

Date: Jul 13, 2008



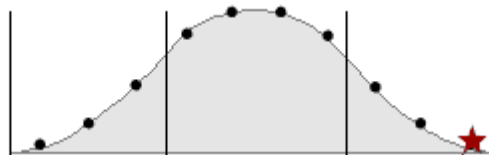
Name: Tom Tester
ID: 295689



Warehouse 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 warehouse positions
- Tends to focus on longer term and strategic issues rather than the day-to-day issues of many warehouse 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

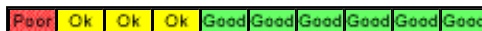
Question: Tell me about a time where you worked in a job where you were not challenged every day and you became bored. How did you deal with the boredom?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable



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

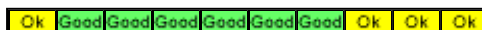
Question: Some jobs require that you deal with a lot of details during the day. Describe a time when you had to deal with a lot of details and you forgot something important. What happened?

Tough Minded

Cooperative
Agreeable



Direct
Determined



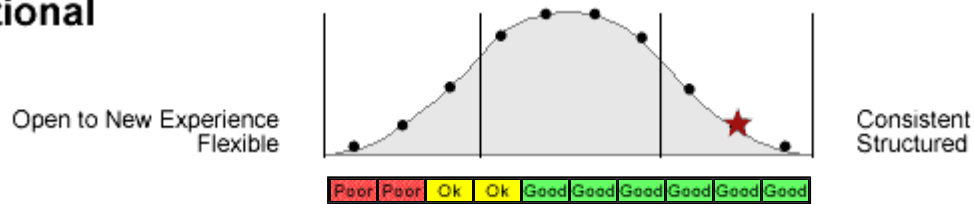
- Tom tends to be tough-minded and out-spoken particularly when they feel the need to point

out problems or issues

- Directness can be helpful when they share ideas or give opinions on how to improve things
- Can become argumentative with others particularly when they are 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 policies and safety procedures
- Even though Tom learns quickly, it may be more difficult to deal with rapid changes in inventory procedures especially if those procedure don't make sense to Tom in the bigger picture

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



- Tom tends to be quiet and shy which can work well for many warehouse 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?

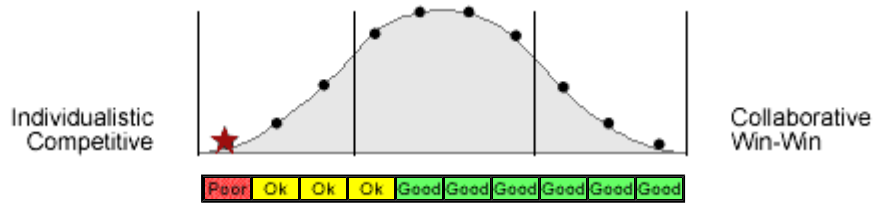
Stable



- Tom will feel stress quicker than others
- In highly stressful conditions, Tom may become nervous and anxious
- May be better suited for environments where Tom is allowed to work at a reasonable pace versus those that are highly stressful and demanding

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?

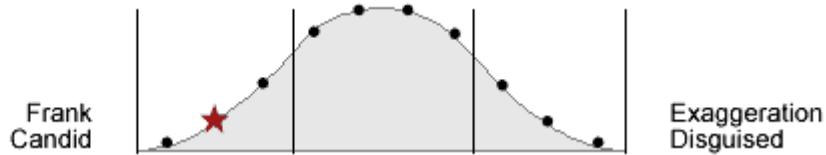
Team



- 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 1 area.

Overall
75% *

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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Warehouse Interview Questions

General Reasoning (Cognitive)

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

Question: Tell me how you concentrated while performing routine tasks.

Question: Tell me something that you do every day that you would like to give to someone else.

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 you notified management of a problem at your job. How did you go about it?

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

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

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: How have you handled a manager who delegates too much responsibility to you?

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 group 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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