

Date: Jul 13, 2008



Name: Tom Tester  
ID: 295689



## Chef - Head Cook Summary

### General Reasoning (Cognitive)

Slower Processing  
Accepts Simple & Repetitive Work



Faster Processing  
Needs Intellectual Challenge

- Tom learns at a higher rate of speed than average so may need continuing challenges to avoid boredom
- Faster learning speed may make it difficult for Tom to be patient when training or directing other kitchen staff
- Better suited for Chef/Cook roles where unique and creative menu items are planned and prepared versus those environments that have a more routine or ordinary menu

**Question:** Tell me about a time when you came up with a great menu, but no one seemed to be interested in what you suggested. How did you handle it?

### Conscientious (Organization)

Carefree  
Impulsive



Detail Oriented  
Dependable



- Tom tends to be easy going when it comes to schedules and details
- May miss important details which can be particularly challenging when dealing with menu preparation or detailed orders
- Faster learning speed means Tom may be better suited to Chef/Cook roles requiring bigger picture and creative thinking than those that are typically routine
- Others in the kitchen may have difficulty following Tom given that there is seldom a plan or organized approach to menus

**Question:** Describe a time when you forgot something important in your job and it caused you to make a mistake. What happened?

### Tough Minded

Cooperative  
Agreeable



Direct  
Determined

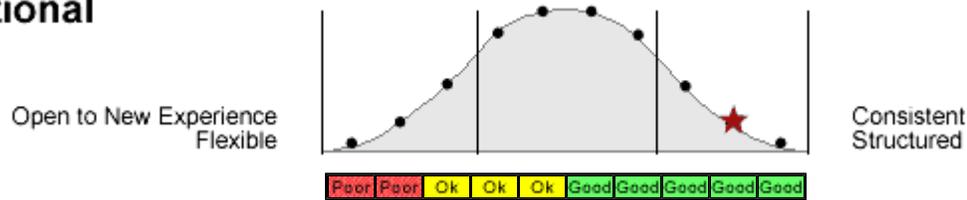


- Tom tends to be tough minded and is usually comfortable handling difficult situations
- Tom's direct approach can be helpful when necessary to point out and solve problems or

issues in the kitchen, but also can be too harsh and unwilling to solicit ideas from others  
 - Typically more comfortable when in control rather than when required to take direction on a regular basis

**Question:** Describe a time when you felt that someone you had to answer to was always looking over your shoulder and correcting you while you worked. How did that work out for you?

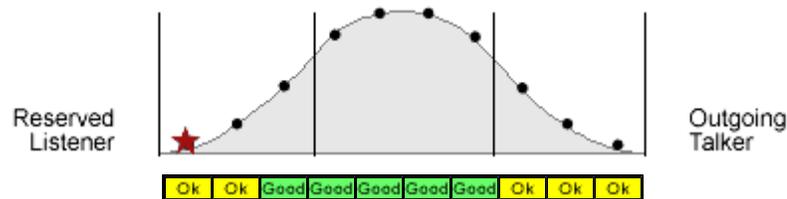
### Conventional (Rules)



- Tends to follow food service policies and safety procedures consistently
- Tom has fast learning speed, but may find it difficult to deal with changes in procedures especially if those changes do not make sense in the bigger picture
- Because Tom prefers a working environment that is structured and predictable, may have difficulty with requests that are unique and unexpected

**Question:** Tell me about a time when there were a lot of changes in your job and it became frustrating. What was the situation and how did you deal with all the changes?

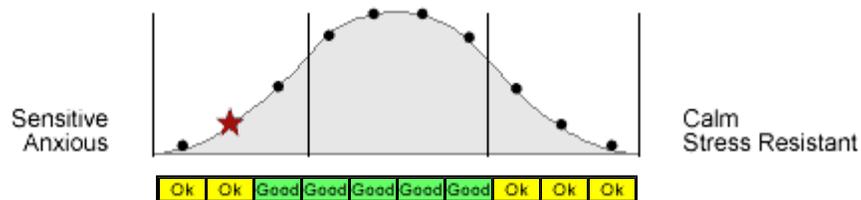
### Extroversion



- Tom tends to be quiet and reserved
- Others may view Tom's quiet and introspective nature as unfriendly or aloof

**Question:** Describe a time when you had to work and interact with people a lot during the day. How did this affect your productivity?

### Stable

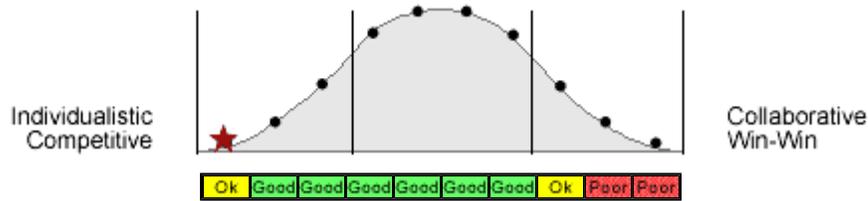


- Tom may feel stress faster than others which can be difficult in some hectic back of house environments
- Tom is likely to become nervous and anxious in an overly demanding and fast-paced environment
- Faster learning speed and sensitivity may allow Tom to be highly creative with menu development and food preparation
- Tom is likely to be sensitive to customer's dining experience

**Question:** Tell me about a time when you became very upset at work. What was the situation

and what happened?

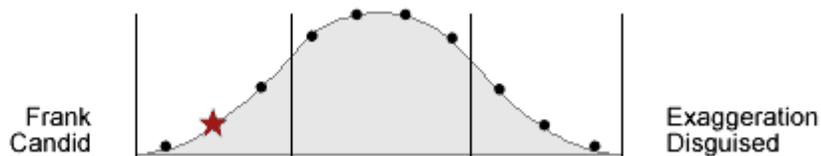
### Team



- Tom is generally competitive and self-confident
- Tom may not take the time to recognize staff for extra efforts
- May have difficulty working within a team and being collaborative unless individual recognition accompanies team rewards

**Question:** Tell me about a time when you did something you considered extraordinary in your job but were not given credit for it. What did you do?

### Good Impression (Social Desirability)



- Tom's responses have been frank and open

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

Overall  
**71% \***

**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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## Chef - Head Cook Interview Questions

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### General Reasoning (Cognitive)

**Question:** Tell me about a time when you were very motivated to do your job every day. What were you doing and what types of problems did you deal with?

**Question:** Tell me about a time when a coworker kept asking you the same question over and over again. What did you do?

**Question:** Give me an example of a job where you were given many simple or routine tasks to perform daily. How did you handle that?

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### Conscientious (Organization)

**Question:** Tell me how you keep track of the details of a project or task.

**Question:** Give me an example of how you have followed up with someone who asked for additional details on a project or task. How did you handle the follow up?

**Question:** Describe a time when you lost track of some details for a project and it caused a problem. What did you do?

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### Tough Minded (Assertiveness)

**Question:** Tell me about a time when you disagreed with a supervisor about how a customer situation should be handled. What did you do?

**Question:** Tell me about a time when you became impatient with a coworker or supervisor because they were being unreasonable. What happened?

**Question:** Give me an example of a time when you had to make an important decision on something even though it wasn't your responsibility. What was the situation and how did it work out?

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### Conventional (Rules)

**Question:** Describe a time when you had to begin working and you had not really been trained yet and didn't know what you were supposed to do. What was it like?

**Question:** How have you handled a situation where there was no procedure in place?

**Question:** Tell me about a time a good customer wanted something that was not consistent with policy. What did you do?

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**Extroversion**

**Question:** Give me an example of a time that someone praised you for your ability to listen to them. What was the situation?

**Question:** Tell me how you handle coworkers who like to chat with you even though you need to move on to the next task.

**Question:** Tell me about a time at work when you needed to take a break and get away from people for a while. What was it like?

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**Stable**

**Question:** Give me an example of how you have dealt with a lot of stress in your job every day. What did you do?

**Question:** Tell me about a time when a customer or coworker was very upset and was being unreasonable. What did you do?

**Question:** Describe a time when you worked in an environment that you thought was motivating but not too stressful. What was your day like and what made it motivating?

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**Team**

**Question:** Tell me about a time when you did something extraordinary in your job but were not given credit for it. What did you do?

**Question:** Give me an example of a time when a coworker needed your help with a project or task. What was the situation and how did you handle it.

**Question:** Give me an example of a time when you were praised for your performance in front of the team. How did your coworkers respond?

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