

Date: Jul 13, 2008



Name: Tom Tester
ID: 295689



Recruiter Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



Faster Processing
Needs Intellectual Challenge

- Tom learns new information very quickly
- Better suited for recruiting assignments that require complex strategy rather than those needing only a routine approach
- Tom's quick thinking together with sketchy explanations may be seen as arrogant by others who are not as quick
- Can easily become bored with many recruiting positions

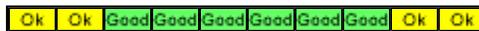
Question: Tell me about a time when you became frustrated because you had to deal with someone who asked the same question again and again and didn't seem to understand your explanation. How did you work it out?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable



- Tom is generally reactive and carefree when it comes to handling details, but can often rely on faster learning speed to keep track of them
- Tom will handle customer interruptions and questions well and often will be able to see the bigger picture of what needs to happen in order to satisfy the customer
- Important that Tom have a system to capture critical details, so that they are not missed

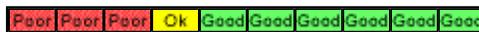
Question: Tell me about a time when you forgot to handle something for a prospect that later caused a problem. What happened and how did you solve the problem?

Tough Minded

Cooperative
Agreeable



Direct
Determined



- Tends to be tough minded and comfortable asking prospects to make decisions within the recruiting process
- Well suited for situations where Tom may need to deal with confrontation and be able to take

action without direction

- Generally comfortable making decisions
- Given the preference to be in control, Tom may not take direction well

Question: Describe a time when you were asked to handle an assignment in a particular way but you disagreed with the approach. How did you handle it and what happened?

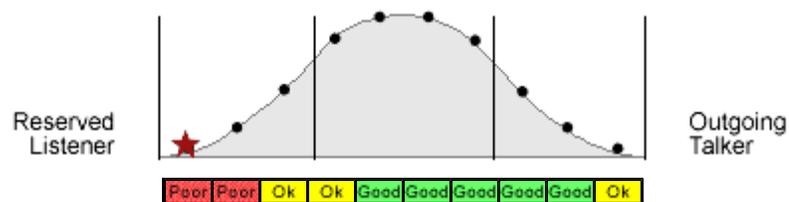
Conventional (Rules)



- Tom tends to be consistent and follow the recruiting process closely
- Although Tom learns quickly, it may be more stressful for Tom to deal with rapidly changing procedures or vague work assignments

Question: Describe a time when you had to handle a new type of situation with a customer that you had not worked with before. What did you do?

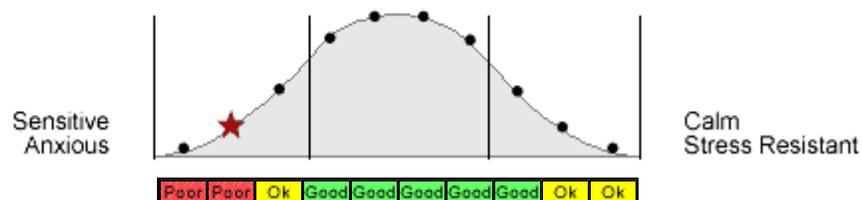
Extroversion



- Tom tends to be reserved and quiet which may work better in highly technical recruiting situations where the prospects tend to be more reserved
- May not prospect well due to reserved nature, so it is important that Tom have good tools to use for finding qualified applicants
- Tom tends to listen well when others are talking so may pick up important information that others miss

Question: Tell me about a time when you were not able to develop a relationship with a prospect and it ultimately cost you that business. What did you learn to help avoid making that mistake again?

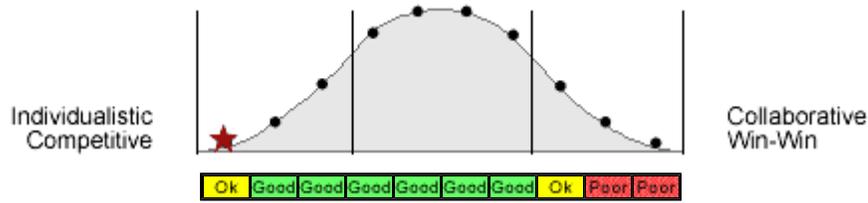
Stable



- Tom tends to feel stress sooner than others
- Tom may have difficulty dealing with the day to day stress of rejection that is part of some recruiting assignments
- A higher level of sensitivity may help Tom in recruiting because of the ability to read emotional signals from candidates as to what type of terms or perks would make them make a change in position or company

Question: Recruiting can be emotionally draining. How do you handle these feelings?

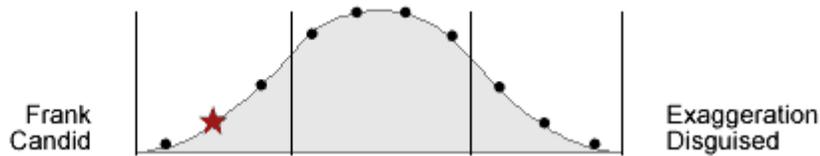
Team



- Tom is typically self-motivated, competitive and driven by individual rewards and incentives
- May have difficulty working within a team particularly if the incentives are based on team objectives
- May not be collaborative with internal team or co-workers

Question: Give me an example of a time when you worked hard by yourself to recruit a candidate ultimately hired, but others on the team were also rewarded even though they did not help. What did you do?

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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Recruiter 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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