

Date: Jul 13, 2008



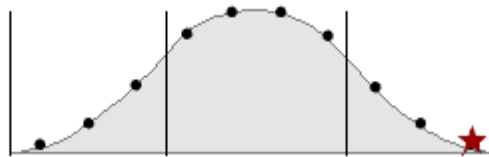
Name: Tom Tester
ID: 295689



Custodial 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 which may cause boredom with many general support tasks within a property
- Better suited for roles where there is continual mental challenge and complex problem solving

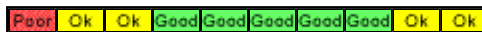
Question: Tell me about a time when you were very bored in your job. How did you deal with it?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable



- Tom tends to be more reactive and easy going when it comes to handling details
- Faster learning speed and carefree nature may make it very difficult for Tom to focus on the immediate tasks that are typical of most support roles

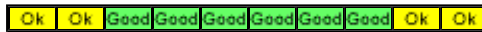
Question: Describe a time when you forgot something important in your job and it caused you to make a mistake. What happened?

Tough Minded

Cooperative
Agreeable



Direct
Determined

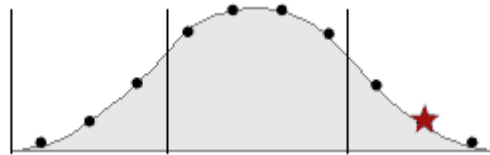


- Because of tough mindedness, Tom may not always take direction well or be tactful with others which can be a little more problematic in a support role
- Tom's direct approach can be helpful when necessary to point out problems or issues that need to be addressed

Question: Tell me about a time when you were able to make a lot of your own decisions at work. What was that like?

Conventional (Rules)

Open to New Experience
Flexible



Consistent
Structured

- Tends to consistently follow property policies and safety procedures
- Although Tom learns quickly, it may still be uncomfortable to deal with rapid or continual changes in procedures

Question: Describe a time when you were told at the last minute that a policy had changed. How did you deal with it?

Extroversion

Reserved
Listener



Outgoing
Talker

- Tom tends to be quiet
- 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

Sensitive
Anxious



Calm
Stress Resistant

- Tom will generally be very sensitive to customer and team member needs and requests
- Tom may feel stress faster than others which can be difficult in some hectic property environments

Question: Give me an example of what you have done to stay calm when you were in a very stressful situation at work.

Team

Individualistic
Competitive

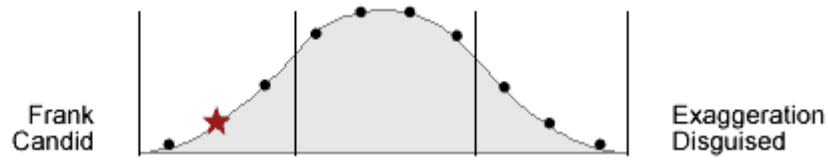


Collaborative
Win-Win

- May have difficulty working on a team and being collaborative which can makes things difficult in some support positions
- Tom is generally competitive and self-confident

Question: Tell me about a time when you were able to get individual recognition at work. What was that like?

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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Name: Tom Tester
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Custodial Interview Questions

General Reasoning (Cognitive)

Question: Describe a time when you were involved with some long term issues and forgot to handle an important routine task. What happened?

Question: Tell me about a time when you were really having fun with your work. What were you doing every day?

Question: Describe a time when you felt your abilities to solve problems were not being used effectively by your company. How did you deal with it?

Conscientious (Organization)

Question: Tell me about a time when you forgot a very important detail and it caused a problem. What happened?

Question: Give an example of your ability to trouble shoot problems. How do you approach them?

Question: Describe the most successful and personally effective position you have been in? What types of tasks did you work on, and what was your specific role?

Tough Minded

Question: Tell me about a situation when your determination for making sure that a project was done right really paid off.

Question: Give me an example of a time when you found an error in someone else's work because you didn't trust that it had been done correctly. How did you handle the communication?

Question: Describe a time in a job when you have gotten into an argument with someone over how a particular task should be handled. What happened?

Conventional (Rules)

Question: Tell me about a time when you walked into a situation where there were no previous policies or procedures in place but you had to get up to speed quickly. How did you do it?

Question: Give me an example of how your dedication to proven methods has paid off. What was the situation?

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 of the changes?

Extroversion

Question: Describe a time when you needed to express optimism and enthusiasm for a project. How did you do that?

Question: Give me an example of a time when you had to deal directly with a customer and you were asked to be very enthusiastic in your approach. How did you get yourself prepared for this?

Question: Tell me about a period of time when you had to interact with others frequently during the day. How did this affect your productivity?

Stable

Question: Tell me about a time when you had to deal with an unreasonable deadline. What did you do?

Question: Give me an example of a time when you became angry with a co-worker or boss and had to cool off before you dealt with them again. What was the situation?

Question: Many jobs are really stressful and demanding. Tell me about a time when your job was very demanding and because you had to work so fast, you were not able to completely follow a policy or safety procedure. What was the situation?

Team

Question: Give me an example of a time when you did something above and beyond what was expected, but you were not rewarded for it. How did you deal with it?

Question: Describe a time when you had to work with someone who didn't pull their weight. How did you deal with it?

Question: Tell me about a time when you were particularly motivated to do your job every day. What was the situation and how were you rewarded for your efforts?

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