Date: Jul 13, 2008

CluesAssessments

provided by

Chrysalis Corporation

Name: Tom Tester
ID: 295689

| Good |
| Ok |
| Poor |

Engineering - Professional Summary

General Reasoning
(Cognitive)

Slower Processing
Accepts Simple & Repetitive Work

Faster Processing
Needs Intellectual Challenge

- Tom may not enjoy the slow and methodical process typically necessary to work within many engineering roles
- Tom typically learns new information very quickly and is able to be strategic and solve very complex engineering problems
- May not take the time to explain things fully to others, which means Tom may assume that others can easily see the bigger picture
- Tom may not take the time to make sure that everyone fully understands the thought process behind a recommendation which can be very frustrating for the other members of the team who prefer a very methodical and thought out approach

Question: Tell me about a time when you had to solve a complex problem for your team but you didn't feel like they understood your solution and became resistant to implementing it. What did you do?

Conscientious
(Organization)

Carefree
Impulsive

Detail Oriented
Dependable

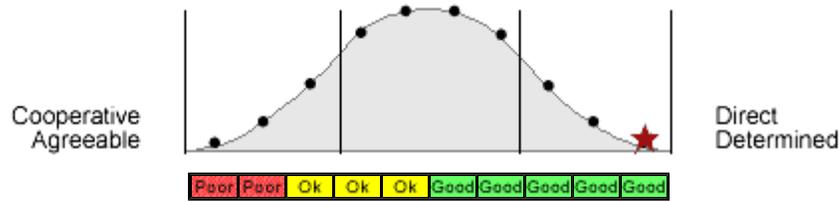| Poor | Poor | Poor | Ok | Ok | Good | Good | Good | Good | Good |

- Easy going nature may cause Tom to not enjoy the highly detailed nature of some engineering situations
- Tom may enjoy the actual design phase or the beta testing of a new engineering project versus the actual implementation and management of ongoing projects
Better suited to projects that require Tom to react to issues quickly rather than roles that require a great deal of planning and attention to detail
- Tom's faster learning speed and carefree nature should allow for some creative and innovative engineering solutions
- Projects that are quick in nature versus long term will be better suited to Tom's reactionary nature

Question: Describe a time when you failed to meet a deadline because of a lack of planning. What did you do?
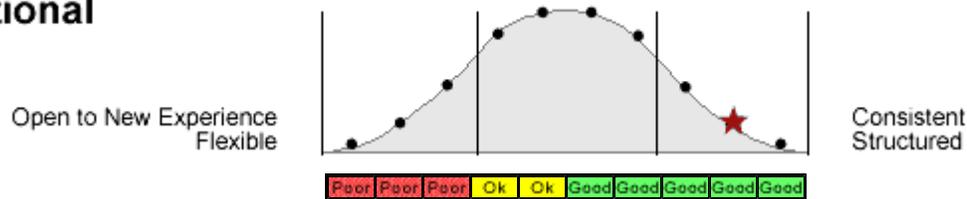
Tough Minded

Cooperative Agreeable — Direct Determined

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

- Tom is usually tough minded and skeptical which can be valuable when it comes to making sure that engineering principles are being followed properly
- Can be autocratic at times rather than soliciting ideas from others

Question: Tell me about an instance where you persuaded another person to do something other than what that person originally wanted to do.

Conventional
(Rules)

Open to New Experience Flexible — Consistent Structured

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

Tom prefers a working environment that allows for structure and the use of tried and true problem solving
- Tends to be consistent and follow a process closely which can be invaluable within professional engineering roles
- May have difficulty working in an environment where thinking outside the box is preferred to reliance on predictable solutions

Question: Describe a time when you had to work on a unique project and there were no previous guidelines to follow. How did you do it?

Extroversion

Reserved Listener — Outgoing Talker

| Ok | Good | Good | Good | Good | Good | Ok | Ok | Poor | Poor |
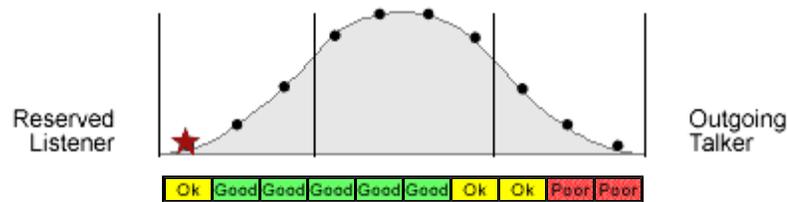
- Tom tends to be more reserved and quiet which is common and works well for many engineering environments
- Engineering environments that are more conservative in nature versus those that require a high energy and enthusiasm will be better suited to Tom's style

Question: Tell me about a time when you had to present something to a group of people and you knew that it was critical to get their buy in. How did it turn out?
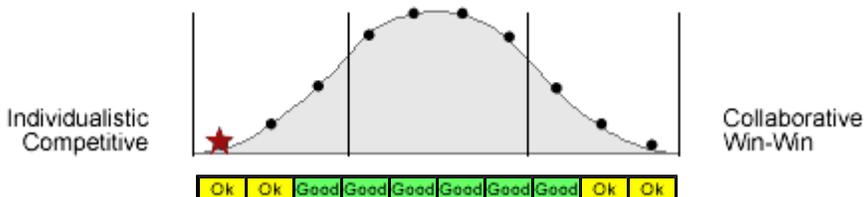
Stable

Sensitive Anxious — Calm Stress Resistant

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

- Will typically be more sensitive to the needs of others
- When under pressure, Tom may have an exaggerated sense of urgency, thus becoming stressed more quickly than others
- High level of cognitive functioning and sensitivity can lead to some truly creative solutions to problems
Question: Tell me about a risk you took to achieve an important objective.

Team

Individualistic Competitive — Collaborative Win-Win

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

- Tom is typically self-motivated and very competitive
- May compete with team members for recognition and may not always be collaborative
- Important that Tom receive individual recognition for successful efforts
Question: Tell me about a situation in which you would have succeeded only as part of a team effort as opposed to an individual effort.

Good Impression
(Social Desirability)

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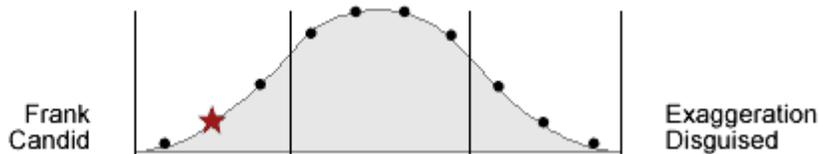
- Tom's responses have been frank and open

Overall
*The participant has scored in the "red zone" in 1 area.
75% *

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.

Engineering - Professional Interview Questions

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?

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?

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?

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?

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?

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?

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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