

Date: Jul 13, 2008

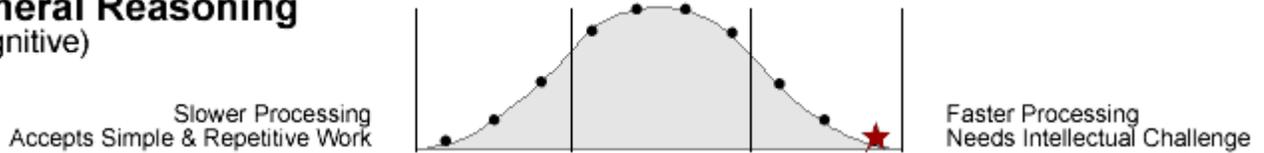


Name: Tom Tester
ID: 295689



Entrepreneur Summary

General Reasoning (Cognitive)



- Tom typically learns new information very quickly and is able to solve complex problems
 - Generally able to think strategically which can be very helpful to see an industry and envision a product or service to fulfill a need
 - May not take the time to fully explain the vision which means Tom may assume that others can easily see the solution or bigger picture
 - Can easily become bored once the business is created, so it is important that Tom have qualified individuals to maintain the day to day tactical and routine operations of the business
- Question:** Tell me about a time when you had to manage people who were doing fairly mundane tasks every day. What was that like?

Conscientious (Organization)



- Carefree nature and faster learning speed can allow Tom to have bigger picture thinking which is common in many entrepreneurial situations
 - Lack of detail orientation can create issues unless there is a support team in place to handle some of the day to day details of the business
- Question:** Describe a time when you failed to meet a deadline because of a lack of planning. What did you do?

Tough Minded



- Tom is usually comfortable directing the work of others which can be critical in many entrepreneurial situations
- At times, Tom may be viewed as pushy and confrontational
- Tends to be tough minded and capable of dealing with difficult situations

- Can be autocratic at times rather than soliciting ideas from others

Question: In business, it's frequently important to have trust in the people you work with. Can you think about an instance when you were able to trust someone at work and it paid off?

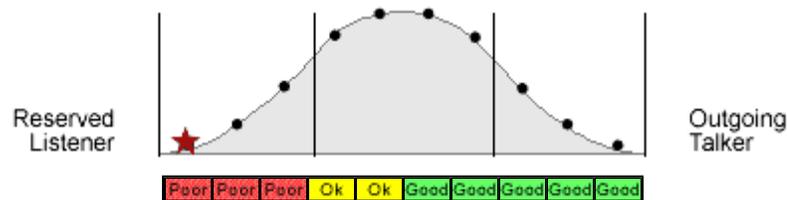
Conventional (Rules)



- Tends to be consistent and follow a process closely
- Tom's faster learning speed can be valuable in entrepreneurial situations where it is necessary to improve a process or a product/service that already exists
- May be better suited for franchise type operations where there is a entrepreneurial component but there are also policies and procedures that can be relied on that have worked in other franchise operations

Question: Describe a time when you had to implement several major changes quickly. How did you do it?

Extroversion



- Tends to be reserved and quiet
- Tom may be a good listener and combined with a faster learning speed can allow for fast solutions to problems
- Others may find Tom to be withdrawn and seemingly unavailable or uninterested in them
- It is critical that Tom recognize that part of being an entrepreneur typically includes being expressive and enthusiastic with others to keep them motivated
- Tom may be better suited for products or services where a more technical approach is expected versus those that require outward enthusiasm

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

Stable

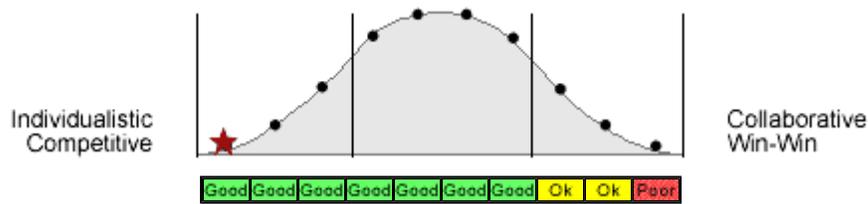


- Tom may feel stress quicker than others
- Will typically be more sensitive to customer and employee needs
- Tom's faster learning speed and sensitivity can allow for highly creative ideas

Question: Dealing with others can make a person impatient or irritable. When this happens to

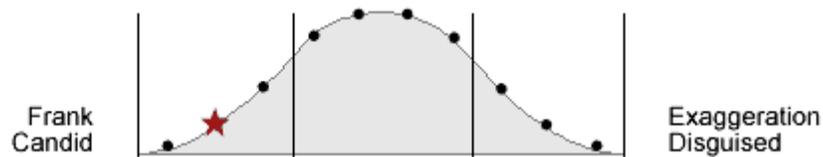
you, how do you deal with situations like that?

Team



- Tom is typically self-motivated and very competitive which can be an advantage in many entrepreneurial situations
 - May expect or assume that others will also be individually competitive and motivated by individual rewards
 - Important for Tom to know when to compete versus when to motivate the internal team and manage them to do their best, giving them the recognition they need to feel acknowledged
- Question:** Sometimes when you're working in a team, one or more of the team members are not pulling their weight. How did you deal with that situation?

Good Impression (Social Desirability)



- Tom's responses have been frank and open

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

Overall
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.

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Entrepreneur Interview Questions

General Reasoning (Cognitive)

Question: Describe a time when you became frustrated because your team just didn't seem to get the big picture and therefore did not seem to really understand your strategy. What did you do?

Question: Give me an example of a time when you had an employee who kept making the same mistakes over and over again. How did you deal with it?

Question: Tell me about a time when you had to manage people who were doing fairly mundane tasks every day. What was that like?

Conscientious (Organization)

Question: Tell me about a time when you became impatient with a situation and made a decision before you had all the facts. What happened?

Question: Give me an example of how your carefree nature helped you in a stressful situation.

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

Tough Minded

Question: Describe a time when you got into an argument with someone at work. What was the situation?

Question: Tell me about a situation when you had to be patient with someone in order to get them to do things the way you wanted them. How did you do it?

Question: In managing, it's frequently important to have trust in your employees. Can you think about an instance when you were able to trust an employee and it paid off?

Conventional (Rules)

Question: Tell me about a time when you created a process or structure that helped your team become more efficient. What was the situation?

Question: Give me an example of a time when you had to deal with someone else who was inconsistent and did not follow policies. What did you do?

Question: Describe a time when you had to implement several major changes quickly within your team. How did you do it?

Extroversion

Question: Give me an example of a time when you were not able to effectively motivate your team to do something. What could you have done differently?

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

Question: Describe a time when your listening ability really paid off. What was the situation?

Stable

Question: Tell me about a time when you worked in a very stressful environment with lots of deadlines. How did you deal with the stress?

Question: Give me an example of a time when you became angry with someone you worked with and had to go away and regain your cool before approaching them. What was the situation?

Question: Dealing with others as a manager can make a person impatient or irritable. When this happens to you, how do you deal with situations like that?

Team

Question: Give me an example of a time when you became frustrated because you were not being given credit for your accomplishments. What did you do?

Question: Tell me about a time when one of your employees was doing an incredible job. What did you do to reward them and what would you do differently in the future?

Question: Sometimes when you're working in a team, one or more of the team members are not pulling their weight. How did you deal with that situation?

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