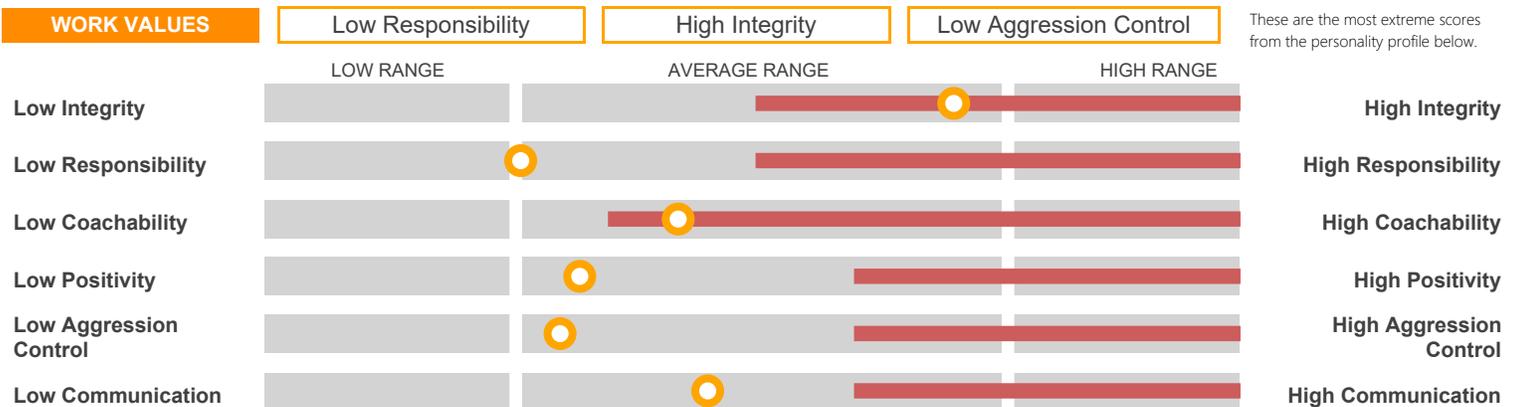
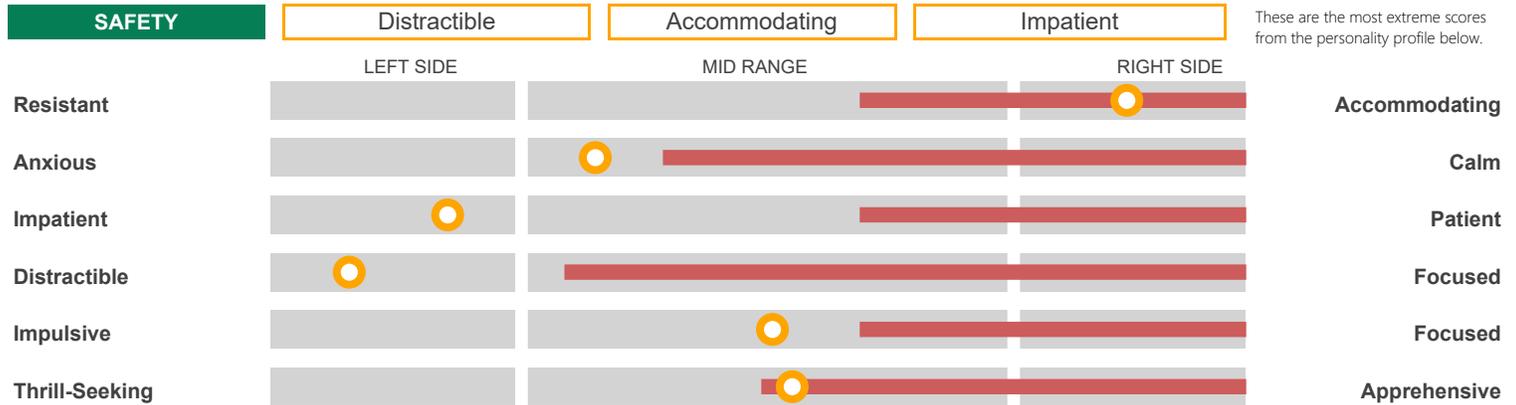




34

Health Care-Personal Attendant

- Good Fit
- Possible Fit
- Low Fit



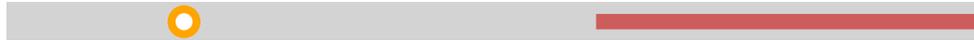
Disclaimer: Results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions



Suggested Behavioral Interview Questions

Health Care-Personal Attendant

Impatient



Patient

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Impatient vs. Patient

Ask one or more of the following questions:

- Give me an example of a work situation where someone did something that you found to be extremely annoying. What was the situation?
- Give me an example of a work situation where you became angry about something. What was the situation and how did you handle it?

Reserved



Outgoing

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK on Reserved vs. Outgoing

Ask one or more of the following questions:

- Tell me about a time when you needed to make someone feel comfortable and at ease. How did you approach the situation?
- Sometimes customers or co-workers make unreasonable requests. Describe a time when someone made an especially unreasonable request to you. How did you handle this situation?

Low Aggression
Control



High Aggression
Control

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Low Aggression Control vs. High Aggression Control

Ask one or more of the following questions:

- Tell me about a time when someone did something bad to you but you got even with them. Describe the situation and your actions in detail.
- Give me an example of a time when you needed to discipline someone. Describe the situation and how you handled it.

Low Positivity



High Positivity

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK on Low Positivity vs. High Positivity

Ask one or more of the following questions:

- We all have times when we get frustrated and upset at work. Describe a time this happened to you.
- Tell me about a time when someone at work did something that irritated you. What did they do and how did you react?



Suggested Behavioral Interview Questions

Health Care-Personal Attendant

Reactive



Calm

Area 5: Kelly Sample scored OUTSIDE THE BENCHMARK on Reactive vs. Calm

Ask one or more of the following questions:

- Tell me about a recent time when you had to initiate contact and build a relationship with a new person or group. Describe the situation and your actions in detail.
- Give me an example of a time when you were in a situation where communicating with someone was challenging. What was the situation and how did you handle it?

Low
Responsibility



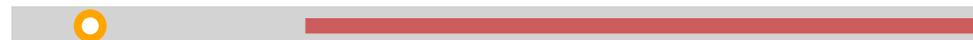
High
Responsibility

Area 6: Kelly Sample scored OUTSIDE THE BENCHMARK on Low Responsibility vs. High Responsibility

Ask one or more of the following questions:

- Sometimes we're expected to do more than what is possible. Give me an example of a time when this happened to you and how you handled it.
- Tell me about a time when you tried but you couldn't get somewhere on time. What was the situation and what did you do?

Distractible



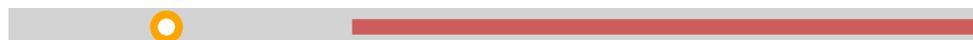
Focused

Area 7: Kelly Sample scored OUTSIDE THE BENCHMARK on Distractible vs. Focused

Ask one or more of the following questions:

- Tell me about a time when you had to have a lot of focus and concentration in order to do something correctly. What was the situation and what did you do to stay focused?
- Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.

Conventional



Open-minded

Area 8: Kelly Sample scored OUTSIDE THE BENCHMARK on Conventional vs. Open-minded

Ask one or more of the following questions:

- Give me an example of a time when you had to put in extra effort at work to complete a task or project. What was the situation, what did you do and what was the result?
- Tell me about a job you had that you felt was very demanding. Describe the situation and how you felt about it at the time.