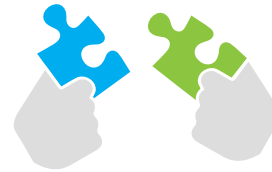




**Leading Strengths**

These traits emerged as behavioral strengths for this individual. Review the "Key Insights" tab for more details on these.

No Leading Strengths identified.



**Potential Weaknesses**

These traits emerged as behavioral limitations for this individual. Review the "Key Insights" tab for more details on these.

- Preference for Structure:** The extent to which individuals prefer to be provided with direction and structure in their work environment as opposed to a more loosely defined work setting.
- Follow Through:** The extent to which individuals can be relied on to follow through and demonstrate commitment rather than being flexible with priorities.
- Process-Focused:** The extent to which individuals prefer to be organized and structured in the way they work, rather than taking a less methodical approach.
- Work Intensity:** The extent to which individuals work hard to accomplish many things quickly as opposed to working methodically or at a less hurried pace.
- Accommodation:** The extent to which individuals place more emphasis on accommodating the needs of others as opposed to prioritizing their personal needs.

For more information:  
**Select, Assess & Train**  
 Tel: 919-787-8395  
 Email: [info@selectassesstrain.com](mailto:info@selectassesstrain.com)

## Key Insights

### Job Match



0.6  
POOR  
Relevance 100.00 %

### BEHAVIORAL MATCH

A measure of the critical behavioral traits that lead to success in this role

Match Area =

### Relating

Accommodation



Unyielding



Cooperative

#### The Definition

The extent to which individuals place more emphasis on accommodating the needs of others as opposed to prioritizing their personal needs.

#### Key Insight Narrative

May appear unconcerned with pleasing others and could be perceived as argumentative or uncooperative.

### Working

Follow Through



Low



High

#### The Definition

The extent to which individuals can be relied on to follow through and demonstrate commitment rather than being flexible with priorities.

#### Key Insight Narrative

Likely to have difficulty following through or committing to tasks, especially ones that are deemed as unimportant or uninteresting.

Frustration Tolerance



Recovers slowly



Recovers quickly

#### The Definition

The extent to which individuals have a resilient and positive outlook under most work circumstances as opposed to being concerned about what could go wrong.

#### Key Insight Narrative

Prone to worry and may struggle to recover from setbacks and frustrations.

### Multitasking



#### The Definition

The extent to which individuals prefer variety and handling multiple tasks, as opposed to predictability and focusing on one thing at a time.

#### Key Insight Narrative

Prefers a predictable, routine work environment and may have difficulty with distractions or competing priorities.

### Preference for Structure



#### The Definition

The extent to which individuals prefer to be provided with direction and structure in their work environment as opposed to a more loosely defined work setting.

#### Key Insight Narrative

Has a desire for freedom and may have difficulty working in situations with defined rules, regulations, or policies.

### Process-Focused



#### The Definition

The extent to which individuals prefer to be organized and structured in the way they work, rather than taking a less methodical approach.

#### Key Insight Narrative

Not likely to prioritize planning and organizing, which may come across as not properly prepared.

### Work Intensity



#### The Definition

The extent to which individuals work hard to accomplish many things quickly as opposed to working methodically or at a less hurried pace.

#### Key Insight Narrative

Is likely to have a more relaxed pace that others may view as lacking urgency.

**HARRY EXAMPLE**

**Production Worker**

**Interview Date:** \_\_\_\_\_

**OPENING QUESTIONS**

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1. Please tell me about your work history. How has your previous work experience prepared you to take on the challenges of this role?
  
  
  
  
  
  
  
  
  
  
2. Tell me about what attracted you most to this position. What prompted you to apply for this job?
  
  
  
  
  
  
  
  
  
  
3. Describe your ideal work environment. In what type of work culture do you feel you perform best?
  
  
  
  
  
  
  
  
  
  
4. We all have preferences when it comes to supervisory style and the type of manager with whom we work most effectively. What type of oversight and interaction do you prefer from a manager? Why do you feel this helps you work most effectively?

**COMPETENCY QUESTIONS**

---

**MAKING SOUND DECISIONS**

Describe a time when you had an important decision to make, but had several alternatives to choose from. What criteria went into your decision? What was the result?

ANSWER:

Tell me about a time when you implemented a solution to a problem and then discovered later that the problem was not fixed. What actions did you take? What was the result?

ANSWER:

## COMMUNICATING EFFECTIVELY

Tell me about a time when you needed to adapt your communication style to meet the needs of a particular person or audience. What was your approach? What was the outcome?

ANSWER:

Tell me about a time when you had a miscommunication with someone. What happened? How did you become aware of the miscommunication? What was the final outcome?

ANSWER:

## DELIVERING RESULTS

Tell me about a time when you were assigned an important task at work. How did you hold yourself accountable to ensure the task was completed on-time and up to standards? How did you approach the task? What was the result?

ANSWER:

Tell me about a time when you were assigned responsibility for a work project, and you did not achieve your desired objective. What was the project? What did you do to accomplish it? Why do you think the project was not completed or fell short?

ANSWER:

## RESILIENCE

Describe a stressful situation at work that you experienced. What was the situation? How did you react to it? How did this impact your work performance?

ANSWER:

Tell me about the last significant setback you had at work. What was the situation? What happened? How did you react?

ANSWER:

## QUALITY FOCUS

Give me examples from your recent work experience in which you contributed to improving the quality of a process, product or service. What was the situation? What did you do? Why? What was the outcome?

ANSWER:

In the past, have you developed or helped to develop and implement quality standards and quality measurement processes? Explain the situation. What was your personal involvement?

ANSWER:

## TEAMWORK AND COLLABORATION

Describe the last assignment in which you were part of a team. What was your role? What aspects of working as part of a team did you do well? Where could you have improved? Why?

ANSWER:

In what types of situations do you prefer to work independently and in what types of situations do you prefer to work as part of a team? Why?

ANSWER:

## FOLLOW-UPS

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For the following scale: **Accommodation**, the individual scored **below** the match area.

Tell me about a time when you had to respond to a request that seemed unreasonable. What was the request? How did you respond?

*(Listen for an attempt to meet the need to the best of their ability.)*

For the following scale: **Follow Through**, the individual scored **below** the match area.

Tell me about a time when you were not able to complete a project on time. What was the situation? What did you do? What was the outcome?

*(Listen for a tendency to miss deadlines and not hold self/others accountable.)*

For the following scale: **Frustration Tolerance**, the individual scored **below** the match area.

Tell me about a time when you felt really frustrated or burned out at work. What was the situation? What led you to feel this way? What aspects of work tend to cause you frustration or stress?

*(Listen for the effects of frustration on the individual and how it may impact the individual's work. Was the ability to manage frustration and work through the issue effectively demonstrated?)*

For the following scale: **Multitasking**, the individual scored **below** the match area.

What type of work do you like? Do you prefer variety or consistency? Why? Would you rather focus on one task or do several at the same time?

*(Listen for a dislike of or an inability to engage in multitasking.)*

For the following scale: **Preference for Structure**, the individual scored **below** the match area.

Describe a situation when you took the initiative to make a decision without direction or guidance from your supervisor. What happened? What was the outcome?

*(Listen for an ability to balance initiative with appropriate guidance seeking and input from others.)*

For the following scale: **Process-Focused**, the individual scored **below** the match area.

Describe a situation that illustrates the kind of techniques that you use to stay organized and focused in your own work.

*(Listen for an ability to keep work organized.)*

For the following scale: **Work Intensity**, the individual scored **below** the match area.

Describe a time when you were responsible for a project at work that required a fast response or had a really short deadline. What did you do? How did you feel working under these circumstances? What was the result?

*(Listen for a tendency to work more deliberately and slower than is ideal. Can the individual adjust their work intensity to meet the demands of the situation? What impact does this have on the individual?)*