

Date: Jul 13, 2008



Name: Tom Tester
ID: 295689



Journeyman - Tradesman Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



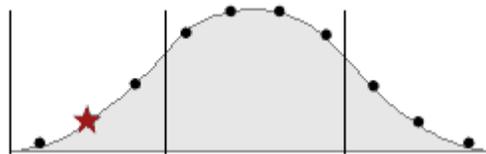
Faster Processing
Needs Intellectual Challenge

- Tom learns and solves problems at a higher rate of speed than average, which may lead to boredom with routine jobs
- May neglect routine tasks in order to focus on more challenging and long term tasks
- Tom may be better suited for situations and trades where more complex problem solving skills are valued and needed

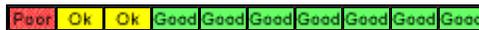
Question: Describe a time when you were involved with some long term issues and forgot to handle an important routine task. What happened?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable

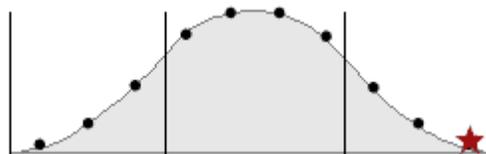


- Tom may miss important details, though quick thinking may minimize or avoid mistakes
- May appear to be careless and unorganized which may lead to safety and work quality problems
- May be better suited for positions that value spontaneity and ability to handle highly complex issues as they arise
- Tom will typically handle interruptions during the day better than most people

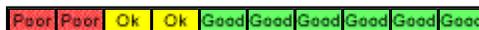
Question: Some jobs require that you deal with a lot of details during the day. Describe a time when you had to deal with a lot of details and you forgot something important. What happened?

Tough Minded

Cooperative
Agreeable



Direct
Determined

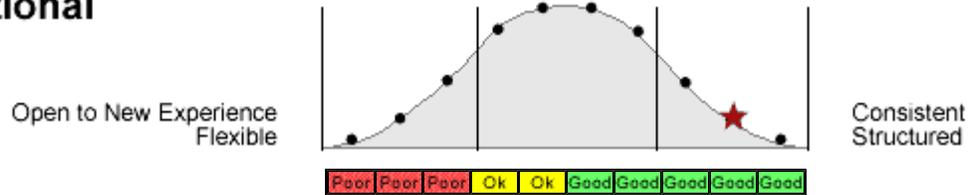


- Tom tends to be tough-minded and skeptical which can be very helpful in digging into issues to determine how to do repairs
- This directness can be helpful when offering feedback or opinions for solving problems

- Can become argumentative with others, particularly when not in control or in charge
- Tom may have difficulty taking direction from others

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?

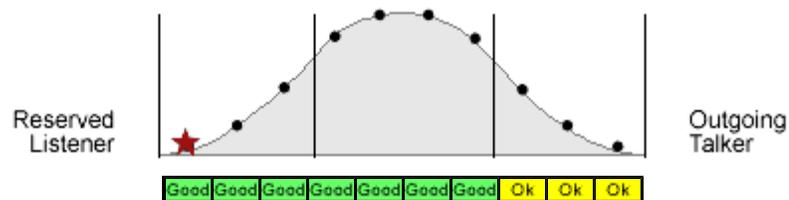
Conventional (Rules)



- Tends to be very consistent in following standard trade procedures and safety requirements
- Although Tom can learn very quickly, it may be stressful for Tom to deal with rapidly changing procedures or requirements

Question: Tell me about a time when there were a lot of changes in your job that became frustrating and hard to keep up with. What was the situation and how did you deal those changes?

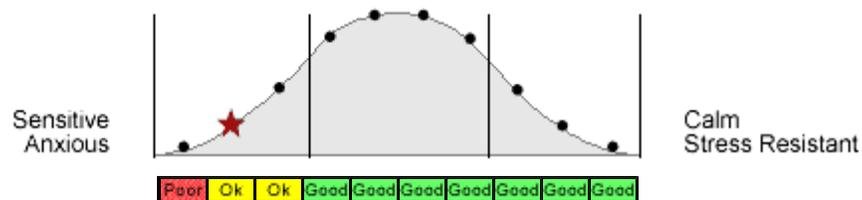
Extroversion



- Tom tends to be quiet and shy, a plus in situations where employees must work for long periods of time on their own
- Reserved nature may lead others to view Tom as unfriendly or aloof
- Tom likely 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?

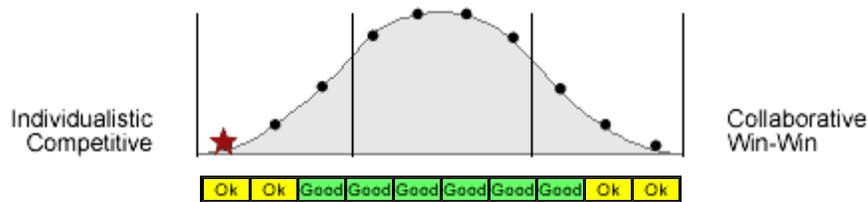
Stable



- Tom may feel stress more quickly than others
- In highly stressful and demanding situations Tom may become nervous and anxious
- Tom will generally have a high sense of urgency to get projects done on time

Question: Tell me about a time when your job was very demanding and you had to work much faster than you were comfortable with. What was the situation and how did you manage?

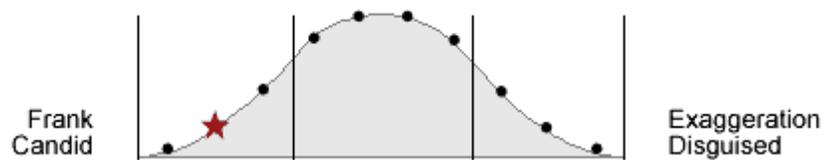
Team



- Tom is generally competitive and self-motivated
- May have difficulty working on a team and being collaborative
- Better suited for an environment where independent work is more typical than one where team effort is emphasized

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
89%

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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Name: Tom Tester
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Journeyman - Tradesman 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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