



AVP INTERVIEW

Attitude, Values, Personality



EMPLOYER REPORT

For Hiring, Training & Coaching

Kelly Sample

- Participant Email - kelly@sample.com

Benchmark: Bus Operator





Overall Fit Score:
Bus Operator

85

- Green indicates a **good fit**
- Yellow indicates a **possible fit**
- Red indicates a **low fit**

Validity Category:
Acceptable

DRIVER SAFETY

Cautious Patient Accommodating

LEFT SIDE MID RANGE RIGHT SIDE

< These are the most extreme scores from this section

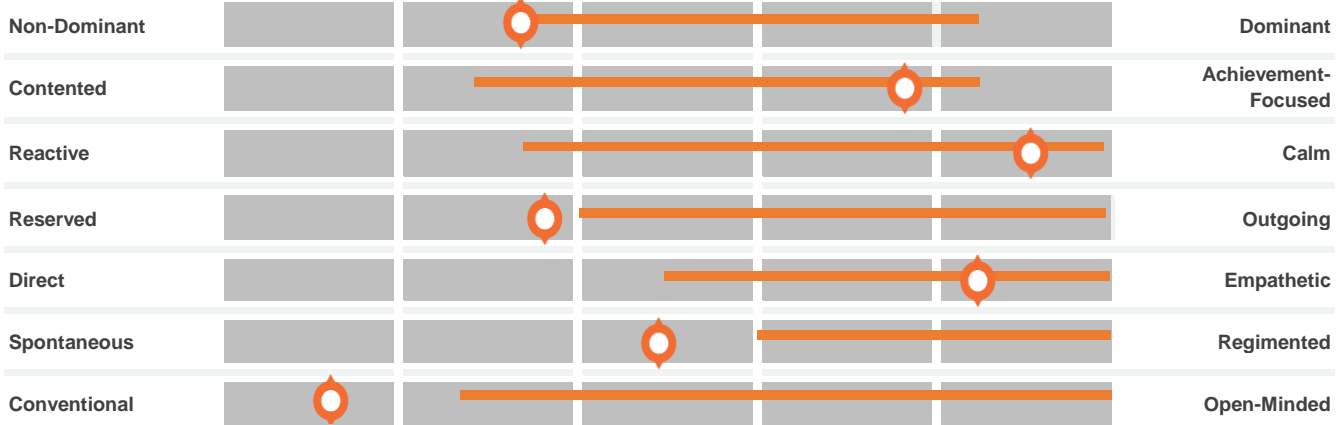


WORKSTYLE

Regimented Calm Conventional

LEFT SIDE MID LEFT MID RANGE MID RIGHT RIGHT SIDE

< These are the most extreme scores from this section

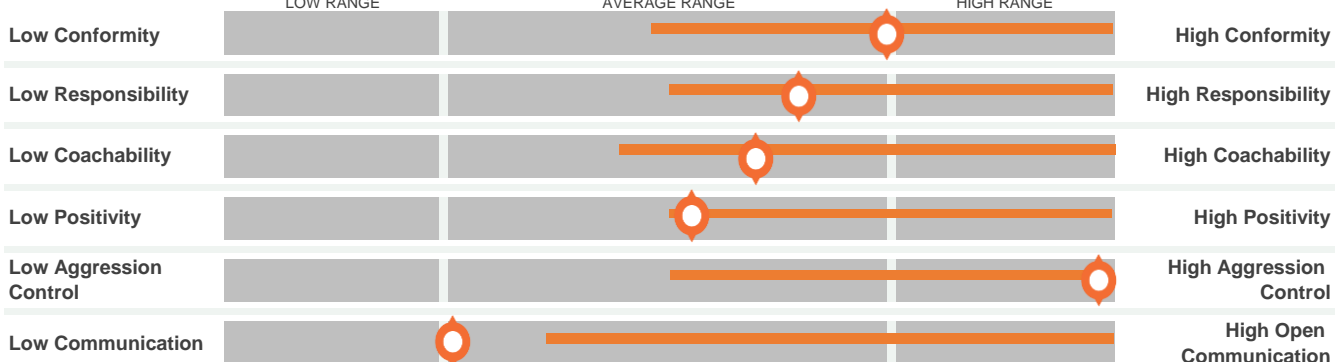


WORK VALUES

High Aggression Control High Responsibility High Coachability

LOW RANGE AVERAGE RANGE HIGH RANGE

< These are the most extreme scores from this section



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

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Impulsive vs. Cautious

Ask one or more of the following questions:

- Give me an example of when you could have done a task quickly but you decided that taking quick action might be too risky. What was the situation and what did you do?
- Give me an example when you had to make a quick decision about something and made a mistake as a result. What was the situation and how did it turn out?

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

Ask one or more of the following questions:

- 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?
- Tell me about a time when you decided to work on a task independently when you would have rather involved others. What was the situation and what was the result?

Area 3: 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 you let someone know that their behavior was unacceptable. What was the situation?
- Give me an example of a situation where you became annoyed or frustrated by someone you worked with. What was the situation and how did you handle it?

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK on Spontaneous vs. Regimented

Ask one or more of the following questions:

- Give me an example when you weren't satisfied with the quality of your work but you didn't have the time or resources to complete it properly. Describe the situation in detail.
- Give me an example of a time when you had to plan and organize something complex. What was the situation and what was the result?

Area 5: Kelly Sample scored OUTSIDE THE BENCHMARK on Open Communication

Ask one or more of the following questions:

- Tell me about a time that you demonstrated patience and understanding with a customer or coworker. What was the situation, what did you do, and what was the result?
- Describe a situation when someone at work crossed a personal boundary with you. What was the situation, and how did you handle it?



Performance Management Considerations and Coaching Tips

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Impulsive vs. Cautious

Positive aspects related to this score:

- Will consider potential consequences of actions
- Would carefully consider options when making decisions
- Would not require frequent compliance monitoring

Management Considerations and Coaching Tips:

- May need to be reminded to think through possible negative consequences of actions
- May need coaching on when to decide quickly and when to decide slowly and carefully
- Would benefit from learning the mistakes others have made

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

Positive aspects related to this score:

- Is naturally outgoing, open and communicative
- Can quickly build relationships with coworkers and customers
- Comfortable being the center of attention
- Will initiate social interaction

Management Considerations and Coaching Tips:

- Should have more tasks that involve interacting with others than independent work
- Will likely share thoughts and ideas openly
- May not always think ideas through before sharing them
- Should be given the opportunity to interact with new people

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Impatient vs. Patient

Positive aspects related to this score:

- Will be patient and understanding with others
- Able to keep emotions under control
- Will be able to handle stress without becoming irritable

Management Considerations and Coaching Tips:

- May not always correct unsafe behavior in other team members
- May be too tolerant of others' bad behavior
- Should be encouraged to speak up if something is bothering him/her

Area 4: Kelly Sample scored OUTSIDE THE BENCHMARK on Spontaneous vs. Regimented

Positive aspects related to this score:

- Process and detail-oriented
- Prefers order and structure
- Conscientious and dependable
- Mindful of planning and preparation requirements

Management Considerations and Coaching Tips:

- Does not require close supervision
- Will be highly organized and detail-oriented
- Should be given clearly defined responsibilities, goals and targets
- May need extra time to adapt to changes in goals or processes

Area 5: Kelly Sample scored OUTSIDE THE BENCHMARK on Open Communication

Positive aspects related to this score:

- Keeps emotions under control
- Handles stress or conflict without becoming agitated or angered
- Not easily provoked or offended
- Seen as patient and understanding with others

Management Considerations and Coaching Tips:

- May be too passive in situations when they should assert themselves
- May avoid addressing interpersonal conflict
- May need to be encouraged to confront unacceptable behavior