Date: Jul 13, 2008

CluesAssessments
provided by
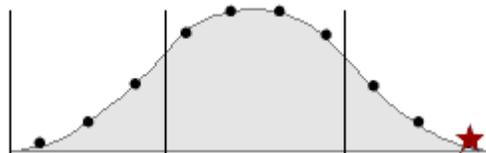**Chrysalis Corporation**

Name: Tom Tester
ID: 295689

Good
Ok
Poor

Data Entry Summary

General Reasoning
(Cognitive)

Slower Processing
Accepts Simple & Repetitive Work

Faster Processing
Needs Intellectual Challenge

- From a cognitive speed standpoint, Tom may be better suited for roles that require a higher level of problem solving skills
- Many data entry positions will not require the intellectual challenge that Tom may prefer
- Tom learns new information quickly

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

| Poor | Poor | Ok | Ok | Ok | Good | Good | Good | Good | Good |

- Generally prefers to be in a role that allows for bigger picture thinking versus data entry type roles that rely on continual detail orientation
- Tom may allow details to be overlooked
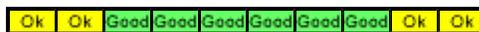- Generally responds well to interruptions and unexpected requests

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

Tough Minded

Cooperative
Agreeable

Direct
Determined

| Ok | Ok | Good | Good | Good | Good | Good | Good | Ok | Ok |
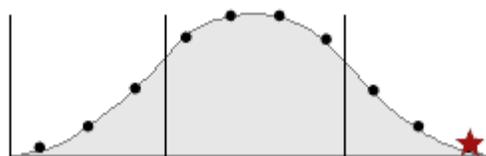
- Tends to be direct, tough minded and skeptical which can be helpful for scrutinizing details and ensuring accuracy
- High level of tough mindedness may make some data entry roles less enjoyable considering that Tom will not have as much control over the day as desired
- Data entry situations where there is some level of confrontation to be handled may be better suited to Tom's style

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

you handle that?

## Conventional
(Rules)

Open to New Experience
Flexible

Consistent
Structured
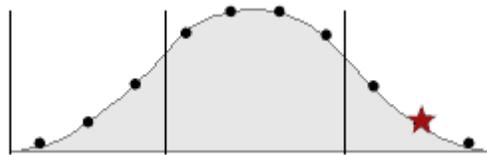
| Poor | Poor | Ok | Ok | Good | Good | Good | Good | Good | Good |

- Tom tends to be consistent and follow the procedures closely however the rudimentary aspect of many data entry roles can create boredom for Tom
- Prefers an environment that is structured and predictable
- May have some difficulty working in an environment where requests or projects are often unique and unexpected
Question: Describe a time when it seemed like the policies and procedures were changing too quickly and it was difficult to keep up. What was it like?

Extroversion

Reserved
Listener

Outgoing
Talker
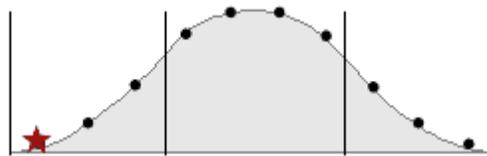
| Good | Good | Good | Good | Good | Ok | Ok | Poor | Poor | Poor |

- 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 which can work well for many data entry roles
- Better suited for a data entry position that doesn't require continual interaction with others during the day
Question: Tell me about a time when you had to present some information to several people at once in a meeting. What was it like?

Stable

Sensitive
Anxious

Calm
Stress Resistant

| Ok | Good | Good | Good | Good | Good | Good | Ok | Ok | Ok |
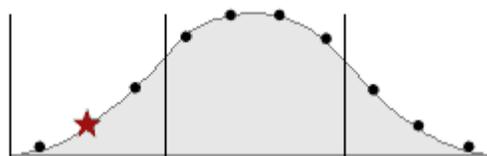
- Tends to be sensitive to the needs of others
- Tom's sensitivity may cause stress if the environment is overly demanding and fast-paced
- At times, Tom may have an exaggerated sense of urgency
Question: Tell me about a time when you became very upset at work. What was the situation and what happened?

Team
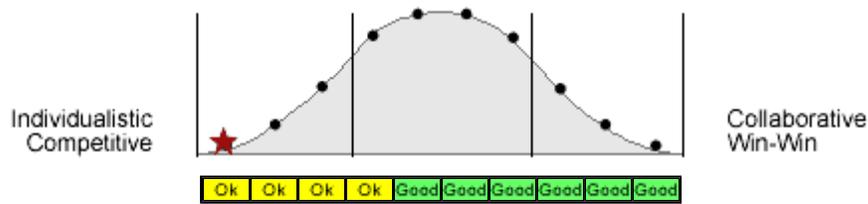
- Tom is typically self-motivated and very competitive
- May have difficulty working within a team
- Better suited for data entry roles that allow for individual recognition but be sure the rewards are also tied to quality rather than just quantity of work
Question: Give me an example of a time when you had to pick up the slack for another worker and you did not receive credit for it. What was that like?

Good Impression
(Social Desirability)
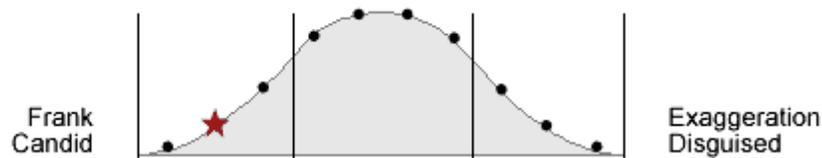
- Tom's responses have been frank and open

*The participant has scored in the "red zone" in 1 area.

Overall
79% *****

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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Chrysalis Corporation

Name: Tom Tester
ID: 295689

Data Entry 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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