



Date : Oct 3, 2006

Name : Julie Testing
ID : 137903**Administrative Graph**

Characteristic	Above Average	Average	Below Average
Efficient Problem Solving			●
Adapting to Change			●
Organizational Level			●
Handling Confrontation	●		
Cooperation			●
Works Well With Stress			●

Efficient Problem Solving

- Julie generally solves problems more slowly than others
- Allow Julie additional training time using hands on experience whenever possible
- Better suited to situations requiring simpler and more routine problem-solving

QUESTION: Describe a previous training program that you have been involved in that you thought was most effective for your learning style.

Adapting to Change

- Julie may have difficulty adapting to change
- Better suited for situations that are fairly stable and predictable
- Julie tends to consistently follow policies and procedures

QUESTION: Give me an example of a major change that has taken place in a previous job situation. What would have made it easier to deal with?

Organizational Level

- Julie generally manages time loosely with less attention to detail
- Julie may be better suited for environments where there is a need to be more "reactive" to incoming calls and requests rather than environments that call for planning and attention to detail

QUESTION: Describe a time when you felt it was very difficult to keep track of all the details involved in a task or assignment you were responsible for. How did you deal with it?

Handling Confrontation

- Julie handles most confrontation well
 - Julie states opinions directly which may give the appearance of being argumentative
- QUESTION: Give me an example of how you have worked in a situation in which you had little control over what you did. How did you deal with it?

Cooperation

- Julie's competitive nature can make it difficult to be cooperative in some situations
 - Julie's strong drive to win can be somewhat disruptive in a team environment
 - Better suited in environments that foster individual achievement even in administrative roles
- QUESTION: Sometimes it is necessary to choose between being right and getting what you want. Give me an example of how you have let someone else be "right" even though you disagreed.

Works Well With Stress

- Julie reacts more intensely to environmental stress than others
 - Better suited for environments with minimal to moderate levels of stress
 - Julie may have an exaggerated sense of urgency which can cause them to overreact in certain situations
- QUESTION: Give me an example of a time when you had a great deal of stress in your job. How did you deal with it?

Good Impression (Social Desirability)

- Julie's responses have been frank and open

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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