

Date: Jul 13, 2008



Name: Tom Tester
ID: 295689



Construction Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



Faster Processing
Needs Intellectual Challenge

- Tom learns at a higher rate of speed than average which may cause them to become bored with many routine construction worker positions
- Tends to focus on longer term and strategic construction issues rather than the day-to-day issues that can be important in many construction worker positions
- Tom's lack of focus on routine tasks could cause safety issues because of boredom and failure to pay attention to immediate issues or tasks
- May be better suited for situations where their more complex problem solving skills are valued and needed

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

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable



- Tom may miss important details
- May appear to be careless and unorganized which can prove to be problematic in many construction environments
- May be better suited for positions that value spontaneity and ability to handle issues as they arise
- Tom will typically handle interruptions during the day better than most people

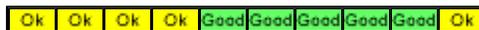
Question: Some jobs require that you deal with a lot of details during the day. Describe a time when you had to deal with a lot of details and you forgot something important. What happened?

Tough Minded

Cooperative
Agreeable



Direct
Determined

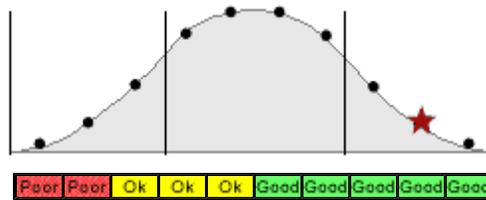


- Tom tends to be tough-minded and out-spoken
- This directness can be helpful when they voice feedback and offer opinions for solving construction issues
- Can become argumentative with others particularly when they are not in control or in charge
- Tom may have difficulty taking direction from others which can create issues within some construction environments

Question: Describe a time in a job when you have gotten into an argument with someone over how a particular task should be handled. What happened?

Conventional (Rules)

Open to New Experience
Flexible



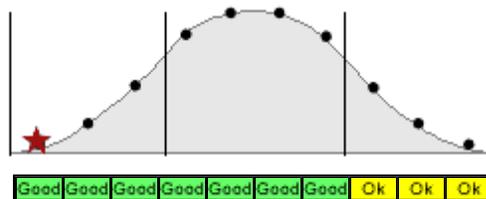
Consistent
Structured

- Tends to be very consistent in following construction policies and safety procedures
- Tom may find it difficult to deal with change and will need extra time to adapt to changes made in construction procedures
- May be better suited to environments where the problems are more predictable in nature rather than dealing with new types of problems on a regular basis

Question: Tell me about a time when there were a lot of changes in your job and it became frustrating. What was the situation and how did you deal with all of the changes?

Extroversion

Reserved
Listener



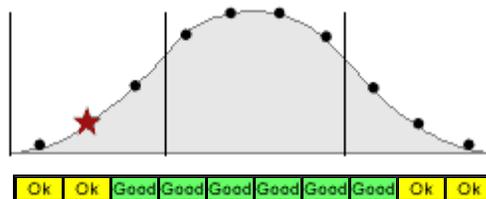
Outgoing
Talker

- Tom tends to be quiet and shy which can work well for many construction environments where employees must work for long periods of time on their own
- Others may view Tom as unfriendly or aloof
- Tends to have good listening skills

Question: Describe a time when you had to work and interact with people a lot during the day. How did you deal with it?

Stable

Sensitive
Anxious

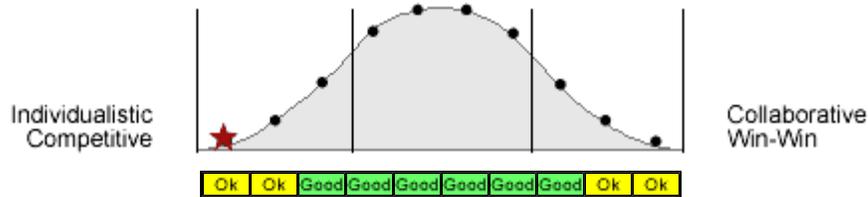


Calm
Stress Resistant

- Tom is usually sensitive to design specifications which can be beneficial in some construction environments
- In highly stressful and demanding construction environments, Tom may become nervous and anxious

- May be better suited for situations where there is less stress and where sensitivity is valued
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?

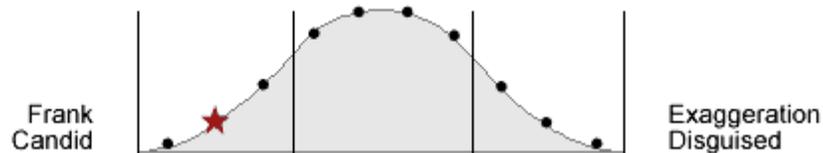
Team



- Tom is generally competitive and self-confident
- 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 continually 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

Overall
86%

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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Construction Interview Questions

Question: Tell me about a time when you really enjoyed the responsibilities you had on a job. 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?

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

Question: Tell me about a time when you forgot a very important detail on a job 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 job you worked on? What types of tasks did you work on, and what was your specific role?

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 in a job when you have gotten into an argument with someone over how a particular task should be handled. What happened?

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: Tell me about a time when there were a lot of changes in your job and it became frustrating. What was the situation and how did you deal with all of the changes?

Question: Describe a time when you needed to express optimism and enthusiasm for a project. How did you do that?

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?

Question: Tell me about a time when you had to deal with an unreasonable deadline. What did you do?

Question: Give me an example of a time when you became angry with a co-worker or supervisor and had to cool off before you dealt with them again. What was the situation?

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: Give me an example of a time when you did something above and beyond what was expected on a job, 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 were particularly motivated to do your job every day. What was the situation and how were you rewarded for your efforts?

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