stable

Sensitive
Anxious



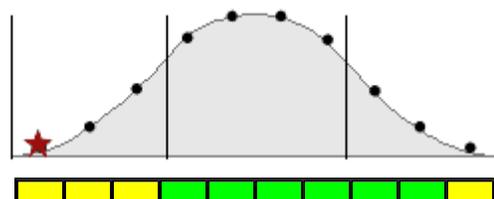
Calm
Stress Resistant

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

Question: Give me an example of a time when you were able to stay calm even though you were under a great deal of stress to get something done quickly. How did you handle it?

Team

Individualistic
Competitive

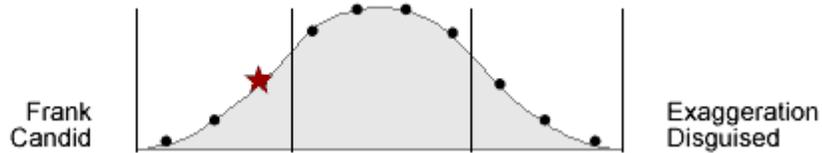


Collaborative
Win-Win

- Julie is typically self-motivated and very competitive
- At times, Julie may not be collaborative with internal team or co-workers
- Important for Julie to develop good skills for motivating and managing employees who are team oriented and motivated by team rewards

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?

Good Impression (Social Desirability)



- Julie's responses have been frank and open

Overall
93%

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 Psychometrics International

Date: Oct 3, 2006



Name: Julie Testing
ID: 137903

Property Maintenance 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?

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 Psychometrics International