

Date: Jul 13, 2008



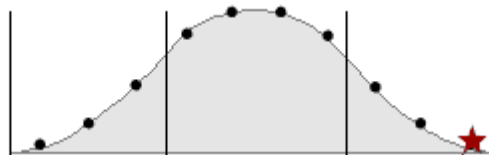
Name: Tom Tester
ID: 295689



Consultant Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



Faster Processing
Needs Intellectual Challenge

- Tom tends to learn and solve problems very quickly which can be extremely beneficial for many consulting assignments
- Routine consulting situations may be boring, perhaps reducing the quality of Tom's performance
- Tom is usually able to project the consequences of proposed changes and how they might affect the overall system/process
- Tom should explain issues and recommendations carefully and use visuals in order to make sure customers can understand Tom's thought process

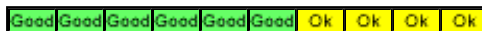
Question: Describe a time when you felt your abilities to solve problems were not being used effectively by your company or client. How did you deal with it?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable



- Typically enjoys learning new things and new technologies which can be a good fit for many consulting roles
- A combination of fast learning speed and carefree nature can allow Tom to be creative in seeking solutions to problems
- Tom is carefree when it comes to details, so it is best for Tom to have someone who is assisting in tracking the planning and details of a consulting assignment

Question: Describe the most successful and personally effective position you have been in? What types of projects did you work on, and what was your specific role in those projects?

Tough Minded

Cooperative
Agreeable



Direct
Determined



- Tom tends to be skeptical and inquisitive which can be helpful in most consulting roles

- Typically more comfortable when in control rather than when required to take direction on a regular basis
- Usually straight forward with others and can be opinionated

Question: Describe a time when you disagreed with the way a project was being implemented. How did you express your opinion and how did it turn out?

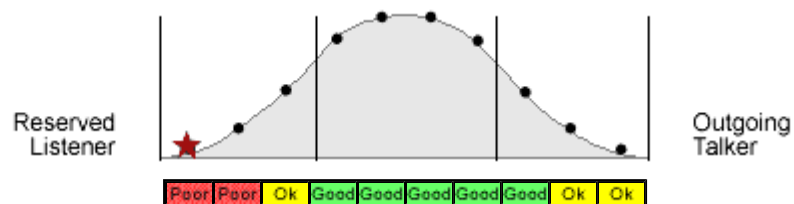
Conventional (Rules)



- Tom has a very quick learning speed but typically does not seek a creative or out of the box approach to problem solving
- Tom is usually very consistent and focused on project follow through
- Generally better suited for more structured situations rather than those where things are open-ended and in need of innovative approaches

Question: Describe a situation where you had to implement a project very quickly, and neither you nor the company had ever done anything like it in the past. How did things turn out?

Extroversion



- Tom tends to be quiet and reserved, but remains attentive and thoughtful
- Others may view Tom's quiet nature as showing a lack of interest or enthusiasm for projects or ideas
- Usually very comfortable working alone for long periods of time

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?

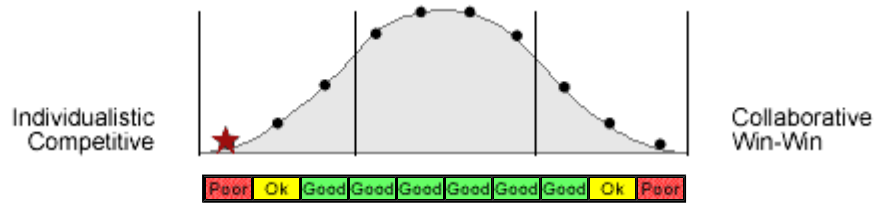
Stable



- Tom tends to feel stress sooner than others
- Tends to be sensitive to client issues
- May have an unrealistic sense of urgency to resolve client issues

Question: Describe a time when you felt that your company was unnecessarily pushing its staff too hard. How did you handle the stress?

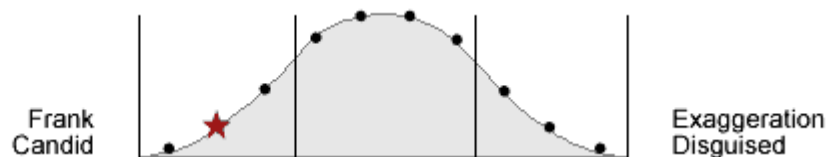
Team



- Tom tends to be highly competitive and self-motivated
- May not work well on a team, particularly if collaboration is critical to the success of the project
- Usually motivated by individual recognition and rewards rather than team rewards

Question: Tell me about a time when you felt very productive and effective in your work. What sort of environment were you working in and what types of projects did you work on?

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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Consultant 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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