Date: Jul 12, 2008

CluesAssessments
provided by
Chrysalis Corporation

Name: Tom Tester
ID: 295689

Good
Ok
Poor

Administrative Summary

General Reasoning
(Cognitive)

Slower Processing
Accepts Simple & Repetitive Work

Faster Processing
Needs Intellectual Challenge

- Tom learns new information very quickly
- From a cognitive reasoning standpoint, Tom may be better suited for administrative roles that require a high level of problem solving skills such as those that may be found at executive levels
- Tom may be seen as too quick to act by those who do not process information as quickly
- Can easily become bored if the job does not require continual learning and complex problem solving
Question: Describe a time when you thought you were going to be able to work on some exciting projects but were stuck doing mundane tasks every day. What did you do?

Conscientious
(Organization)

Carefree
Impulsive
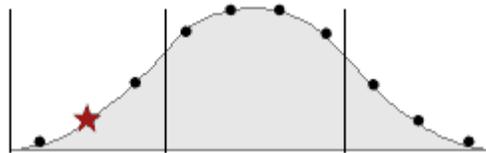
Detail Oriented
Dependable

| Poor	Poor	Ok	Ok	Ok	Good	Good	Good	Good	Good

- Tom may allow details to be overlooked
- Generally responds well to interruptions and unexpected requests
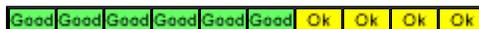- Generally prefers to be in a reactionary role rather than plan and be thorough with details
Question: Tell about a time when you forgot some important details of a project. How did you handle that?

Tough Minded

Cooperative
Agreeable

Direct
Determined

Good	Good	Good	Good	Good	Good	Ok	Ok	Ok	Ok
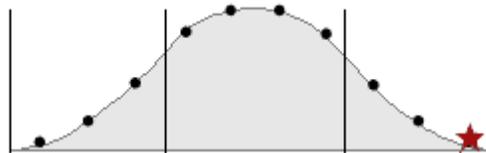
- Tends to be tough minded and assertive particularly when there is a difference of opinion
- Best suited for administrative roles where Tom is expected to deal with confrontation and needs to be able to take action without direction
- Generally comfortable making decisions
- Given the preference to be in control, Tom may have some difficulty taking direction

**Question:** Tell me about a situation where you and a co-worker did not get along? How did you handle that?

Conventional
(Rules)

Open to New Experience
Flexible

Consistent
Structured

| Poor | Poor | Ok | Ok | Good | Good | Good | Good | Good | Good |

- Prefers an environment that is structured and predictable
- Tom tends to be consistent and follow the procedures closely
- May have some difficulty working in an environment where requests are often unique and unexpected such as in a smaller or start-up company

Question: Describe a time when it seemed like the policies and procedures were changing too quickly and it was difficult to keep up. What was it like?


Extroversion

Reserved
Listener

Outgoing
Talker

| Ok | Ok | Ok | Good | Good | Good | Good | Ok | Ok | Ok |
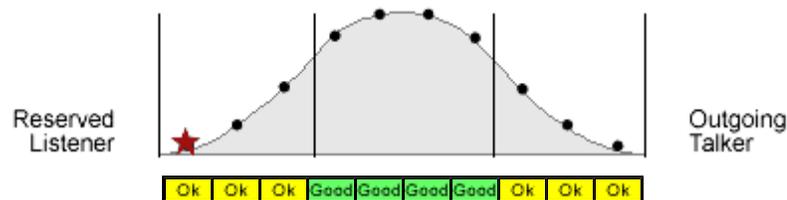
- Tom tends to be reserved and quiet and prefer low to moderate interaction with others during the day
- Tom is typically a good listener and doesn't mind working alone
- Better suited for an administrative or clerical position that doesn't require continual interaction with others

Question: Tell me about a time when you had to present some information to several people at once in a meeting. What was it like?

Stable

Sensitive
Anxious

Calm
Stress Resistant

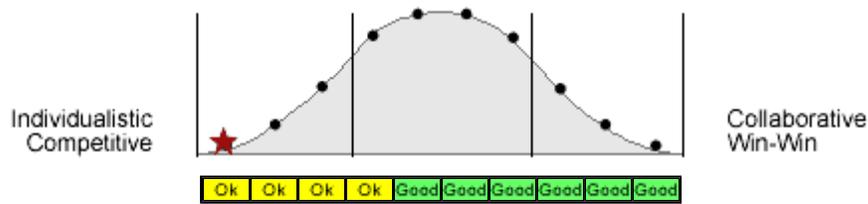| Ok | Ok | Ok | Good | Good | Good | Good | Ok | Ok | Ok |
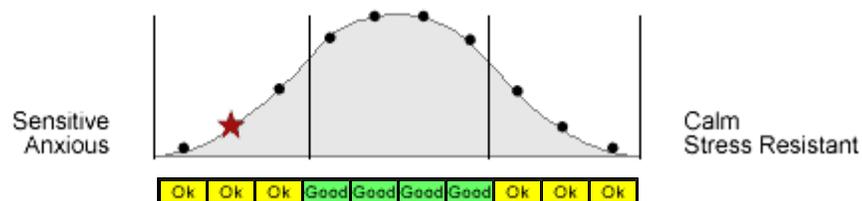
- Tends to be sensitive to customer and co-worker needs
- Tom's sensitivity may cause stress if the environment is overly demanding and fast-paced
- At times, Tom may have an exaggerated sense of urgency

Question: Tell me about a time when you became very upset at work. What was the situation and what happened?

Team

Individualistic Competitive — Collaborative Win-Win

| Ok | Ok | Ok | Ok | Good | Good | Good | Good | Good | Good |

- Tom is typically self-motivated and very competitive
- May have difficulty working within a team
- May not be collaborative with internal team or co-workers
- Better suited for administrative or clerical roles that allow for individual recognition

Question: Give me an example of a time when you had to pick up the slack of someone else and you did not receive credit for it. What was that like?

Good Impression
(Social Desirability)

Frank Candid — Exaggeration Disguised
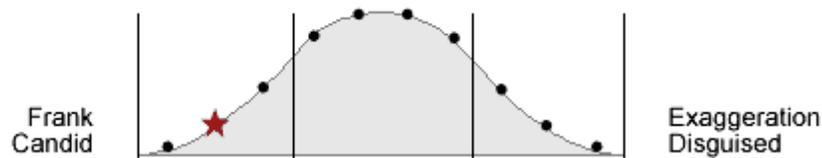
- Tom's responses have been frank and open

Overall
71% *

*The participant has scored in the "red zone" in 1 area.

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: Tom Tester
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Administrative Interview Questions

General Reasoning (Cognitive)

Question: Describe a time when you thought you were going to be able to work on some exciting projects but were stuck doing mundane tasks every day. What did you do?

Question: Tell me about a time when you had a tough time getting along with someone at work because they seemed to be incompetent and it was frustrating. What happened?

Question: Give me an example of a time when you really enjoyed your work. What did you do every day?

Conscientious (Organization)

Question: Tell about a time when you forgot some important details of a project. How did you handle that?

Question: Give me an example of a project you completed that was not as organized and complete as it could have been. What happened?

Question: Show me the time management system that you use. How well does it work for you?

Tough Minded

Question: Tell me about a situation where you and a co-worker did not get along? How did you handle that?

Question: Describe a time when you were able to be very independent and make decisions during the day. What was it like?

Question: Give me an example of a situation where management questioned your judgment. How did that work out?

Conventional (Rules)

Question: Tell me about a time when you had to complete a project that a co-worker had started but you were not given any direction or training. How did that work out?

Question: Give me an example of a time when someone asked you to do something that you knew was against company policy. What happened?

Question: Describe a time when it seemed like the policies and procedures were changing

too quickly and it was difficult to keep up. What was it like?

Extroversion
Question: Tell me about a time when you had to present some information to several people at once in a meeting. What was it like?

Question: Give me an example of a project you completed with a team of coworkers where you had to work side by side with them for a long period of time.

Question: Tell me about a time when you had to deal with lots of interruptions during the day. How did it effect your productivity?

Stable
Question: Tell me about a time when you became very upset at work. What was the situation and what happened?

Question: Describe a time when you thought a project was really urgent and you worked hard to finish it only to find out that there were other things that were more important to be working on. What happened?

Question: Give me an example of a time when you really felt stressed out, but you still had to stay and complete a task before you could take a break. How did you deal with it?

Team
Question: Give me an example of a time when you had to pick up the slack of someone else and you did not receive credit for it. What was that like?

Question: Give me an example of a time when your competitive spirit has helped you be more productive and successful in your work. What was the situation and what were you doing?

Question: Tell me about a time when someone was promoted and you did not feel that they deserved it. What did you do?

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