

Date: Jul 13, 2008



Name: Tom Tester
ID: 295689



Light Industrial 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 light industrial positions
- Tends to focus on longer term and strategic issues rather than the day-to-day issues of many light industrial positions
- Tom's lack of focus on routine tasks could cause safety issues because of boredom and failure to pay attention to immediate routine tasks
- May be better suited for situations where their more complex problem solving skills are valued and needed

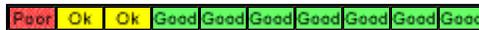
Question: Tell me about a time where you worked in a job where you were not challenged every day and you became bored. How did you deal with the boredom?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable



- Tom may miss important details which can be particularly challenging when dealing with inventory
- Will generally handle interruptions better than others
- May be better suited for situations when there are minimal details and where spontaneity is valued

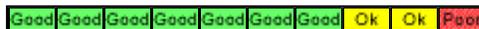
Question: Some jobs require that you deal with a lot of details during the day. Describe a time when you had to deal with a lot of details and you forgot something important. What happened?

Tough Minded

Cooperative
Agreeable



Direct
Determined



- Tom tends to be tough-minded and out-spoken particularly when they feel the need to point

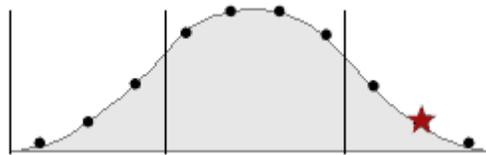
out problems or issues within the light industrial environment

- This directness can be helpful when they voice positive feedback and offer opinions
- 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 light industrial 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

Poor Poor Poor Ok Ok Good Good Good Good Good

- Tends to be very consistent in following policies and safety procedures
- Tom may find it difficult to deal with change and will need extra time to adapt changes made in light industrial and inventory procedures

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 the changes?

Extroversion

Reserved
Listener



Outgoing
Talker

Good Good Good Good Good Good Good Good Ok Ok Ok

- Tom tends to be quiet and shy which can work well for many light industrial 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 this affect your productivity?

Stable

Sensitive
Anxious



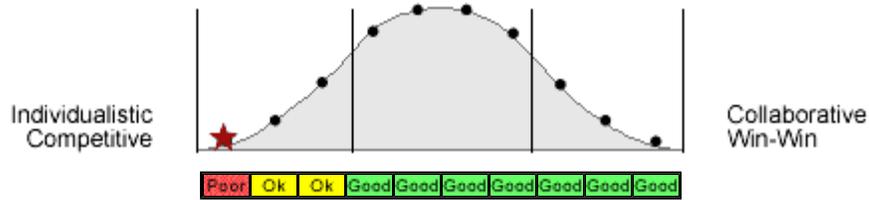
Calm
Stress Resistant

Poor Ok Ok Good Good Good Good Good Good Good

- Tom may have difficulty dealing with highly stressful and demanding situations
- Tends to be sensitive to customer or co-worker needs
- May be better suited for situations where there is less stress and where high energy and 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 forgot to follow a policy or safety procedure. What was the situation?

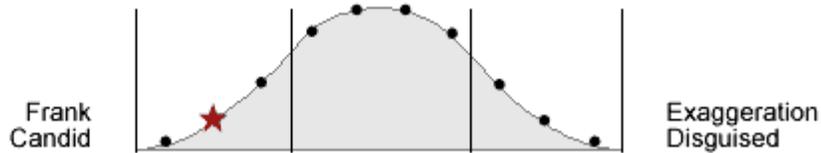
Team



- Tom is generally competitive and self-confident
- May have difficulty working on a team and being collaborative
- May see co-workers as competitors
- Generally prefers to receive individual rewards and recognition for their efforts

Question: Many jobs require people to work on teams. Tell me about a time when you felt that you did not get the rewards and recognition that you deserved for your hard work. What was the situation?

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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Light Industrial Interview Questions

General Reasoning (Cognitive)

Question: Tell me how you stay focused during the day performing routine tasks.

Question: Give me an example of a daily task that you would rather not do.

Question: Can you tell me how you try to keep motivated to do the same jobs day after day?

Conscientious (Organization)

Question: Tell me about a time when you did not follow a procedure and it created a problem. What happened and how did you deal with it?

Question: Give me an example of when you felt like your supervisor or manager overreacted to something. How did you handle it?

Question: Tell me about a time when you were very busy and forgot a safety procedure. What happened?

Tough Minded

Question: Tell me about a time when your manager asked you to complete a project that was not your responsibility. What happened?

Question: Tell me about a time when you notified management of a problem at your job. How did you go about it?

Question: Give me an example of how you would let a coworker know that they are not following procedures. How do you think they would handle it?

Conventional (Rules)

Question: Tell me about a time when you had to complete a project that a co-worker had started. How did that work out?

Question: Give me an example of a time you were creative in solving a problem. How did you do it?

Question: How do you respond to coworkers who ignore safety regulations?

Extroversion

Question: Describe a time where you had to work alone most of the day. How did you deal with it?

Question: Tell me how you keep focused on your job when coworkers distract you. How does this affect your productivity?

Question: Tell me about a time when you asked a coworker to stop interrupting you. How did they react to this?

Stable

Question: Give me an example of how you keep calm when you have a great deal of work to complete.

Question: Tell me how you would handle a friend who asks you to share confidential information.

Question: Describe a time when you needed to complete a project but it was quitting time. How did you handle that?

Team

Question: Tell me how you have handled projects that are assigned to the team and not you directly.

Question: Give me an example of a time when your group was asked to work together to complete a project. How did you feel about it?

Question: Tell me about a situation where your coworker received all the praise for a project you had completed. What did you do about it?

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