

Date: Jul 13, 2008



Name: Tom Tester  
ID: 295689



## Security Summary

### General Reasoning (Cognitive)

Slower Processing  
Accepts Simple & Repetitive Work



Faster Processing  
Needs Intellectual Challenge

- Tom typically learns new information very quickly and is able to solve complex problems
- May not take the time to fully explain things to others, often assuming that others can see the solution or bigger picture as quickly
- If the job does not require continual learning and complex problem solving, Tom may easily become bored

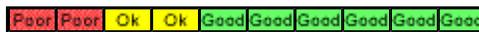
**Question:** Tell me about a time when you were in a job doing fairly mundane tasks every day. What was that like?

### Conscientious (Organization)

Carefree  
Impulsive



Detail Oriented  
Dependable



- Easy going nature may cause Tom to overlook important details, especially if those details are routine or rudimentary
- Tom's faster learning speed can allow for big picture and creative thinking and make up for missing some details
- It is important to have standard procedures in place to make sure paperwork and details are captured appropriately

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

### Tough Minded

Cooperative  
Agreeable



Direct  
Determined

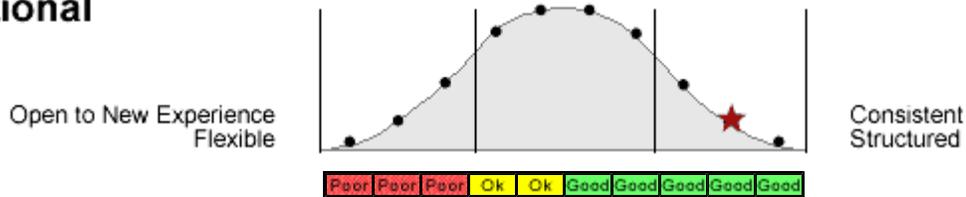


- Tom is typically skeptical and questioning rather than assuming others are following security procedures
- At times, Tom may be viewed as pushy and confrontational
- Tends to be tough minded and capable of dealing with difficult situations

- Can be autocratic and unlikely to solicit ideas from others

**Question:** In your line of work it's important to be able to trust your coworkers. Will you tell me about an instance when you were able to trust a coworker and it really paid off?

## Conventional (Rules)

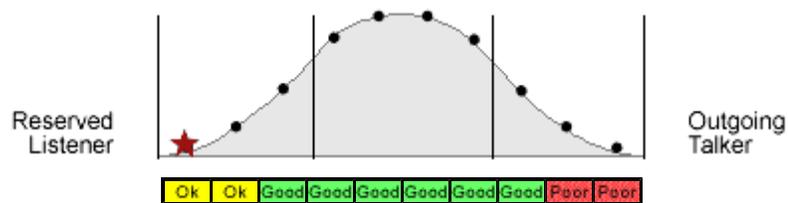


Tom tends to be consistent and follow procedures closely

- As a fast learner, Tom can sometimes overcome a tendency to use tried and true problem solving techniques and try new approaches to old problems
- May be resistant to change especially if the changes do not make sense strategically

**Question:** Describe a time when several major changes were being implemented at the same time within your work group or team. How did that go for you?

## Extroversion

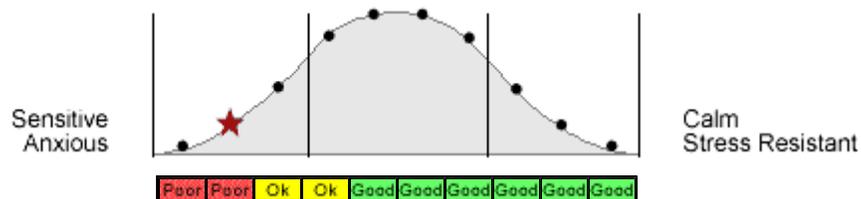


- Tends to be reserved and quiet which can work well in security positions where Tom will work alone for long periods of time

- Tom's quiet nature may have allowed for the development of good listening skills
- Others may find Tom to be withdrawn and seemingly unavailable or uninterested in them

**Question:** Tell me about a time when you had to interact with others frequently during the day. What was that like?

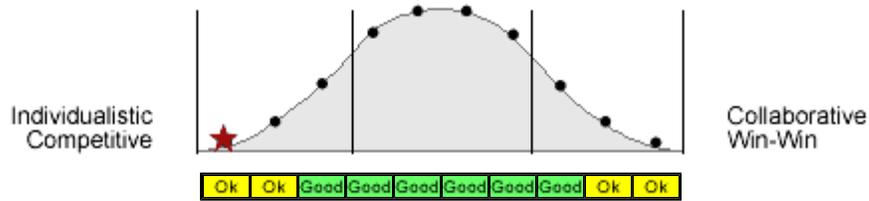
## Stable



- Tom may have an exaggerated sense of urgency and feel stressed more quickly than others
- May become defensive or irritable when under extreme pressure
- Tom is usually sensitive to the needs of others

**Question:** Give me an example of a time when you were able to stay calm even though you were under a great deal of stress to get something done quickly. How did you handle it?

## Team



- Tom is typically self-motivated and very competitive
- At times, Tom may not be collaborative with internal team or co-workers

**Question:** Tell me about a time when you became frustrated because you were not being given credit for your own accomplishments. 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.

Date: Jul 13, 2008



Name: Tom Tester  
ID: 295689

## Security 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?

**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.

© 2008 Psychometrics International