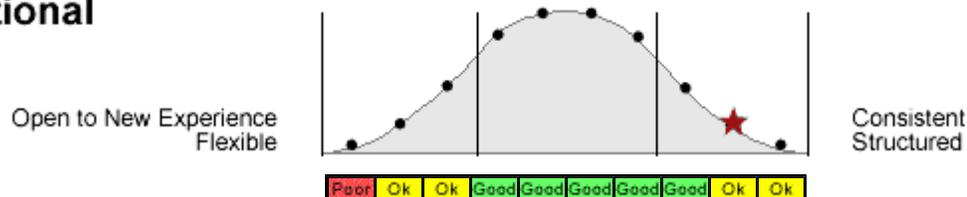


- Tom tends to be more comfortable when in control rather than when required to take direction on a regular basis
- Can be very tough minded, uncompromising and able to handle confrontation
- Usually straight forward and opinionated with others
- May become argumentative when others do not agree with their views

Question: Describe a time when you disagreed with the way a process was being implemented. How did you express your opinion and how did it turn out?

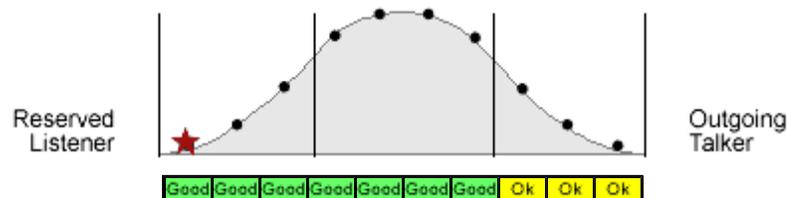
Conventional (Rules)



- Usually very consistent and focused on project follow through
- Prefers to follow established procedures rather than create new ways of doing things
- Better suited for situations where a structured nature is valued versus situations where things are open-ended and continually changing

Question: Describe a situation where you had to implement a project very quickly, and neither you or the company had ever done anything like it in the past. How did things turn out?

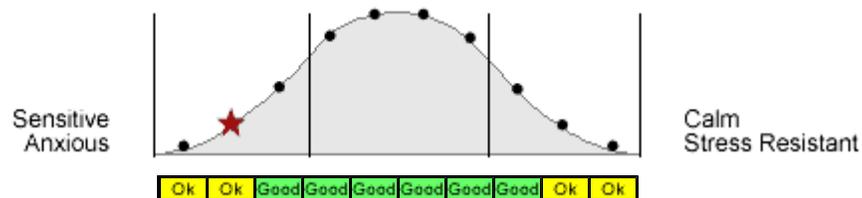
Extroversion



- Tends to be quiet and reserved
- Others may view Tom's quiet nature as a lack of interest or enthusiasm for projects or ideas
- Usually very comfortable working alone for long periods of time which can be very helpful in many IT positions

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?

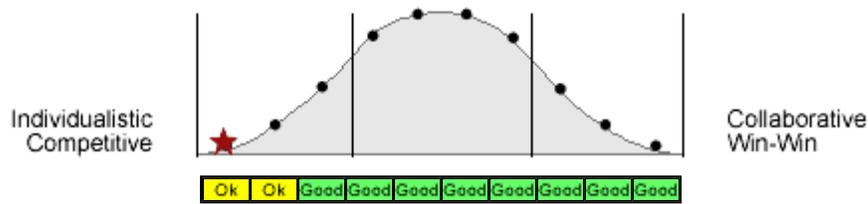
Stable



- Tom tends to feel stress faster than others
- Will generally be sensitive to customer and co-worker needs
- Higher level of sensitivity may allow for creativity in design of IT solutions
- Better suited for calm environments which also allow Tom to take breaks rather than having to sit for long periods at a time

Question: Describe a time when you felt that your company was unnecessarily pushing its IT staff too hard. How did you handle the stress?

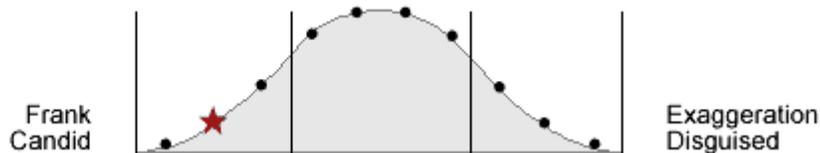
Team



- Tom tends to be highly competitive and self-motivated
- May not work well on a team particularly if collaboration is critical to the success of the project
- Usually motivated by individual recognition and rewards rather than team rewards

Question: Tell me about a time when you felt very productive and effective in your work. What sort of environment were you working in and what types of projects did you work on?

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.

Date: Jul 13, 2008



Name: Tom Tester
ID: 295689

IT Interview Questions

General Reasoning (Cognitive)

Question: Give me an example of a complex issue you have solved for your company. What did this do for them in terms of productivity, savings, etc.?

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 on a project 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 projects did you work on, and what was your specific role in those projects?

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 when you disagreed with the way a process was being implemented. How did you express your opinion and how did it turn out?

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: Describe a situation where you had to implement a project very quickly, and neither you or the company had ever done anything like it in the past. How did things turn out?

Extroversion

Question: Describe a time when you had to sell your colleagues or boss on a project. How did you do it?

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 project 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: Describe a time when you felt that your company was unnecessarily pushing its IT staff too hard. How did you handle the stress?

Team

Question: Give me an example of a time when you did something spectacular in your work, 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 felt very productive and effective in your work. What sort of environment were you working in and what types of projects did you work on?

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