

Selection Report

Success Pattern: Executive Manager

John Sample

Peoplogica

Selection Report - John Sample

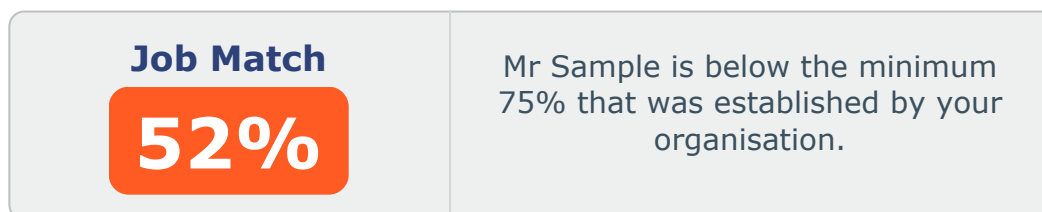
This report provides information which reflects the responses provided by Mr Sample when completing the assessment. This information will be valuable when considering John for the position by demonstrating how well he fits the job. This is accomplished by comparing his results to a Success Pattern, which defines the requirements of the position by identifying the characteristics that will yield success in the position.

The Job Match provided below is a percentage of his alignment with the Success Pattern. The rest of the report will guide you through the process with information about John as a person and his behaviours in relationship to the position.

Job Match to Executive Manager

Following is the display of the Job Match percentage to the Success Pattern of Executive Manager. The match is calculated by comparing the scores of Mr Sample to the Success Pattern created for this position.

A minimum job match percentage, as displayed by the green area of the gauge below, was selected by your organisation to ensure Mr Sample is a highly compatible candidate for this job.



The distortion score for John Sample is 6

The Distortion score shows how candid the individual was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candour.

Assessment information should only be a part of the information used in the placement process. For more details, please refer to the User's Guide.

Please see the last page of the report for possible Areas of Concern.



Talent Summary

Mr Sample scored below average on the Reasoning scale. This indicates that his capacity for learning and applying new information is less than is optimal for the job. He may require additional assistance when addressing complex problems.

Mr Sample is interested primarily in the Technical, Financial and Mechanical themes. He enjoys pursuing intellectual activities such as research, analysis and scientific investigation, and he favours a detailed, analytical approach to assessing and categorising information. He also enjoys being outdoors and working with tools.

Mr Sample generally complies with policies and he can accept supervision, but he may deviate from established protocols if he thinks they are getting in his way. He will work to maintain group harmony, but he will not allow others to take advantage of him. He devotes some effort to fostering good relations across departments and he keeps up with issues of common concern.

Mr Sample can resume work on old projects fairly quickly. He has a tendency to trust most people once he gets to know them. He has little drive to influence most outcomes and he is rarely comfortable with being the final decision-maker.

Furthermore, his average Resilience score indicates he may require occasional encouragement to see particularly difficult tasks through to completion. He likely relies on a limited number of information sources when weighing options for key decisions. John is likely to take inventory of the risks before making decisions. Mr Sample is likely to request input from others when new and unfamiliar problems arise.

Talent Details

For an in-depth picture of Mr Sample the following page provides detailed information regarding his results. Scores are illustrated on the scale from 1 to 9. High scores do not imply a better score. What is most important is how the scores compare to the Success Pattern. The Success Pattern consists of Thinking and Personality scales. The Interest scales are provided to give insight on what motivates John.

Professional Trait scales provide critical insight Into Mr Sample. These behaviours will help you understand his approach to the workplace.



Success Pattern - Executive Manager

The Success Pattern is the darker shaded area on the scale. The scores for Mr Sample are shown in white.

Job Match **52%**

Thinking

REASONING ABILITY

2

7 8 9

Personality

MANAGEABILITY

2 3 4 5

COMPETITIVENESS

4 6 7 8

PEOPLE CONTACT

5 6 7

SENSE OF URGENCY

4 5 6 7

ATTITUDE

4 5 6 7

TAKE CHARGE

2 7 8 9

Professional Traits

RESILIENCE

6

OBJECTIVITY

1

DECISIVENESS

2

INDEPENDENCE

1

Interest

Top Interests



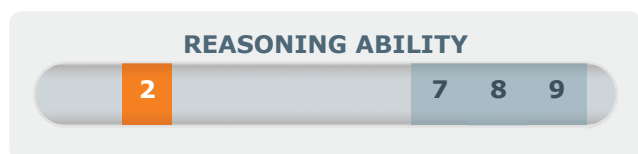
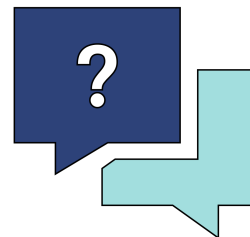
TECHNICAL - 6

FINANCIAL - 6

MECHANICAL - 5

Interview Questions

Interview questions are provided when Mr Sample scores outside the Success Pattern for Executive Manager. These questions are designed to assist you in the interview process. Management Insights are given to provide you with insight into what is required to manage Mr Sample.



A measure of expected learning, reasoning and problem solving potential.

Mr Sample scored below average in Reasoning when compared to others in this position. This suggests that his ability to learn and apply new information efficiently is less than is optimal for the position. He may find the work to be overly challenging.

INTERVIEW QUESTIONS

- When people ask you to do something new, do you prefer demonstrations or verbal instruction?
- Tell me about a time when you were asked to learn a new skill. How did you approach the task?
- Do you prefer clearly laid out steps or more general instruction when undergoing training?

MANAGEMENT INSIGHTS

- Mr Sample may require additional assistance to best benefit from training.
- Mr Sample may be less capable of adapting to challenging situations when time is an issue, compared to individuals who earned higher Reasoning scores.
- When learning new skills, he will likely require time to repeat or rehearse the steps multiple times.

TAKE CHARGE

2

7

8

9

Tendency to strive for control of people and situations and to lead more than follow.

Mr Sample has a Take Charge score that is below the Success Pattern for this position. He may have difficulty asserting himself to the degree that is optimal for the job.

INTERVIEW QUESTIONS

- In your own opinion, what does it mean to be assertive?
- Tell me about a time in which you needed to maintain a high level of persistence in order to reach a goal. Be specific.
- How do you typically handle a situation when you have to be forceful in giving directions to others?

**MANAGEMENT
INSIGHTS**

- John is unlikely to volunteer to influence the direction of projects or other significant undertakings.
- Mr Sample tends to allow others to take the lead and he frequently defers to more assertive colleagues.
- John is usually most comfortable adopting a passive role when working as part of a group.

ATTITUDE

4

5

6

7

Tendency to have a positive or optimistic outlook regarding people and outcomes.

On the Attitude scale, Mr Sample scored below the Success Pattern for this position. This suggests that he may have a tendency to be more pessimistic than most successful individuals when dealing with others.

INTERVIEW QUESTIONS

- How would you react if your supervisor assigned you a task you believed could not be done and he or she simply said “just trust me on this”.
- Tell me about the last time you questioned the intentions of someone else. What motivated you to do that?
- Tell me about a time when someone questioned your intentions when you had done nothing to deserve it. What happened as a result and how did you react?

**MANAGEMENT
INSIGHTS**

- Mr Sample may frequently exhibit a higher level of scepticism concerning risk and unexpected challenges than is appropriate.
- He may be somewhat contentious when dealing with supervisors that he does not know.
- Because he tends to be more vigilant and guarded than many others, John may sometimes come across as unfriendly.

COMPETITIVENESS

4

6

7

8

Tendency to work toward goals and to try to exceed others' performance.

Having scored below the Success Pattern on the Competitiveness scale for this position, Mr Sample may not be willing to advocate his views with the amount of forcefulness needed to thrive in this position.

INTERVIEW QUESTIONS

- Tell me about a time you disagreed with a group. What did you do as a result?
- Tell me about a time when someone tried to take advantage of you and you stood up for yourself.
- Tell me about a time you withheld your opinion in order to maintain a congenial environment.

**MANAGEMENT
INSIGHTS**

- In the interest of preserving a harmonious atmosphere, Mr Sample may readily go along with the opinions of others.
- Mr Sample consistently tries to avoid conflict and maintain a cooperative environment.
- John is quick to accommodate others and to avoid interpersonal conflict.

MANAGEABILITY

2 3 4 5

Tendency to follow policies, accept supervision and work within the rules.

On the Manageability scale, Mr Sample scored above the Success Pattern for this position. This indicates that he prefers to follow established policies and procedures closely and he may encounter difficulty adapting to the high need for flexibility in this position.

INTERVIEW QUESTIONS

- How would you react to a situation in which you did not have a formal policy or supervisor to use as a reference?
- Describe how you interact with, and take direction from, people in positions of authority over you.
- Describe your willingness to act on your own, without seeking guidance from your supervisor on a task.

**MANAGEMENT
INSIGHTS**

- John may overvalue organisational restrictions to the point at which it impedes task completion.
- He may be agreeable to the point at which he withholds his opinions.
- Mr Sample is highly compliant and he may have a tendency to accept supervision and external sources of control uncritically.

SENSE OF URGENCY

4

5

6

7

Tendency to display intolerance to delays and an eagerness for immediate results.

Mr Sample scored below the Success Pattern on the Sense of Urgency scale for this position. This suggests that his ability to tolerate a fast-paced work environment may be less than is desirable for the job.

INTERVIEW QUESTIONS

- How would you handle a situation in which you were assigned multiple high priority tasks at once?
- Tell me about a time when you felt you lacked the energy to finish a project and describe the final result.
- How critical is it for you to work in an environment that is low stress?

**MANAGEMENT
INSIGHTS**

- Mr Sample may have trouble maintaining a fast production pace if he is consistently required to do so.
- John may need additional supervision and encouragement to maintain a fast work pace.
- John may place more emphasis on precision and accuracy than on accomplishing tasks quickly.

PEOPLE CONTACT

5 6 7

Tendency to be outgoing, people-oriented and to participate with others.

Mr Sample has a People Contact score that is within the Success Pattern for this position. He appreciates social interaction, but he can prevent it from becoming a distraction.

INTERVIEW QUESTIONS

- In your professional life, what determines whether you will be outgoing or more reserved in a given situation? Provide examples of when you have been more outgoing than usual and when you have been more reserved than usual.

**MANAGEMENT
INSIGHTS**

- Mr Sample is moderately sociable and he tends to maintain open lines of communication with other team members.
- John can be fairly outgoing, but he may also be more reserved on some occasions.
- He maintains good interpersonal relations and, because of his interactions with others, he likely possesses an adequate understanding of issues that commonly concern team members.

Professional Trait Considerations

It is important to understand the types of behaviours Mr Sample will bring to the workplace based on his scores for these traits. You should discuss these behaviours if you feel they might prove problematic in this position.

RESILIENCE

6

Tendency to overcome setbacks and to persevere through difficult situations.

Mr Sample scored in the mid-range on the Resilience scale. This means he is capable of persevering through difficult situations and tasks, but, if asked to do so too often, he may become discouraged.

OBJECTIVE JUDGEMENT

1

Tendency to base decisions and actions on hard facts and information, as opposed to intuition

John scored low on the Objectivity scale. This indicates he is likely to base most actions and decisions on instinct and intuition rather than hard facts and objective information.

DECISIVENESS

2

Tendency to make snap decisions without weighing the risk.

Mr Sample scored low on the Decisiveness scale. This suggests that he may be slower to make decisions, due to his tendency to minimise risk.

INDEPENDENCE

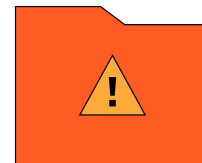
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Tendency to be self-reliant, self-directed and make own decisions.

John scored low on the Independence scale. If the job requires high degrees of autonomy, you may want to assess his willingness to work in solitude and rely on his own resources.

Areas of Concern

Mr Sample responded to some questions which indicated some concern regarding his sense of right and wrong. Following are statements that were provided by Mr Sample that should be considered when making a hiring decision.



It is recommended that you ask him about the statements to be sure that you understand his perspective on these items.

Mr Sample indicated that he believes:

- Stealing equipment, supplies, etc. is not the same as stealing money.
- As long as you don't get carried away, everything you say during a job interview doesn't always have to be the truth.
- It is better to stretch the truth regarding your qualifications rather than telling the truth and not getting a high-paying job.
- Taking office supplies or product samples home for personal use is not really stealing.