

Date: Jul 13, 2008



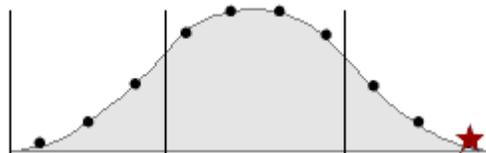
Name: Tom Tester  
ID: 295689



## Lab Technician Summary

### General Reasoning (Cognitive)

Slower Processing  
Accepts Simple & Repetitive Work



Faster Processing  
Needs Intellectual Challenge

- Tom can quickly learn procedures and operations, but may become bored with some routine functions of a Central Service Technician role
- Tom may be better suited for Central Service Technician roles where more complex problem solving skills are valued and needed

**Question:** Give me an example of a time when you felt fully engaged and challenged by your job. What types of things did you deal with during the day?

### Conscientious (Organization)

Carefree  
Impulsive



Detail Oriented  
Dependable



**Note:** Tom's score is in an area that may pose a significant challenge in terms of job fit for many Central Service Technician positions. You may wish to spend extra time reviewing this area and refer to additional follow-up questions provided in the Interview Question Report.

- Tom may appear to be careless and miss important details with instrument procedures and paperwork

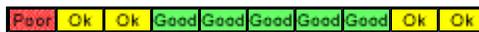
**Question:** Tell me about a situation where you forgot to handle an important detail and it caused a problem. What happened?

### Tough Minded

Cooperative  
Agreeable



Direct  
Determined

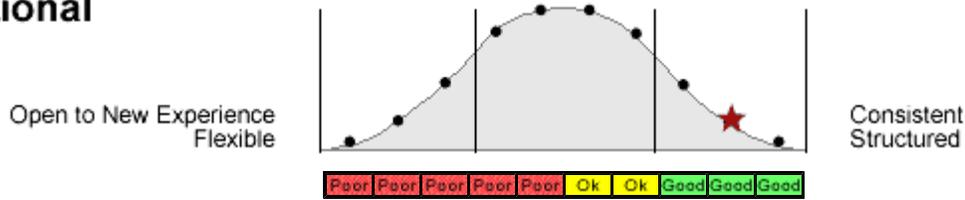


- Tom tends to be direct and out-spoken with others
- Tom's direct and tough-minded nature can be helpful in ensuring that policies and operations are being followed properly
- Tom's out-spoken and demanding nature can come across as argumentative and unpleasant
- May have difficulty taking direction from others which can create issues within some Central

Service Technician roles

**Question:** Tell me about a time when you realized that someone was doing something inappropriate on the job. What did you do?

**Conventional**  
(Rules)



- Tom is usually very consistent and structured when it comes to following Central Service Technician instrument sterilization standards and other work place procedures
- Tom usually has a high level of follow-through and thoroughness
- May find it difficult to deal with change

**Question:** Describe a time when you had to deal with several changes in your job all at once. How did you handle it?

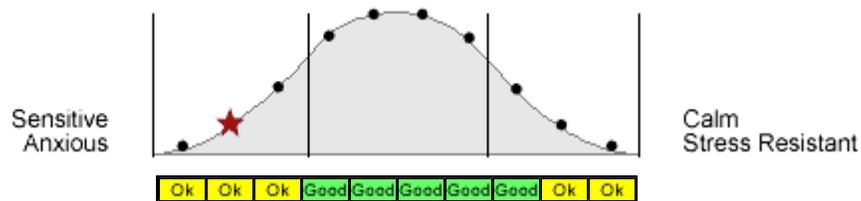
**Extroversion**



- Tom tends to have the ability to listen well which can be very helpful in Central Service Technician roles
- Typically comfortable working alone not requiring a lot of social interaction with others
- Others may find Tom to be quiet and reserved

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

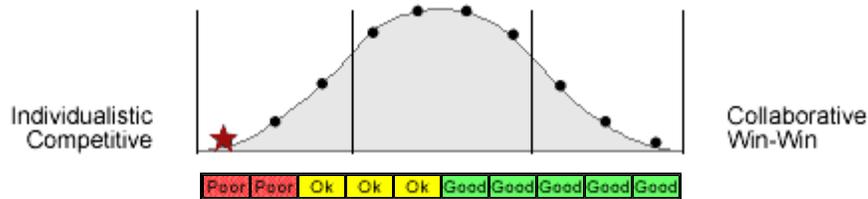
**Stable**



- Tom tends to be sensitive which may make it difficult to deal with highly stressful and demanding situations
- In highly stressful conditions, Tom may become nervous and anxious, potentially acting hastily

**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

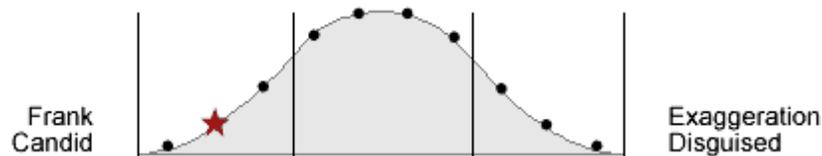


**Note:** Tom's score is in an area that may pose a significant challenge in terms of job fit for some Central Service Technician positions. You may wish to spend extra time reviewing this area and refer to additional follow-up questions provided in the Interview Question Report.

- Tom is generally competitive and enjoys individual achievement which may make it difficult to feel motivated in many Central Service Technician roles
- May have difficulty working on a team and being collaborative
- May be better suited for an environment where they are allowed to work independently rather than one where they are expected to be a part of a team effort

**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?

## Good Impression (Social Desirability)



- Tom's responses have been frank and open

\*The participant has scored in the "red zone" in 2 areas.

Overall <b>61% *</b>
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**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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## Lab Technician Interview Questions

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### General Reasoning (Cognitive)

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

**Question:** Tell me about a time when you became bored dealing with the same old issues every day. What did you do?

**Question:** Give me an example of a time when you really liked your work. What sorts of tasks did you handle every day?

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### Conscientious (Organization)

**Question:** Describe a time when you thought you had handled something but had actually overlooked it. What did you do?

**Question:** Give me an example of a time when you were able to react quickly to a patient situation before others really even knew what was going on.

**Question:** Tell me about a situation where you forgot to handle an important detail and it caused a problem. What happened?

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### Tough Minded

**Question:** Tell me about a time when your ability to be determined helped you deal with a very difficult patient. What was the situation?

**Question:** Give me an example of a time when it was difficult to be compassionate about a patient's situation. How did you handle it?

**Question:** Describe a time when you dealt with a patient a little too strong when the situation may have needed you to be a little more tactful and tolerant. What was the situation and what happened?

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### Conventional (Rules)

**Question:** Tell me about a time when someone asked you to bypass a important procedure because they were in a hurry to take care of a patient. What did you do?

**Question:** Give me an example of a time when an urgent problem came up but you were not familiar with the procedure for handling it. What did you do about it?

**Question:** Describe a time when you had to deal with several changes in your job all at once. How did you handle it?

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### **Extroversion**

**Question:** Tell me about a time when you realized that a patient really needed you to be optimistic and cheerful but you were having a bad day. How did you deal with it?

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

**Question:** Tell me about a time when you were praised for your ability to listen. What was the situation?

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### **Stable**

**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?

**Question:** Describe a time when you were dealing with a patient who was out of control and you lost your cool with them. What happened?

**Question:** Tell me about a time when you had to work long hours without a break. How did you deal with it?

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### **Team**

**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?

**Question:** Give me an example of a time when you went above and beyond the call of duty but you were not recognized for it. What was that like?

**Question:** Describe a time when you realized that you were competing with someone for attention or to be right and it wasn't appropriate. How did you handle it?

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