

Date: Jul 13, 2008



Name: Tom Tester
ID: 295689



Purchasing Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



Faster Processing
Needs Intellectual Challenge

- Tom learns new information very quickly
- Sometimes Tom may be seen as too quick to act by those who do not process information as quickly
- May become bored with purchasing positions that do not require continual learning and complex buying decisions

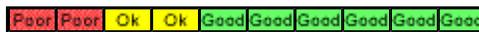
Question: Describe a time when you thought you were going to be able to work on some exciting projects but were stuck doing mundane tasks every day. What did you do?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable

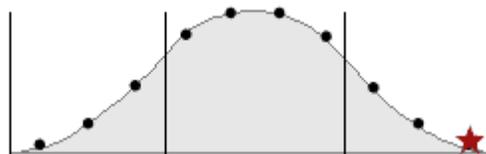


- Tom may allow details to be overlooked but can generally compensate for lack of detail orientation with faster learning speed
- Tom generally prefers unexpected and complex buying situations versus those that are routine
- Generally responds well to interruptions and unexpected requests even if they are complex
- A purchasing position requiring consistent planning and follow-through may not be a good fit for Tom

Question: Tell about a time when you forgot some important details of a large purchase. How did you handle that?

Tough Minded

Cooperative
Agreeable



Direct
Determined

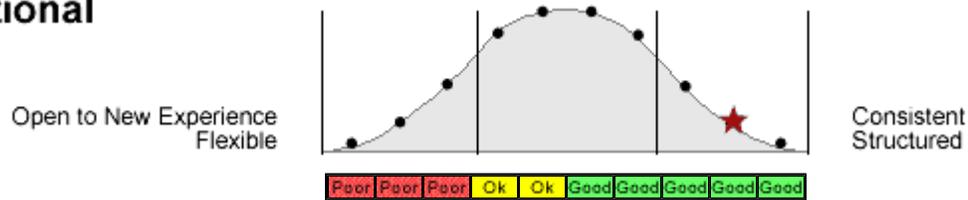


- Tom tends to be tough minded and usually capable of dealing with difficult situations and negotiations
- Can be direct and unwilling to solicit ideas from others

- Has the skepticism necessary to ask tough questions and dig into the deal to uncover options
- Generally comfortable making decisions even when they are complex

Question: Tell me about a situation where you and a co-worker did not get along? How did you handle that?

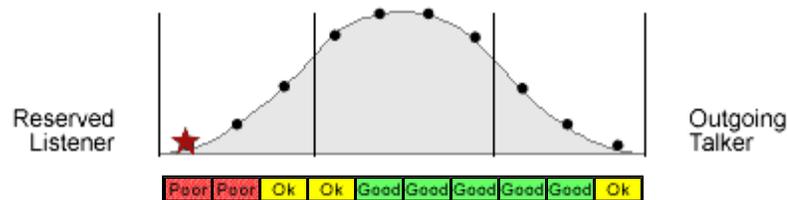
Conventional (Rules)



- Prefers an environment that is structured and predictable
- Tom tends to be consistent and follow purchasing procedures closely
- May have some difficulty working in an environment where requests are often unique and unexpected

Question: Describe a time when policies and procedures seemed to be changing so quickly that you had difficulty keeping up. What was it like?

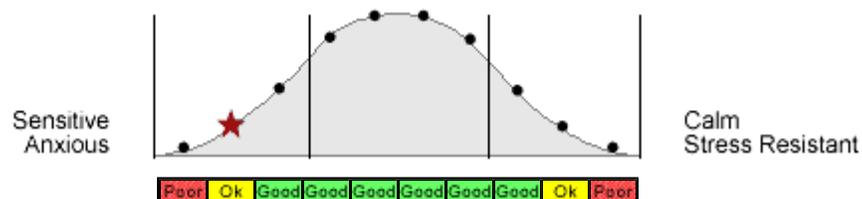
Extroversion



- Tom tends to be reserved and quiet and prefer low to moderate interaction with others during the day
- Tom is typically a good listener and doesn't mind working alone
- May be better suited for purchasing positions that do not require continual verbal or face to face interaction with vendors

Question: Tell me about a time when you had to make a presentation before several people in a meeting. What was it like?

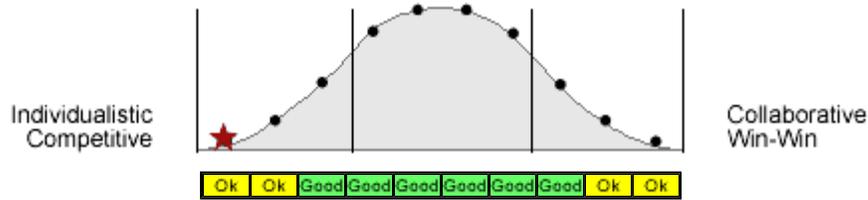
Stable



- Tom likely to become stressed in an overly demanding and fast-paced purchasing environment
- At times, Tom may have an exaggerated sense of urgency, especially as deadlines approach

Question: Tell me about a time when you became very upset at work. What was the situation and what happened?

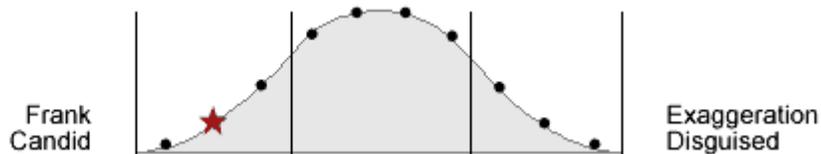
Team



- Tom is typically self-motivated and very competitive
- Typically driven to get the best price even if it means not working with a vendor that has a long-term relationship with the company
- May not be collaborative with internal team or co-workers
- Better suited for roles that allow for individual recognition and compensation based on purchasing performance

Question: Give me an example of a time when you had to pick up the slack for someone else but did not receive credit for it. 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 2 areas.

Overall
64% *

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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Purchasing 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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